



the  
**Gold Standard**  
in **Copper**

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## Our Annual Report

Welcome to Hudbay's 2025 Annual Report. It captures our strategic priorities and direction, offers annual financial and sustainability performance (aligned with recognized global reporting standards), and provides insights and feature stories about Hudbay's priorities, activities and operations. For more information on our climate-related disclosures, please see our [Climate-Related Disclosure Supplement](#).



Cover photo: One of our employees stops for a photo underground at our Snow Lake operations in Manitoba, Canada. Hudbay has had a presence in Manitoba for nearly 100 years, and we pride ourselves on our ability to create shared prosperity for our communities and local governments that spans generations.

Two haul trucks at our Copper Mountain mine in British Columbia, Canada. In 2025, these trucks operated on shallower inclines compared to 2024, which resulted in lower fuel consumption per kilometre. This, in turn, reduced overall energy intensity for the mine site.

# The Gold Standard in Copper

Our theme this year is not a boast about things we've done. Rather, it is a commitment to a goal we are pursuing relentlessly across Hudbay, in everything we do – in performance, in sustainability, as an employer and as a neighbour – to set *the Gold Standard in Copper*. Our achievements in 2025 exemplified this commitment.

During a year marked by wildfires and adverse weather in Manitoba and social unrest in Peru, Hudbay employees showed grit and resilience while delivering steady performance and execution. In the face of these challenges, our people kept each other safe and still delivered on our consolidated guidance.

In Arizona, we secured both a premier long-term strategic partner and the final financial element in our Three Prerequisites (3-P) Plan, with Mitsubishi Corporation's (Mitsubishi) acquisition of a 30% interest in Copper World for an initial cash contribution of \$600 million.

The agreement with Mitsubishi, a robust market for copper and gold alongside the unique diversification of our copper and gold platform, and a steadfast focus on fiscal discipline, allowed us to further strengthen our balance sheet and contributed to historic achievement. In January 2026, for the first time in our nearly 100-year history, Hudbay surpassed a \$10 billion market capitalization.

I can think of no better way to end one year and begin another. Reflecting on our achievements over the past year, I want to acknowledge each team member's contribution to a year marked by resilience and that saw us meeting our consolidated copper production guidance for the 11th consecutive year.

In 2025, across the Company, every business unit and division played a part in helping Hudbay strengthen its foundation for enduring success across every aspect of our operations.

## Peru

The South America Business Unit demonstrated remarkable operational resilience and delivered exceptional performance throughout 2025. Most notably, Peru reported zero lost-time incidents for the year and still delivered its targeted copper guidance and exceeded its gold guidance despite challenges related to nationwide social unrest.

In September, along with other mines in the southern mining corridor, Constancia was affected by local protests and illegal blockades near the mine site. These actions disrupted routines at the mine, led to disruptions in our supply and



Watch Video

concentrate transportation routes, and ultimately resulted in a brief shutdown of mining and milling operations to ensure the safety of our employees and the protestors.

The protests were resolved peacefully in alignment with the Voluntary Principles on Security and Human Rights, reinforcing the importance of building strong relationships with our neighbours and contributing to the prosperity of local communities and the region. A recent ranking conducted in Peru recognized Hudbay as the leading private sector mining firm with the highest number of community Works for Taxes projects in 2025.

**“I can think of no better way to end one year and begin another. Reflecting on our achievements over the past year, I want to acknowledge each team member's contribution to a year marked by resilience and that saw us meeting our consolidated copper production guidance for the 11th consecutive year.”**

**Peter Kukielski**  
President and CEO

As noted, our team in Peru continued to outperform during this period. In addition to meeting copper guidance and exceeding gold guidance, we successfully completed all planned projects for the year. In 2026, we plan to make further major investments in our processing infrastructure with new pebble crushers and improvements in Constancia's flotation circuit, which together with additional permitting amendments, are expected to further increase throughput to 34 million tonnes per year by 2027. These steps will help ensure that Constancia maintains steady annual copper production despite the depletion of the high-grade Pampacancha satellite deposit in December 2025. Constancia is expected to remain highly productive throughout its long mine life, currently projected to 2040.

During the year, we continued to work on strengthening relationships and progress towards exploratory drilling at Maria Reyna and Caballito. We are also building relationships with more communities in the region, and, in light of steady, strong copper prices, we are re-evaluating the potential of the Llaguen project in northern Peru.

## Manitoba

In 2025, the leading story for Manitoba and its people, as well as for Hudbay, was the impact of wildfires that raged across northern Manitoba and Saskatchewan from late spring into August (see feature story on [page 7](#)). The communities of Flin Flon, Snow Lake and surrounding areas were evacuated during the summer, and there were temporary shutdowns and production cuts at our Lalor mine and at our mills. While the impact of the fires was devastating, the response of our people in Manitoba and across the organization was inspiring – their actions brought Hudbay's values to life.

As the fires raged, many of our employees were volunteer firefighters, putting themselves on the line for their communities. Equally, the emergency responders at our Manitoba operations did incredible work to ensure the safety and security of our operations.

Hudbay's roots and much of its future lie in Manitoba. We felt it was important to support relief efforts, such as the Canadian Red Cross' work in the region, and initially donated C\$500,000. Subsequently, in partnership with Vale Base Metals and Alamos Gold, we collectively contributed C\$1.25 million to support residents and Indigenous communities directly affected by the fires. Hudbay also established a community relief fund, to which we contributed \$2 for every \$1 donated by our employees, raising an additional C\$137,208.

