



FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR REPORT

For the year-ended
December 31, 2024

INTRODUCTION

Lundin Mining Corporation (“**Lundin Mining**” or the “**Company**”) is committed to preventing and mitigating human rights impacts associated with the Company’s activities and contributing to the promotion of their broader societal respect and protection.

The Company prepared this **Fighting Against Forced Labour and Child Labour in Supply Chains Report** (the Report) in accordance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023) (the Act) for the financial year ended December 31, 2024. This is a joint report made under Section 11 of the Act on behalf of the Company and its subsidiaries that have been determined to be reporting entities under the Act (collectively, the “**Reporting Entities**”) for the reporting period ending December 31, 2024. For purposes of this Report, the Reporting Entities other than Lundin Mining Corporation are listed below:

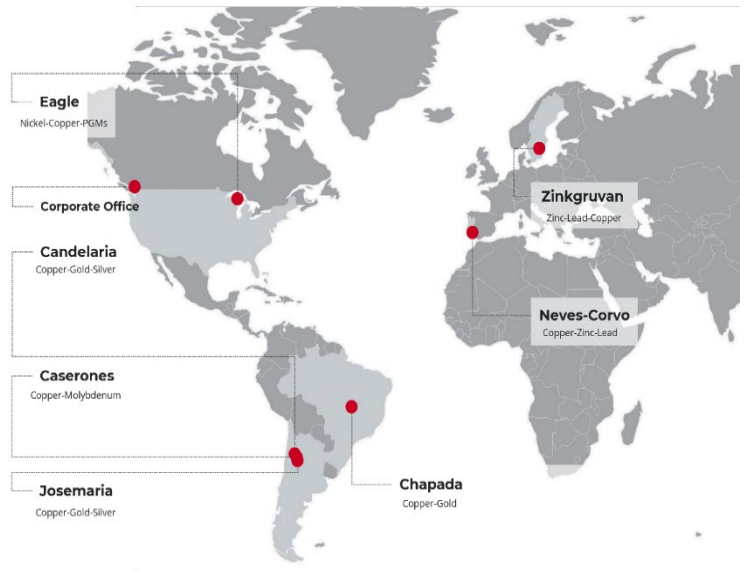
Reporting Entity	Country of Registration	Principal Business
1. Mineracao Maraca Industria e Comercio	Brazil	Operating Mine
2. Compañía Contractual Minera Candelaria	Chile	Operating Mine
3. Compañía Contractual Minera Ojos del Salado	Chile	Operating Mine
4. LMC Candelaria SpA	Chile	Holding Company
5. LMC Ojos del Salado SpA	Chile	Holding Company
6. LMC Caserones SpA	Chile	Holding Company
7. SCM Minera Lumina Copper	Chile	Operating Mine
8. Eagle Mine LLC	Delaware, USA	Operating Mine
9. Lundin Mining Delaware Ltd.	Delaware, USA	Holding Company
10. LMC Brazil Holdings B.V.	Netherlands	Holding Company
11. Sociedade Mineira de Neves-Corvo, S.A.	Portugal	Operating Mine
12. Zinkgruvan Mining AB	Sweden	Operating Mine
13. Lundin Mining AB	Sweden	Holding Company
14. Lundin Mining Holdings AB	Sweden	Holding Company

This report describes the actions that Lundin Mining has taken to assess and manage the risks of forced and child labour (“**Modern Slavery Risks**”). In this Report, unless otherwise stated, references to “Lundin Mining”, the “Company”, “we”, “us”, “our” and similar expressions include the Reporting Entities.

ABOUT LUNDIN MINING CORPORATION

Lundin Mining is a diversified Canadian base metals mining company listed on the Toronto Stock Exchange and Nasdaq Stockholm with operations and projects in Argentina, Brazil, Chile, Portugal, Sweden and the United States of America, primarily producing copper, zinc, gold and nickel.

