

Disclosure of Boliden's ICMM Mining Principles compliance 2025

ICMM Mining Principles
compliance 2025



BOLIDEN

What are the ICMM Mining Principles?

- The International Council of Mining and Metals (ICMM) is a trade association promoting sustainable development, for example by devising guidelines such as the Global Industry Standards on Tailings Management, GISTM.
- As a member of ICMM, Boliden has committed to the [ICMM Mining Principles](#), which set good practice sustainability requirements for ICMM's company members through a comprehensive set of performance expectations and related position statements. Their implementation supports global targets, including the UN Sustainable Development Goals and the Paris Agreement on climate change.
- By incorporating robust site-level validation and credible assurance of corporate sustainability reports, the ICMM Mining Principles aim to maximise benefits for host communities while minimising negative impacts and addressing societal concerns.

Disclosure of compliance

Boliden's commitment includes third party validation according to the ICMM Mining Principles, as well as public disclosure of our compliance per operative Business Unit. The following is valid for all 10 operative Business Units that were owned by Boliden during the full year of 2025*:

- All 10 operative Business Units maintain individual self-assessments related to the 10 ICMM Mining Principles and their 39 performance expectations (PEs). These self-assessments include references to relevant processes and steering documents in Boliden's integrated Management System, and serve as a basis for our internal and external validations.
- In accordance with Boliden's external ICMM validation plan for 2023-2025, agreed by Boliden's Management Team, all ten operational Business Units were 3rd party validated according to the ICMM Mining Principles during the period.
- This disclosure of compliance is based on the updated self assessments of said 10 operative Business Units, and made publicly accessible at [www.boliden.com/sustainability/policies and commitments](http://www.boliden.com/sustainability/policies_and_commitments) on the same date as Boliden's Annual and Sustainability Report 2025 is published.

**During 2025 Boliden Mines acquired Somincor and Zinkgruvan, two additional Business Units with ongoing operations. These units are in the process of being integrated with Boliden Group, step by step and in multiple ways, a process that requires a strict prioritization of order to ensure their sustained operations. ICMM self assessments have been initiated but not fully performed yet.*

Compliance to ICMM:s Performance Expectations (PE:s) 2025, per operational Business Unit*:

| Number** of PE:s that are: | | Met | Partially met | Not met | Not applicable |
|----------------------------|-----------|-----|---------------|---------|----------------|
| Aitik | (mine) | 36 | 1 | 0 | 2 |
| Bergsöe | (smelter) | 33 | 1 | 0 | 5 |
| Boliden Area | (mine) | 35 | 2 | 0 | 2 |
| Garpenberg | (mine) | 36 | 1 | 0 | 2 |
| Harjavalta | (smelter) | 34 | 1 | 0 | 4 |
| Kevitsa | (mine) | 36 | 1 | 0 | 2 |
| Kokkola | (smelter) | 34 | 1 | 0 | 4 |
| Odda | (smelter) | 34 | 1 | 0 | 4 |
| Rönnskär | (smelter) | 34 | 1 | 0 | 4 |
| Tara | (mine) | 34 | 1 | 0 | 4 |

* The two new mines acquired during 2025 are not included in the summary, see footnote on slide 3.

** Results disclosed as a summary, see next slide for comments on those PE:s that are rated as not fully met.

Comments and plans on Performance Expectations not fully met

Partially met

- **All 10* Business Units:**
PE 3.1 relates to the undertaking of human rights due diligence according to the UNGP:s and providing for/cooperating in processes for remediation. Boliden is further strengthening its approach, e.g. by advancing HRIA-based action plans and establishing systematic follow-up, as well as enhancing due diligence, risk assessments, severity-based prioritization, and remediation processes.
- **Boliden Area:**
PE 6.3 on tailings management relates to the Global Industry Standard on Tailings Management (GISTM).
3rd party audited regarding GISTM in January 2026, resulting in a few findings that need closing to achieve full compliance.

Not applicable

- **All 5 smelters, and Tara:**
PE 3.6 and PE 3.7 relating to indigenous peoples are not applicable to Boliden's five smelters or the Tara mine in Ireland, since no indigenous people are located in their respective areas.
- **All 5* mines, and Bergsöe****
PE 4.2 relating to the sourcing of concentrates from Conflict Affected High Risk Areas is not applicable to these Business Units.

*** Bergsöe is a recycling plant for used lead-acid batteries, hence not sourcing any concentrates.*

Not applicable

- **All 5 smelters:**
PE 6.3 on tailings management relates to the Global Industry Standard on Tailings Management (GISTM) and is not applicable to the smelters as they are not included in the GISTM scope and related timelines. However, Kokkola have decided to work according to GISTM guidelines anyway, and the goal is to achieve full alignment by 2028
- **All 10* Business Units:**
PE 9.4 relating to local Artisanal and Small-scale Mining (ASM) is not applicable to any Business Unit since there is no ASM present in the vicinity of any Boliden operation.

* The two new mines acquired during 2025 are not included in the summary, see the footnote on slide 3.