Both during and beyond the wildfires, the Manitoba Business Unit (MBU) demonstrated operational excellence and resilience. Snow Lake is the lowest cost gold mine in Canada and is expected to consistently deliver an average of 185,000+ ounces of gold per year for many years. The MBU is a major contributor to our significant free cash flow generation and our continued deleveraging achievements.

Building on Manitoba's platform, we are moving forward with an ambitious exploration program of approximately \$50 million for the region reflecting our confidence its contribution can grow even further. This exploration program is underpinned by a three-pronged approach to find a new anchor deposit, conduct near-mine exploration at Lalor and 1901, and upgrade our satellite deposits. These deposits constitute an attractive potential supplemental feed to the Stall and New Britannia mills, while we continue to search for the next anchor deposit in Manitoba.

Our regional exploration strategy is conducted in concert with community engagement initiatives, focusing on economic reconciliation through partnerships with First Nations and Indigenous groups, such as the Kiciwapa Cree Nation, the Mosakahiken Cree Nation and the Red River Métis.

We also made progress on studies aimed at advancing the processing and recovery of valuable ore from the tailings' ponds around Flin Flon, which will also reduce the environmental legacy of those tailings. At Snow Lake, we are moving forward with additional improvement initiatives to further enhance milling efficiencies and maximize cash flows.

## British Columbia

Hudbay's purchase of Copper Mountain in 2023 expanded our resource base and company scale, which contributed to enhancing our shareholder base. Since the acquisition, we have been applying Hudbay's expertise, with a focus on improving the mine's operational efficiency – including processes, safety and culture. These efforts reflect our confidence in Copper Mountain's potential as a near-term growth engine for Hudbay.

In July, the Copper Mountain team delivered the early completion of the first phase of conversion of the mine's existing ball mill 3 into a secondary semi-autogenous grinding (SAG) mill. The combination of two SAG mills and two ball mills increased the mine's grinding capacity, and by September, it achieved a throughput of 50,000 tonnes per day (tpd) for several days. Despite a mechanical failure with SAG 1 in late September, Copper Mountain is ramping up towards a consistent 50,000 tpd by mid-2026. The two SAG mills are also expected to improve energy efficiency and copper recoveries at the mine.

To complement the mine's increased milling capacity, we are pursuing development activities to add production and mine life extension as well as taking steps to reduce operational bottlenecks. In late February 2026, we received the permits for the development of the New Ingerbelle satellite pit, which will support continued copper production, increase gold production and provide the potential for mine life extensions. We have plans in 2026 to drill at New Ingerbelle to convert high value inferred resources and further extend mine life at Copper Mountain.



An aerial view of part of our Copper Mountain mine in British Columbia, Canada.

In February 2026, we finalized refreshed participation agreements with the Upper Similkameen Indian Band (USIB) and the Lower Similkameen Indian Band (LSIB), a critical milestone in advancing closer ties between these communities and the mine.

To ensure Copper Mountain reaches its potential, we need to make certain that the project delivers lasting benefits to local communities and that their interests and concerns are reflected in every aspect of the operation, from planning to execution. This is why our participation agreements, which ensure First Nations benefit from skills training and employment, are foundational to Copper Mountain's success.

## Arizona and Nevada

In August, we announced a joint venture partnership with Mitsubishi Corporation for Copper World (see feature story on [page 9](#)).

For a 30% joint venture interest in the project, Mitsubishi committed to an initial investment of \$600 million, comprising \$420 million at closing and \$180 million within 18 months of closing.

By securing a joint venture partner, Hudbay completed the final financial hurdles of its prudent 3-P financial plan for sanctioning and developing Copper World. We are continuing with feasibility studies and expect to complete the definitive feasibility study in mid-2026, followed by our final sanction decision for the project.

Our partnership with Mitsubishi has had a material impact on the Copper World project and Hudbay. This agreement marks the first time in several decades that Mitsubishi has partnered with a mid-tier miner. Establishing a long-term strategic partnership with an organization of Mitsubishi's stature and history not only validates the project's remarkable potential but also recognizes Hudbay's operating and development capabilities, the strength of our deleveraged balance sheet and our growing reputation as a leader in the copper sector.

Joint venture partnerships have built some of the world's best mines. By leveraging our complementary strengths, Hudbay and Mitsubishi are well positioned to deliver a world-class copper project, contribute directly to the critical minerals supply chain of the United States with "made in America" copper and create value for all our stakeholders.

At present, we are actively advancing the next stage of Copper World's development, which includes expanding our workforce to meet growing demands, proceeding with feasibility and engineering studies, anticipating and mitigating potential risks and challenges, and further strengthening our relationships with local communities, unions and governments.

In Nevada, our Mason project presents another long-life copper project with outstanding potential, and we plan to initiate pre-feasibility studies in 2026.

## Crossing a Financial Threshold

Hudbay's focus over the past several years on strengthening our balance sheet, reducing debt and maintaining financial discipline across the business has been as important to the Company's future as any mining project.

In 2025, we reaped significant rewards from our efforts.

During the year, we achieved record annual revenue of \$2.2 billion, record annual adjusted EBITDA<sup>1</sup> of \$1.1 billion and generated over \$380 million in free cash flow, all while significantly deleveraging, leaving us with the lowest financial leverage among our peer group. Encouragingly, the market took note of what was happening at Hudbay. As mentioned earlier, we achieved a record market capitalization of \$10 billion. Over the same period, our share price rose by approximately 134%, following an approximately 60% gain in 2024.