As of December 31, 2024, Lundin Mining had a total of approximately 6,195 employees and 10,448 contract employees located primarily in Canada, Argentina, Brazil, Chile, Portugal, Sweden, and the United States for a total equivalent full-time employment of 16,643 people. A total of 73 employees and nil contract employees are located in Canada.



OUR SUPPLY AND VALUE CHAIN

Lundin Mining’s supply chains rely on national and international networks of business partners for the provision of products and services required to support business activities at our mines. Our partners vary across our operations but reflect a strong focus on prioritizing a local and national supplier base. In 2024, goods and services that contributed to our supply chain were procured from Chile (63%), Brazil (12%), Portugal (11%), United States (4%), Sweden (6%), others (%) as shown in the graph below.

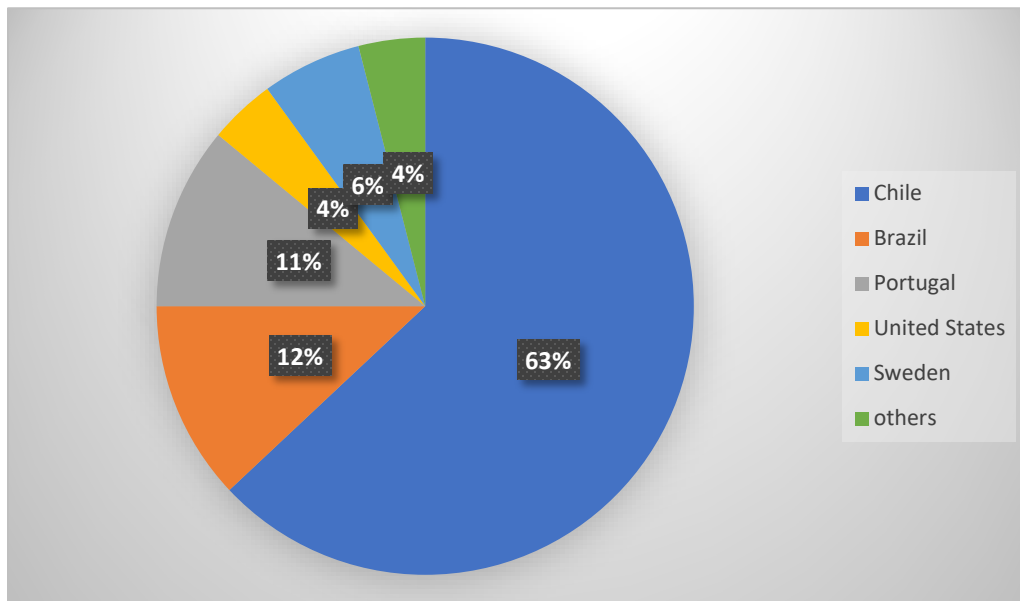


Figure 1: Percentage of Procurement Spend by Country, 2024

During 2024, Lundin Mining conducted business with 5,140 suppliers of goods and services. The top 50 suppliers provided goods or services in the following categories: heavy machinery equipment, energy, fuel,

loading & haulage ore/waste, grinding media, explosives, industrial plant equipment, insurance, concentrate transportation, catering, and general services. The end-users of our products are global. Our commercial contracts include a policy compliance clause in which buyers acknowledge Lundin Mining's core policies, which help ensure that we work alongside suppliers that share our values and have acceptable policies and procedures in place for anti-corruption, labour, health and safety, environmental stewardship, human rights and confidential reporting.

Goods and services that largely could not be sourced locally included specialized or heavy equipment, chemicals, and certain types of specialized technical-consulting services. Rail and vessel shipping are also services that are generally procured outside of local or country-specific areas.

Our mineral production consists primarily of copper, gold, zinc and nickel. Our mineral concentrate and cathode products are transported in bulk by covered trucks or rail cars directly to smelter facilities for further processing; or to outbound ports for shipping. Concentrates are mainly sold under multi-year sales contracts to a variety of smelter customers in Europe, Asia and the Americas.

