

Gender Pay Gap Report 2025

Boliden Tara Mines

Foreword



As the first female General Manager of Boliden Tara Mines, it is a privilege to introduce this year's Gender Pay Gap Report. While this is a moment of personal pride, it is also a reflection of the progress we are making together as we work toward a more diverse, inclusive, and equitable future.

The past few years have brought challenges for Tara, and this has been reflected in our recent Gender Pay Gap data. While the figures from last year do not represent a fully operational Tara Mines, they continue to highlight the structural factors that influence our gap.

With operations now resumed, we have an opportunity to rebuild with renewed clarity and purpose. Strengthening our talent management and succession planning processes will help us identify development needs earlier, provide clearer pathways for progression, and better support women across the organisation. We will also continue to support initiatives such as the Boliden Female Professional Development Programme, which plays an important role in developing skills, confidence, and networks for women across the Group.

Our recruitment and outreach efforts are also evolving. So far in 2025, 18% of our new hires have been female, and we have deepened our partnerships with universities and colleges to broaden our talent pipeline. By the end of 2026, we aim to achieve a 50/50 gender split in student placements, an important step toward building a more balanced future workforce.

At the same time, we remain focused on increasing the number of women in operational, leadership, and shift-based roles, which directly influence our Gender Pay Gap. Participation in recruitment fairs, strengthened employer branding, and greater community engagement, including support for local women's sports teams, all contribute to this goal.

Alongside recruitment and development, our broader Diversity & Inclusion initiatives continue to shape a workplace where everyone can thrive. Events such as Diversity Days, International Women's Day, Pride, and Women in STEM help build awareness, celebrate differences, and guide our next steps through the valuable feedback we receive.

While our Gender Pay Gap is shaped by longstanding industry trends and recent operational challenges, our commitment to addressing it remains firm. This work is not only about pay equity – it is about creating real equality by removing barriers and ensuring women have the opportunities, support, and tools they need to succeed. We will continue to monitor our progress closely and build a workplace where women not only join, but stay, grow, and thrive. With the dedication of our people and the momentum behind our initiatives, I am confident that we are shaping a future that is more inclusive, more balanced, and reflective of who we aspire to be.

Michelle Bennett

General Manager

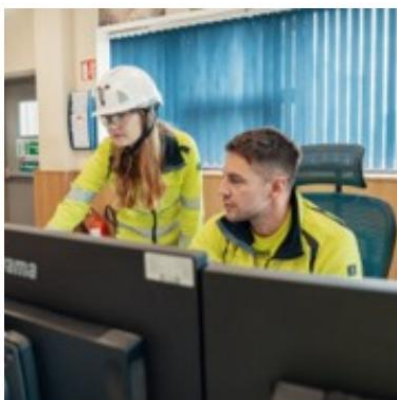
Background to the Gender Pay Gap in Ireland

Gender pay gap reporting in Ireland was introduced under the Gender Pay Gap Information Act 2021, which requires employers to publish the average differences in pay between men and women in their organisation. This legislation was brought in to improve transparency, highlight where gender imbalances may exist, and support meaningful, long-term progress toward workplace equality.

Unlike equal pay, which ensures men and women are paid the same for the same work, the gender pay gap looks at the overall picture. It reflects factors such as the types of roles men and women hold, how many progress to senior positions, and the distribution of full-time, part-time, or shift-based work. By examining this data, organisations can better understand the underlying drivers of any pay gap and identify actions that can help narrow it over time.

Ireland introduced this reporting requirement to align with international best practice and to encourage cultural and organisational change. Larger employers were the first to report (250+ employees from 2022), with smaller organisations being phased in over the coming years.

As Boliden Tara Mines DAC had more than 250 employees on the snapshot date of 30th June 2025, the Company is required to publish its 2025 Gender Pay Gap Report in line with this legislation.



Our Statistics

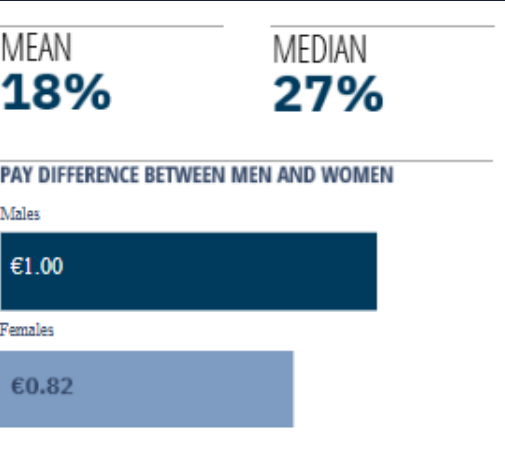
We continue to have a gender pay gap in our organisation. The average hourly rate for men is 18.05% higher than for women and the median hourly pay gap stands at 27.65%.

The gap is influenced by the distribution of men and women across the organisation. Women remain underrepresented in shift-based and higher paid roles, as highlighted by the population spread across the pay quartiles. In the upper two quartiles, 96% of employees are male, with women accounting for approximately 4% in the upper and upper- middle quartile. This imbalance directly contributes to the differences in average earnings.