We finish the year in arguably the best financial position Hudbay has seen in its nearly 100-year history. We are well-positioned to continue reducing debt while investing in the opportunities available through our outstanding growth pipeline, not just at Copper World, but across our operations and our high-potential project portfolio.

We also recognize that realizing these opportunities depends on maintaining, and whenever possible increasing, our financial discipline and vigilance. Going forward, our commitment to prudent financial management remains unwavering.

## Sustainability

As we enter what I believe will be a period of unprecedented growth, development and productivity for Hudbay, it is essential to reaffirm that sustainability is central to our purpose. We remain committed to meeting our 2030 greenhouse gas reduction targets at each of our producing operations and to working closely with our mines to advance their plans to reduce emissions in areas with the greatest impact on their operations. Across all our mines and projects, we concentrate on tangible emissions rather than theoretical targets. Our goal is to make a real difference.

Reducing Hudbay's carbon footprint is an important part of our sustainability strategy. As outlined in the Planet section of this report, we are also focused on water stewardship, biodiversity protection and contributing to the well-being of communities near our operations. Everywhere we operate, we seek to engage with Indigenous and local communities and to find ways, particularly through supporting local development and employment opportunities, to strengthen our ties to our neighbours.

## Looking Forward

Hudbay is firmly established in Peru, is advancing game-changing developments in Arizona, and has a highly prospective project in Nevada, but we remain a Canadian company. In Manitoba, we anticipate long term gold growth driven by an exceptional portfolio of low capital intensity projects, while In British Columbia, we are looking forward to the New Ingerbelle expansion. Given recent changes in the national mining ecosystem, Hudbay will soon be recognized as the number one copper producer in Canada.

With the performance of our mines in BC and Manitoba, the significant potential to expand both our base metal and gold production in both provinces, and the exceptional promise of Copper World coupled with the impact of the announcement of our acquisition of Arizona Sonoran in March 2026, Hudbay is poised to become a North American leader in copper and other critical minerals.

We are supporting our ambitions through investments in exploration and development everywhere we operate. Our roots are in Canada, and we are working to open the doors to further opportunity as we build a North American copper champion.

Hudbay ended 2025 in an exceptionally strong position. We have the right team, the right partners, the right financial approach, and the right properties in the right places.

Looking at our people and our potential, I can think of no other company that is better able, or better placed, to set *the Gold Standard in Copper*.



**Peter Kukielski**

President and Chief Executive Officer

<sup>1</sup> Net debt and net debt to adjusted EBITDA ratio are non-GAAP financial performance measures with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the "Non-GAAP Financial Performance Measures" section in the Company's management's discussion and analysis for the period ended December 31, 2025.



FEATURE STORY

13

# Fighting Fires, Showing Courage and Resilience

📍 MANITOBA

Hudbay is woven into the story of northern Manitoba. We began there as a company almost 100 years ago, and the town of Flin Flon grew up around our first mines. Today, we still have a presence in Flin Flon, and our thriving gold-copper mine, Lalor, is located two hours to the east, near the town of Snow Lake. We are at home in northern Manitoba.

In the summer of 2025, spurred by unusually warm temperatures and a lengthy drought, the northern region of Manitoba experienced the most catastrophic wildfires since the province began keeping electronic records 30 years ago. Over 1.55 million hectares were burned, and more than 17,000 people were displaced. The communities of Flin Flon, Snow Lake, Creighton and Denare Beach, where many of our employees live, were all impacted, and, as the fire encroached on their borders, all of them had to be evacuated at different times during the summer.

Inevitably, Hudbay’s operations were impacted by the fires, and we took steps to protect our properties, but throughout the summer, our

first concern was always the safety and well-being of our people, our neighbours and their communities. During this period of incredible challenge, Hudbay’s Manitoba team demonstrated outstanding resilience and a deep alignment with our purpose – We care about our people, our communities and our planet.

As it became clear, in late spring 2025, that the region was facing an exceptionally severe wildfire season, the MBU collaborated with municipalities in the area, as well as the provincial government to monitor the situation, and to keep people informed about developments. The MBU issued over 80 “Plant Wide Notices” related to “Fire Communication” that included information on the status of the

fires, community status updates, possible evacuation orders, mental health programs and support initiatives – some public, some specific to Hudbay employees – that were available to help people manage the impact of the fires on their daily lives. While gathering the information for the notices was a team effort, most were issued directly by the head of the MBU, initially Rob Carter and then John O’Shaughnessy, serving as a regular reminder that the fires and their impact were top priority for Hudbay’s leadership.

As the fires raged, Hudbay contributed to regional firefighting efforts. During the June fires, 60 Hudbay employees volunteered as firefighters, and during the July fires, 54 Hudbay employees volunteered as firefighters and dozens more took an active role in subsequent events. Mine rescue teams from Lalor provided emergency medical support and assisted front-line firefighting efforts. In Snow Lake, Hudbay employees, Jodi Cockle and Jon Young, volunteered in municipal roles, coordinating local fire defence strategies.

Hudbay also supported local authorities by providing personal protective equipment (PPE), maintenance equipment, material supplies and fuel access for response crews. The Company engaged external specialists to provide guidance on protecting vulnerable assets on or near our operations. Additionally, Hudbay kept essential workers on-site or on standby during evacuations to safeguard infrastructure and help bring operations back online, safely and quickly, after receiving the “all clear” from local authorities.