GOVERNANCE

The Safety, Sustainability and Technical Committee (“SSTC”) of the Board is responsible for overseeing the Company's approach and performance with respect to our sustainability strategy, which includes human rights and associated risks. Lundin Mining's President and Chief Executive Officer (CEO) is accountable for risk management, including human rights risks. The Vice President of Sustainability (VP Sustainability) is the corporate executive responsible for managing human rights risks and works with sites to ensure appropriate systems and processes are implemented. The VP Sustainability reports quarterly to the SSTC on our progress and performance on human rights.

Our Policies & Guidelines

Our policies can be found on the Company website at <https://lundinmining.com/sustainability/good-governance/>.

- Our **Code of Conduct, Ethical Values and Anti-Corruption Policy (the “Code of Conduct”)** sets out standards of behaviour expected by all directors, officers, employees, consultants and contractors of Lundin Mining Corporation and its subsidiaries, in conducting the business and affairs of the Company. One of its principles states: " The corporation does not engage in or condone forced, compulsory, or child labour of any kind and will work to ensure these conditions are not present in our workforce". (click [here](#))
- Our **Responsible Mining Policy** explicitly ratifies our commitment to operate our business in line with the United Nations Guiding Principles for Business and Human Rights. (click [here](#))
- Our **Human Rights Policy** explicitly includes the prohibition of using any form of forced or compulsory labour, including child labour. This Policy applies to all Lundin Mining employees, whether permanent, temporary, or on contract, and includes senior management and Board of Directors. It also applies to our contractors and suppliers. (click [here](#))

Our **Human Rights Guideline** outlines how we govern, assess, monitor and report on human rights matters. The guideline identifies ways in which we can integrate continuous human rights due diligence, including for forced labour and child labour, into our overall Risk Management Framework and continuously assess its effectiveness.

- Our **Business Partner Code of Conduct** (the “**BPCC**”) applies to all business partners doing business with or on behalf of Lundin Mining. By agreeing to comply with the BPCC, Lundin Mining expects companies and individuals with whom it has a direct or indirect business relationship, including those providing supplies or services or receiving the Company’s products, and their employees, agents, and subcontractors to act in a manner consistent with Lundin Mining’s Code of Conduct and Human Rights Policy. The BPCC explicitly states it prohibits the use of forced, compulsory or child labour, and human trafficking.
- Our **Whistleblower Policy** establishes procedures for making and managing reports on a worldwide basis including joint ventures, if any, where Lundin Mining has managerial control. The policy also applies to Lundin Mining’s directors, officers, employees, consultants and contractors (and their employees), shareholders, any other parties with a business relationship with the Company, and external stakeholders. The policy explicitly includes the prohibition of retaliation. This protection extends to individuals who are connected to the reporter, including work colleagues, family members and individuals assisting the reporter in the reporting process. (click [here](#))
- Our **Diversity and Inclusion Policy** reflects the Company’s ongoing commitment to promoting diversity at the highest levels of the Company in order to set the “tone at the top” and demonstrate the Company’s commitment to diversity at all levels within the organization, and its commitment to fostering an inclusive culture based on merit and free of conscious or unconscious bias. (click [here](#))

MANAGING OUR FORCED LABOUR AND CHILD LABOUR RISKS

In this section, we describe the actions undertaken to identify, address and remediate human rights risks or impacts, particularly forced labour and child labour. We also outline any measures taken to assess the effectiveness of our actions where relevant.

DUE DILIGENCE – HUMAN RIGHTS RISKS & IMPACT ASSESSMENTS

Between 2019-2023, we completed the first cycle of Human Rights Risks and Impact Assessments (HRRIs) at all sites, excluding Caserones which was acquired in 2023. These assessments, conducted by expert third party consultants, evaluated our policy and standards against relevant international standards, undertook a detailed country risk assessment, conducted internal and external stakeholder interviews and engagement at site, and defined salient issues that need to be addressed.