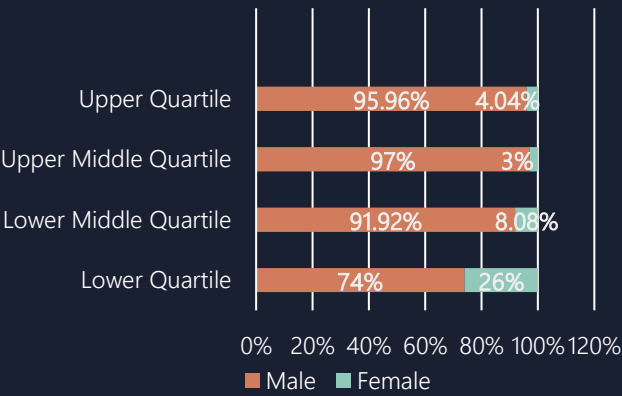
Attracting women to the mining sector continues to be a key challenge and this underrepresentation, particularly in higher paid occupations remains a major factor influencing gap. These results are based on a snapshot taken on 30 June 2025. The data set included 398 employees of which 90% were male and 10% were female.

GENDER PAY GAP DATA FOR HOURLY PAY

The average mean pay gap is 18% which means that for every €1 a man earns, a woman earns €0.82.



PORTION OF EMPLOYEES IN EACH PAY QUARTER FOR 2025

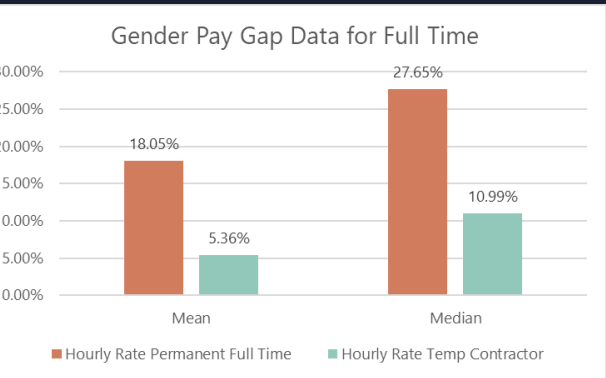


GENDER PAY GAP DATA FOR TEMPORARY CONTRACTORS

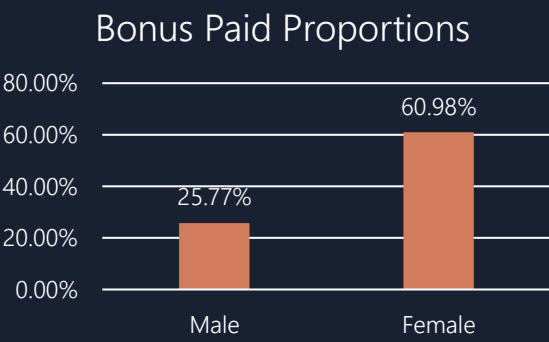
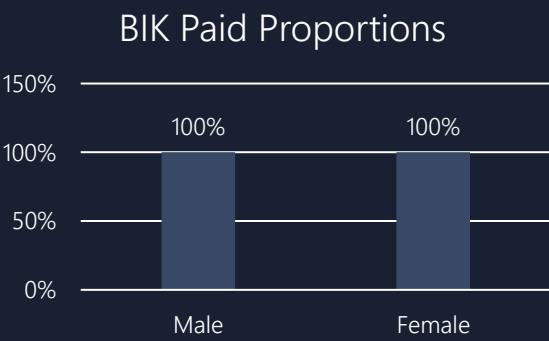
The average mean pay gap is 5% which means for every €1 a man earns a woman earns €0.95.

GENDER PAY GAP FOR PART TIME

We do not have a gender pay gap for Part time work. This is due to no men working part time.







PERCENTAGE RECIEVEING BIK & BONUS BY GENDER



Moving Forward

Closing the Gender Pay Gap at Tara Mines is a long-term commitment that extends beyond any single initiative or reporting cycle. This year's results highlight the need for continued focus on the underlying structural factors that influence the gap, including representation in operational, shift-based, and senior roles and reinforce the importance of sustained action across all areas of the organisation.

As we move forward, our priority is to embed gender balance into every stage of the employee lifecycle, from early talent attraction to career development, progression, and leadership. We will continue to strengthen the systems that support this work, including:

-  **Targeted recruitment strategies** to widen the talent pool and increase female representation in technical, operational, and leadership roles.
-  **Structured development pathways**, supported by talent management and succession planning processes that identify and address barriers to progression.
-  **Early-career and community partnerships** that build awareness of mining careers among young women and support our commitment to a 50/50 gender balance in student placements by 2026.
-  **Consistent engagement with our workforce**, using insights from Diversity Days and employee feedback to shape a culture where all colleagues feel respected, included, and supported.

We also recognise the importance of clear measurement. We will continue to monitor our Gender Pay Gap closely, track the impact of our actions, and adjust our approach where necessary. This commitment to transparency ensures that progress, or areas where progress is slower, is understood, owned, and acted upon.

While the mining industry continues to face gender representation challenges, we are determined to play a leading role in changing this landscape. Through targeted actions, stronger pipelines of female talent, and an inclusive culture that removes barriers to advancement, Tara Mines is building the foundations for long-term, sustainable improvement.

Closing the Gender Pay Gap will take time, but we remain committed to achieving meaningful and measurable change. The actions outlined in this report, combined with the dedication of our people and the momentum already established, give us confidence in the path ahead.

Our goal is clear: a workplace where everyone has equal opportunity to contribute, develop, and succeed and where gender is not a determinant of opportunity or reward. This report marks another step on that journey, and we will continue to make progress with transparency, accountability, and a shared commitment to equity