When fire-driven evacuation orders were issued, first for Flin Flon on May 28, 2025 and later in the summer for Snow Lake on July 10, 2025, we focused on supporting our people and their communities. As thousands of residents were uprooted, forced to leave their homes with little notice, Hudbay recognized the financial and emotional strain this placed on families. Initially, we committed \$500,000 in direct financial support for evacuated employees, then increased it to \$1 million, and finally to \$1.6 million, helping them cover the unexpected costs of

accommodation, supplies and travel during the emergency. We also implemented a flexible leave policy to ensure employees kept getting paid despite operational disruptions.

Our support for communities went beyond our workforce. We set up a Community Relief Donations Fund, pledging to double all employee contributions. Later, in partnership with our peers in the region, Alamos Gold and Vale Base Metals, we jointly donated close to \$1.5 million to the Canadian Red Cross, helping to fund household and personal items, along with mental health services.

When evacuation orders were lifted in affected communities, we helped our people make a safe transition back to their homes and back to work. And while our operations were shut down due to the fires, Hudbay sustained no significant damage and resumed activities safely and efficiently by August 27, 2025. Our capacity to respond to and recover from the wildfires reflects both Hudbay’s culture and the resilience and grit of northern Manitoba, where that culture has its deepest roots.



 A helicopter helps put out fires near our operations in northern Manitoba in 2025.



Forging long-term partnerships: the Mitsubishi Corporation and Hudbay teams reach an agreement on a joint venture for Hudbay's Copper World project in Arizona, USA.

## FEATURE STORY

8 9

## Mining the Potential of Partnership

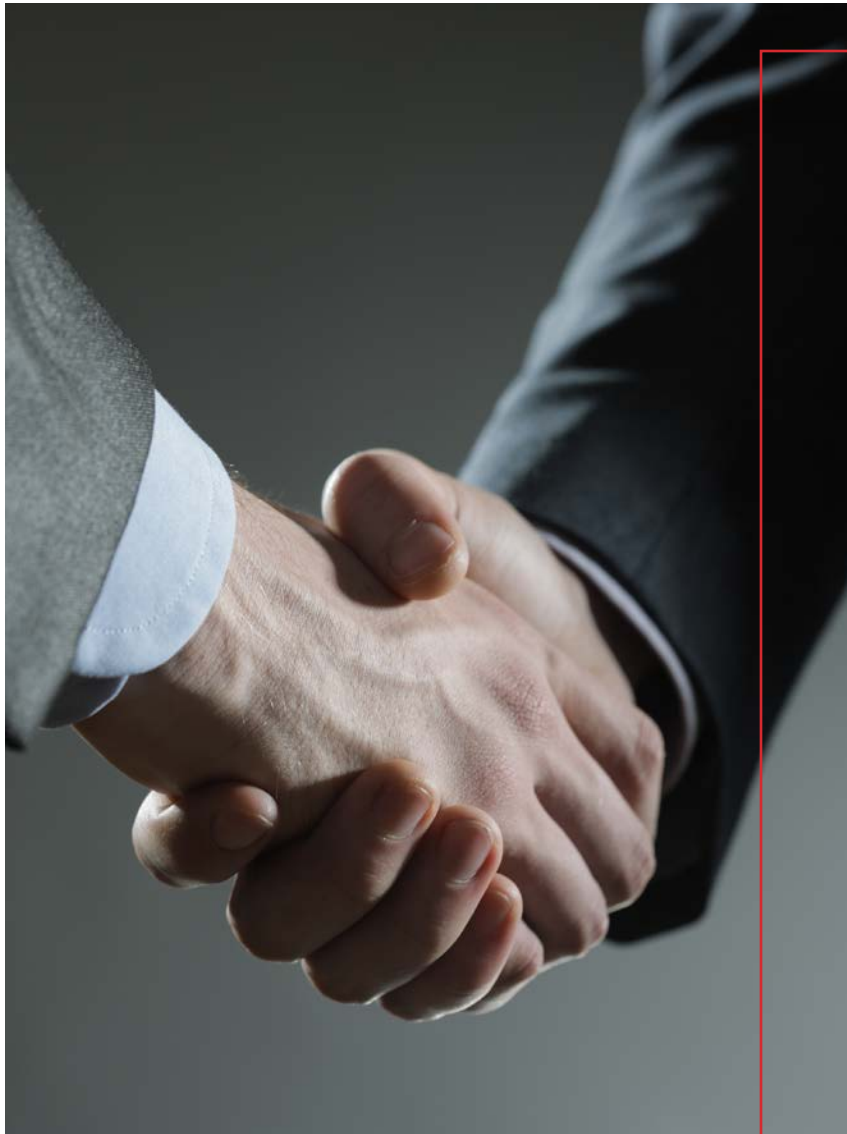
### 📍 CORPORATE

On August 13, 2025, Hudbay announced that it had signed a \$600 million joint venture partnership with Mitsubishi Corporation, the storied Japan-based, globally integrated trading and investment company, for its Copper World project.

Under the agreement, Mitsubishi committed to acquiring a 30% interest in Copper World, with an initial cash contribution of \$420 million at closing and an additional \$180 million within 18 months. The joint venture partnership closed on January 12, 2026. Through the deal and the achievement of the Company's stated balance sheet targets ahead of schedule, Hudbay completed the final financial elements of its prudent 3-P strategy for developing Copper World, which is expected to become the next major copper mine in the US.

Beyond its contribution to moving Copper World forward, the agreement highlights an evolution in the Company's approach to mine development, leveraging partnerships to reduce risk, increase flexibility and extend reach. Simply put, strategic partnerships will open more doors and create more opportunities for Hudbay while delivering greater value to its stakeholders.