The scope of the HRRIs covered areas that included impacted communities, environmental impacts, security arrangements, worker arrangements, procurement and supply chain management, and business relationships. Overall, salient issues identified across the operations included health and safety, labour contractors, fair and equal treatment, resettlement and land acquisition, grievance mechanisms, and environmental impacts. These studies did not identify any risks of forced or child labour, either in operations or in supply chains. The sites developed Human Rights Action Plans (HRAPs) that incorporated the HRRIs recommendations.

Currently, we have addressed most of the identified salient issues, implementing actions through collaborative inter-departmental committees. Progress on the implementation of these plans is reported in the Company's annual Sustainability Report. Human Rights Risk and Impact Assessments at each site are expected to be repeated every five years. In 2025, a new cycle of assessment will be implemented at Caserones and Eagle.

DUE DILIGENCE – SUPPLIER ONBOARDING

In 2021, Lundin Mining rolled out its Global Business Partner Onboarding program supported by the implementation of the GAN Integrity system with multiple checks embedded, including worldwide screening and enhanced monitoring, to support the due diligence process of our supply partners. All partners are reviewed to determine if they meet the due diligence requirements to be registered and added to Lundin Mining's business transactions. The system relies on a self-certification questionnaire that includes specific questions associated with human rights. The onboarding system automatically completes a risk assessment of the vendor based on the self-certification from the business partner, transparency index and World Check process. Business partners flagged as high risk during the onboarding screening process are reviewed and considered by the appropriate management.

The onboarding process incorporates our Code of Conduct, Ethical Values, and Anti-Corruption Policy and our Human Rights Policy and includes a requirement to certify that our Business Partners have read and will comply with such policies.

In 2024, we continued to implement our Global Business Partner Onboarding program with 1,220 new vendors onboarded and certified through the system.

DUE DILIGENCE - COMPLIANCE PROGRAM

All Lundin Mining operations have processes in place to ensure that child and forced labour are not used. As mentioned above, neither our HRRIAs, nor our continuous due diligence processes have identified that any of our operations are at risk for incidents of child labour or having young workers exposed to hazardous work. Lundin Mining has strict proof-of-age requirements for our workforce upon hiring that prevent anyone under the legal industrial working age from obtaining employment at any of our operations or exploration sites. Similarly, our operations are not considered to be at risk for incidents of forced or compulsory labour. All Lundin Mining operations have formal processes to assess fair wages for the workforce, with most sites, except for Josemaria, conducting annual employee salary reviews against market data and government set standards. Given inflationary conditions in Argentina, Josemaria conducts more frequent employee salary reviews.

Additionally, all existing and new business partners must adhere to Lundin Mining's BPCC and Human Rights Policy, and as such must agree to conduct their operations in a manner that respects human rights, including ensuring fair treatment and proper work conditions for their employees and agents, recognizing rights to freedom of association and collective bargaining, and strictly prohibiting forced, compulsory or child labour, and human trafficking. The BPCC is incorporated in all agreements and contracts between the Company and its business partners. Failure to comply with this Code may be grounds for termination of the business partner relationship and any related agreements.

GRIEVANCE MECHANISM

For Lundin Mining, appropriate grievance management is a fundamental tool to conduct continuous due diligence on all risks and impacts to our stakeholders, including on human rights. All sites have a community grievance mechanism in place to ensure that community members and other stakeholders can voice concerns about Company activities and impacts, and that these concerns are documented in a transparent, accountable manner and addressed in a timely fashion.

Between 2023 and 2024, we conducted an in-depth review of our grievance mechanisms across all sites to ensure alignment with the UNGP effectiveness criteria, gain a better understanding of our impacts, and develop preventive, mitigating, and remediative actions. This effort aims to enhance the grievance mechanisms as a tool for identifying risks and impacts related to human rights, including forced labour and child labour.

In 2024, Lundin Mining received a total of 93 community grievances across all our operations. None of these grievances were related to concerns regarding forced labour or child labour.