Mitsubishi Corporation traces its origins back centuries, making it an ideal partner in an industry where time horizons are long – for exploration, negotiation, planning, development and, ultimately, profitability. Global trading houses are known for their “patient capital” approach. They are comfortable with investments measured in decades rather than quarters. That mindset aligns perfectly with Hudbay's portfolio of long-life assets – projects like Copper World and Constanca that require time, persistence, and multiple commodity cycles to realize their full, long-lasting value. Hudbay's strengthened balance sheet made us an even more attractive partner for Mitsubishi.



Building our relationship took several years. We spent this time aligning our philosophies and values, while also demonstrating the project's potential and organizational capacity. Mitsubishi's investment is a notable vote of confidence, especially from a global resource investor that had not partnered with a mid-tier miner for decades.

For Hudbay, the decision highlights the success of our long-term focus on cost management, thoughtful development, and disciplined operations.

With respect to Copper World, our partnership with Mitsubishi means the initial development of the project is effectively funded, and that Hudbay will not need to make any major capital investments until later in the project lifecycle – further derisking the project and preserving the strength and flexibility of our balance sheet.

Another long-term partner also played an instrumental role in building Copper World's exceptional financial foundation. Recognizing the project's outstanding long-term potential, Wheaton Precious Metals, a leader in the precious metals streaming sector, worked with Hudbay to amend its existing precious metals streaming agreement. The new terms further strengthened Hudbay's financial exposure to the project and provided commitments for potential future expansions.

Partnerships are also playing a key role in Hudbay's activities beyond Copper World. In 2024, after extensive negotiations, Hudbay announced a joint venture agreement with Marubeni Corporation, which was further amended in 2026 to include the Japan Organization for Metals and Energy Security (JOGMEC). Marubeni and JOGMEC collectively have the option to fund at least C\$18 million on exploration activities over the next several years to earn a 30% interest in three properties in Flin Flon, with Hudbay carrying out the exploration. The partnership has opened the way to exploration we might not have pursued at this time.

Our arrangements with Mitsubishi, Marubeni and Wheaton all demonstrate the potential of partnerships, and affirm our conviction that partnerships are value enhancing. They are an important tool, and we will use them strategically, alongside other capital allocation tools, when they make sense.

As Hudbay looks ahead to expansion at existing operations and new greenfield opportunities, such as the Mason project in Nevada, and more recently the Cactus project in Arizona, partnerships will remain an increasingly important tool in our toolkit. Whether we engage in partnerships through deepening relationships with existing partners or finding new ones, they will enable us to grow at our own pace and provide options and flexibility while maintaining capital discipline. It's a lesson we all learned on our first team activity – whether it was hockey, soccer or a school play – working effectively with others makes us stronger.



A member of our Community Relations team meets with a local community member near our Constanca mine in Peru. We invest in our communities through long-term employment, local procurement and economic development to improve their quality of life and ensure communities benefit from our presence.

## FEATURE STORY

8 9

## A Commitment to Community

### 📍 PERU

Hudbay acquired the Constanca deposit in 2011. We began development and construction of the mine in 2012, and commercial production was achieved in 2015.

In the intervening years, Constanca has become one of the lowest cost open pit copper mines in South America with an estimated mine life of 15 years. Many factors contributed to this achievement, notably the close, mutually beneficial relationships we established with communities near Constanca. We support local businesses and provide direct employment to many people, helping them gain valuable, transferable skills they could apply to other mines and industries.

During our time at Constanca, we have also been affected by the social unrest and illegal blockades that occasionally occur in Peru. Fortunately, no serious incidents have occurred, due to both our focus on keeping people safe – employees and protesters alike – and the broad support we enjoy among our neighbours.

However, in 2025, after several months of political unrest, a wave of regional protests swept across Peru's southern mining corridor, where Constanca and many of its peers' operations are located. Constanca was impacted by illegal blockades near the mine site. These activities disrupted the mine's operations and forced the drivers hauling copper concentrate to the port to take alternative routes.

Eventually, in late September, the decision was made to suspend operations at the mine as a precaution to ensure people's safety and to allow for a cool-down period, during which local authorities could address the protests. Throughout the period of unrest, we maintained regular contact with community representatives, worked closely with community relations teams, and coordinated with local authorities to pursue a peaceful resolution.

At all times, our actions were guided by the Voluntary Principles on Security and Human Rights, which Hudbay adopted in 2011. These principles were designed to help organizations like Hudbay maintain employee and operational safety while respecting human rights and international humanitarian law.

While the operations were temporarily suspended, our people were not idle. They performed preventive maintenance on the mill and other equipment. The team adapted its plans to mitigate the impacts of the social disruptions on the operations by increasing productivity at Pampacancha, bringing in higher grades and maintaining strong momentum before Pampacancha mining activities were completed at the end of the year.

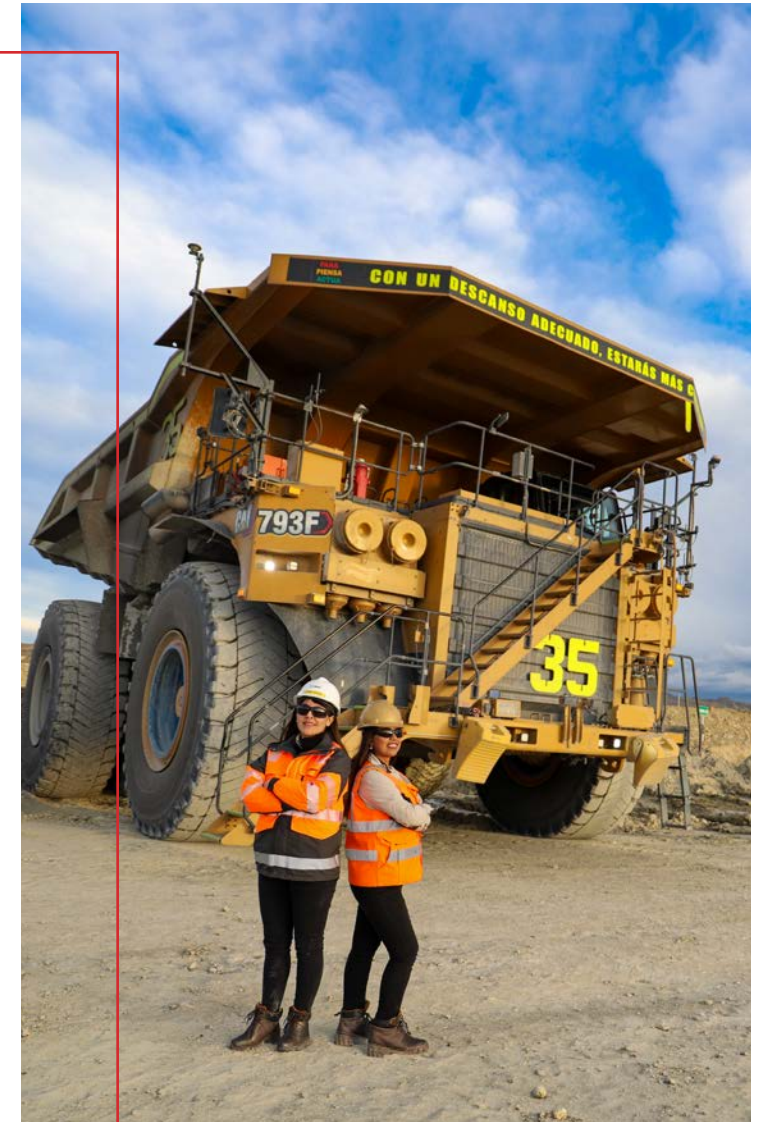
In early October, following respectful dialogue and negotiations with community representatives, operations at Constančia resumed and the mill was quickly ramped up to full production. Despite interruptions and slowdowns that necessitated a new mine plan and concentrate routes, the Constančia team showed incredible resilience, and the mine met its copper guidance, exceeded its gold guidance and remained on target for costs.

Constančia's remarkable performance despite considerable challenges underscores its value as a long-term resource for Hudbay, for communities near the mine and for Peru. This is a powerful message that we back with action. In recent years, we have made upgrades to our mill and increased throughput. These efforts include innovations such as installing a 100% hybrid liner in a mill with a 26x41 square-foot footprint. The hybrid liner incorporates metal, for strength, and rubber, which reduces the weight of the liner and makes it better able to withstand impacts associated with operating the mill. The new liner also helps reduce power consumption at the mill.

Constančia marks Hudbay's first use of this innovative approach at any of its operations. In 2026, we will introduce two pebble crushers and enhancements in the flotation circuit. Together with the ongoing permitting process for Maria Reyna and Caballito, these investments reaffirm Constančia's contribution to the region's lasting prosperity.

In December 2025, ProInversión, Peru's private investment promotion agency, recognized the Company as the leading private mining firm with the highest number of Works for Taxes projects. This recognition underscores our corporate social responsibility policy and our commitment to closing social infrastructure gaps. Peru's Works for Taxes program is a funding mechanism for local infrastructure and services development.

Looked at in balance, the story of Constančia is one of remarkable productivity and performance and constructive partnerships with local communities. Together, we are united by the shared conviction that Constančia must – and will – deliver enduring benefits to all our stakeholders.



In December 2025, ProInversión, Peru's private investment promotion agency, recognized the Company as the leading private mining firm with the highest number of Works for Taxes projects.



# Our Company

Hudbay is a copper-focused critical minerals company with three long-life operations and a pipeline of copper growth projects in tier-one mining jurisdictions (Canada, Peru and the United States). Hudbay’s operating portfolio includes the Constancia mine in Cusco (Peru), the Snow Lake operations in Manitoba (Canada) and the Copper Mountain mine in British Columbia (Canada). Hudbay’s growth pipeline includes the Copper World project in Arizona (United States), the Mason project in Nevada (United States), the Llaguen project in La Libertad (Peru), and several expansion and exploration opportunities near our existing operations. Hudbay also plans to add the Cactus project in Arizona (United States) to its growth pipeline through the acquisition of Arizona Sonoran Copper Company Inc. (Arizona Sonoran), announced in March 2026.

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The value Husbay creates and the impact it has is embodied in its purpose statement: “We care about our people, our communities and our planet. Husbay provides the metals the world needs. We work sustainably, transform lives and create better futures for communities.” Husbay’s mission is to create sustainable value and strong returns by leveraging its core strengths in community relations, focused exploration, mine development and efficient operations.

The Company is governed by the *Canada Business Corporations Act*, and its shares are listed under the symbol “HBM” on the Toronto Stock Exchange, New York Stock Exchange and Bolsa de Valores de Lima.