WHISTLEBLOWER CHANNEL

As stated above, the Board, through the Audit Committee and the Corporate Governance and Nominating Committee (“**CGNC**”), adopted a Whistleblower Policy to establish procedures for the receipt, retention and treatment by the Company and its subsidiaries of concerns reported by its directors, officers, employees, consultants and contractors and community members regarding known or suspected accounting, financial or auditing irregularities or other known or suspected violations of the Company’s Code of Conduct which include human rights issues.

Individuals governed by the Whistleblower Policy are required to report such improper conduct on a confidential and, if preferred, anonymous basis which includes submitting a report via the Company’s independently hosted online and telephone reporting services, available in each of our jurisdictions, or by sending a letter to the applicable committee chair. The applicable committee chair is responsible for assessing and evaluating any such reports or letters and conducting investigations and may engage management and/or independent advisors to assist in investigations and recommend appropriate action provided that investigations implicating members of the Board or the senior leadership team shall be managed by the Board (excluding each director implicated in the report).

In 2024, Lundin Mining received 376 complaints through the Whistleblower channel, the majority of which were associated with human resources and/or Code of Conduct violations. No forced labour or child labour issues were raised, nor any complaints associated with other human rights.

REMEDATION MEASURES

During 2024, no incidents of forced or child labour were identified by Lundin Mining in its operations or supply chains, and no incidents of forced or child labour were reported to it by employees, suppliers or others, including pursuant to the Whistleblower Policy and the Grievance Mechanism. As a result, no remediation actions were taken during 2024.

TRAINING AND AWARENESS ACTIVITIES

In 2024, Modern Slavery training was delivered to key personnel and leadership at all Lundin Mining sites. The training aimed to increase awareness, understanding and the identification of human rights risks, including forced labour and child labour. The training outlined how to identify instances and situations with the risk of forced labour and child labour, and how to raise concerns or issues related to modern slavery to management.

Lundin Mining requires all key employees to complete an online training course which ensures employees review and sign-off on Lundin Mining's Code of Conduct, Ethical Values and Anti-Corruption Policy and related policies on an annual basis. Such training includes scenario-based testing and practical application of our policies, including those related to forced labour and child labour. In 2024, 77% of all officers and key employees of Lundin Mining completed the training.

In addition, all Canadian full-time and fixed term employees are required to review Lundin Mining's Human Rights Policy and sign an acknowledgement that they understand and agree to the policy when they join the company.

In 2024, Lundin Mining developed an online training module on human rights that explicitly discusses forced labour and child labour. The training will be deployed in 2025 alongside our annual Code of Conduct training.

ASSESSMENT

In 2024, Lundin Mining assessed its effectiveness at ensuring that forced labour and child labour are not being used in its business and supply chains through a review of whistleblower complaints and grievances, as detailed above. No incidents were reported through these channels.

CERTIFICATIONS

In 2023, our Candelaria and Caserones sites were awarded The Copper Mark™, following extensive assessment processes that included desktop reviews, internal and external interviews and on-the-ground review of systems, and that culminated in late 2022. The Copper Mark™ is a voluntary program that recognizes copper producers for their demonstrated commitment to responsible operating practices across the entire value chain. To obtain certification, operations are evaluated on their performance against thirty-three criteria that explicitly include child labour and forced labour. Both Caserones and Candelaria were deemed to have “fully met” the requirement for The Copper Mark™ certification on the criteria associated with child labour and forced labour.

ATTESTATION

This Report was approved by the Board of Directors of Lundin Mining Corporation as a joint report on February 19, 2025, on behalf of itself and the other Reporting Entities, for the financial year ended December 31, 2024, in accordance with subparagraph 11(4)(b)(i) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year first listed above.

/s/ Jack Lundin

I Jack Lundin have the authority to bind the Company and its Reporting Entities
President and Chief Executive Officer and Director
February 19, 2025