## Peru

### Constancia mine (Chumbivilcas) – 15-year mine life

- 100% ownership
- Open pit long-life copper/molybdenum mine
- 90,000-tonnes-per-day (tpd) concentrator processes Constancia ore
- Annual average copper and gold production of ~87,500 tonnes and 18,500 ounces, respectively<sup>1</sup>
- Operated the higher-grade copper/gold satellite open pit Pampacancha mine from 2021 until the end of 2025

### Exploration properties near Constancia

- Maria Reyna
- Caballito
- Kusiorcco

### Llaguen (Otuzco)

- 100% ownership
- Open pit copper project
- Located near existing infrastructure, water and power supply

## Manitoba, Canada

### Snow Lake – 16-year mine life (based on mineral reserve estimates only)

- 100% ownership
- Lalor is an underground gold/copper/zinc/silver mine

- 1901 is an underground zinc/gold deposit
- New Britannia mill processes gold-rich ore and Stall concentrator processes base metal ore
- Annual average gold production of 190,000 ounces<sup>2</sup>

### Exploration properties

- WIM
- Rail
- New Britannia and its satellite zones
- Talbot
- Pen II
- Watts

## British Columbia, Canada

### Copper Mountain – 20-year mine life

- Acquired by Husbay in 2023
- 100% ownership
- Open pit copper/gold/silver mine
- Targeted 50,000 tpd mill throughput
- Annual average copper and gold production of ~48,000 tonnes and ~35,000 ounces, respectively<sup>3</sup>

## United States

### Copper World (Arizona) – 20-year mine life<sup>4</sup>

- 70% ownership
- Open pit copper project
- Expected annual average copper production of 85,000 tonnes over the mine life of Phase I<sup>4</sup>

- Phase I with a 20-year mine life, requiring only state and local permits
- Phase II has the potential to further extend the mine life through an expansion onto federal land

### Mason (Nevada) – 27-year mine life

- 100% ownership
- Open pit copper project
- Expected annual average copper production of 139,000 tonnes<sup>5</sup>

### Cactus (Arizona) – ~20-year mine life

- 100% ownership pending acquisition of Arizona Sonoran announced March 2026
- Open pit copper project
- Establishes a major copper hub in southern Arizona, adding to Husbay’s existing Arizona business, including the Copper World project
- Expected annual average copper production of 103,000 tonnes based on Arizona Sonoran 2025 pre-feasibility study estimates<sup>6</sup>

## Other Properties

- Tailings reprocessing projects in Flin Flon, Manitoba
- Flin Flon exploration projects in partnership with Marubeni and JOGMEC
- Greenfield exploration properties in Canada, Peru and the United States



1 Annual average over the 2026–2028 period using the midpoint of three-year annual guidance for Peru dated March 27, 2026.  
 2 Annual average over the 2026–2028 period using the midpoint of three-year annual guidance for Manitoba dated March 27, 2026.  
 3 Annual average over the 2026–2028 period using the midpoint of three-year annual guidance for British Columbia dated March 27, 2026.  
 4 Based on Phase I of the Copper World mine plan, as contemplated in the pre-feasibility study dated September 8, 2023.  
 5 Mason production displays first 10-year average copper production of 139,000 tonnes, as disclosed in the 2021 preliminary economic assessment.  
 6 Cactus production displays first 10-year average copper production of 103,000 tonnes, as disclosed in the Cactus pre-feasibility study. The Cactus pre-feasibility study does not reflect Husbay’s technical or project design assumptions and should not be construed as such.

# Values and Purpose

We **care** about our **people**,  
**our communities** and  
**our planet.**

Hudbay provides the metals the world needs. We work sustainably, transform lives and create better futures for communities.

## WE TRANSFORM LIVES

We invest in our employees, their families and local communities through long-term employment, local procurement and economic development to improve their quality of life and ensure the communities benefit from our presence.

## WE OPERATE RESPONSIBLY

From exploration to closure, we operate safely and responsibly, we welcome innovation and we strive to minimize our environmental footprint while following leading operating practices in all facets of mining.

## WE PROVIDE CRITICAL METALS

We produce copper and other metals needed for everyday products and essential for applications to support the energy transition towards a more sustainable future.

## Mission

To create sustainable value and strong returns by leveraging our core strengths in community relations, focused exploration, mine development and efficient operations.

## Values

### Dignity and Respect

We treat our stakeholders and each other in ways that bring out the very best in each of us.

### Caring

We sustain and contribute to the well-being of people and the environment in which we operate.

### Openness

We speak freely and listen with care about opportunities, issues and concerns.

### Trustworthiness

We can count on each other to do the right thing, and we follow through on our commitments.



**ONE HUSBAY**  
 how we work

# Corporate Governance

Hudbay’s purpose, mission and core values serve as guiding principles and support strong governance. Effective leaders, who are committed to transparency, accountability and ethical conduct, shape the Company’s culture and ensure responsible decision-making for long-term success.

The Board of Directors at Hudbay is responsible for providing direction and oversight to the Company. Our Corporate Governance Guidelines set clear expectations for the functioning of the Board, its committees, individual directors and senior management. These expectations include upholding the highest standards of ethical conduct and prioritizing the Company’s and shareholders’ best interests.

Our Board members possess strong judgment and character, along with the knowledge to contribute meaningfully to the Company. As of January 1, 2026, nine out of 10 Board members were independent, non-executive directors, with Peter Kukielski, Hudbay’s President and CEO, being the sole non-independent, executive director.

In 2025, Carol T. Banducci and Igor Gonzales did not stand for re-election at the annual meeting. Hudbay thanks them for their years of dedicated service and valuable contributions to the Company. Following a formal search, John E. F. Armstrong was nominated and elected at the annual meeting in May 2025 and Laura Tyler was appointed to the Board in September 2025. Their biographies are available on the [Hudbay website](#).

The Board actively promotes diversity in gender, viewpoints, backgrounds, experiences and other demographics, including representation of Indigenous peoples, persons with disabilities and members of visible minority groups. As of January 1, 2026, 40% of our directors were women and one of our other directors identified as a member of an Indigenous group.

The Board has five standing committees – Audit; Compensation and Human Resources; Corporate Governance and Nominating; Environmental, Health, Safety and Sustainability; and Technical – to assist the Board in fulfilling its duties.




To learn more, see our [Management Information Circular](#).



We employ the best people to foster a culture of openness, collaboration and curiosity, and to produce metals that are essential for modern society and a sustainable future.

# Board of Directors

As of January 1, 2026, the following members were elected to Hudbay's Board of Directors:

 Learn more:  
[Board of Directors' Biographies](#)  
[Governance Policies, Standards, Guidelines and Committee Charters](#)  
[Management Information Circular](#)



**David S. Smith**  
Chair



**John E. F. Armstrong**  
Director



**Jeane L. Hull**  
Director



**Carin S. Knickel**  
Director



**Peter Kukielski**  
President and CEO

<b>Director Since</b>	2019	2025	2023	2015	2019
<b>Independent</b>	Yes	Yes	Yes	Yes	No
<b>Gender (M/F)</b>	M	M	F	F	M



**George E. Lafond**  
Director



**Stephen A. Lang**  
Director



**Colin Osborne**  
Director



**Paula C. Rogers**  
Director



**Laura Tyler**  
Director

<b>Director Since</b>	2022	2019	2018	2023	2025
<b>Independent</b>	Yes	Yes	Yes	Yes	Yes
<b>Gender (M/F)</b>	M	M	M	F	F

When assessing director nominees, we consider relevant skills and expertise, judgment and character, diversity, and the extent to which the interplay of an individual’s expertise, skills, knowledge and experience with that of other members of the Board will build a board that is effective, diverse, collegial and responsive to the needs of the Company.



**50%**  
identify as a member of a designated group<sup>1</sup>

<sup>1</sup> Includes women, Indigenous peoples and visible minorities.



**70%**  
have a high degree of experience in ESG<sup>2</sup>

<sup>2</sup> Includes at least one of health, safety, environment and operations, and communities and sustainability.



For more detail on the skills and qualifications of our directors, see our [Management Information Circular](#).

	Armstrong	Hull	Knickel	Kukielski	Lafond	Lang	Osborne	Rogers	Smith	Tyler
<b>Board Representation</b>										
<b>Audit Committee</b>	Member				Member	Member		Chair		
<b>Compensation and Human Resources Committee</b>	Member	Member					Chair			
<b>Corporate Governance and Nominating Committee</b>			Chair				Member	Member		
<b>Environmental, Health, Safety and Sustainability Committee</b>			Member		Chair					Member
<b>Technical Committee</b>		Chair				Member				Member

Category	Skill/Experience	Armstrong	Hull	Knickel	Kukielski	Lafond	Lang	Osborne	Rogers	Smith	Tyler
Leadership	Public Company CEO				●		●	●			●
	Business Strategy, Capital Markets and M&A	●	●	●	●	●	●	●	●	●	●
	Finance and Financial Reporting	●	●	●	●	●	●	●	●	●	●
Functional Experience	Health, Safety, Environment and Operations		●	●	●	●	●	●		●	●
	Government Relations and Regulatory Affairs	●	●	●	●	●	●	●		●	●
	Communities and Sustainability	●	●	●	●	●	●	●		●	●
	Project Development and Execution		●		●		●			●	●
	Mine Planning, Metallurgy and Geology		●		●		●	●	●	●	●
Core Industry	Mining Industry		●		●		●		●	●	●
	Corporate Governance	●	●	●	●	●	●	●	●	●	●
Governance	Human Resources/Executive Compensation	●	●	●	●	●	●	●	●	●	●
	Risk Management	●	●	●	●	●	●	●	●	●	●
Other	International Business	●	●	●	●	●	●	●	●	●	●

● Indicates a high degree of experience or expertise in the subject area   ● Indicates a reasonable degree of knowledge or some experience in the subject area.

# Business Conduct

As we continue to grow, our commitment to maintaining the highest standards of conduct becomes even more critical. These standards, rooted in our core values, are articulated in our [Code of Business Conduct and Ethics](#) (the Code), as well as the [Supplier Code of Conduct and Ethics](#). Our [Customer Code of Conduct and Ethics](#) establishes similar expectations for all customers engaging with Hudbay. These principles encompass avoiding conflicts of interest, ensuring compliance with legal requirements, safeguarding confidential information, maintaining a safe and healthy workplace, and fostering a culture of respect. Upholding these values is essential to sustaining trust and integrity as our organization evolves.

All Board members and employees are required to confirm their commitment to and understanding of our Code of Business Conduct when they join the Company. Directors and executive officers must also disclose any conflicts of interest to the Board.

Each year, individuals with a Hudbay email address reaffirm their compliance with the Code, the [Confidentiality and Insider Trading Policy](#), and the [Statement on Anti-Corruption](#). Additionally, they acknowledge their understanding of our [Whistleblower Policy](#), which strictly prohibits discrimination, harassment or retaliation against those reporting conduct that violates our Code or any applicable laws.

While employees are free to participate in the political process as private citizens, our Code prohibits political contributions made on behalf of Hudbay. The Company remains committed to non-partisanship, ensuring engagement with all relevant government officials regardless of their political affiliations.

## Compliance Training

Oversight of our global compliance program is provided by our Legal group. This includes adherence to our annual Certification Policy, which requires all new employees to read the Code upon hire or appointment and acknowledge that they will abide by it.


The Certification Policy also requires that all directors, officers and active employees across the organization annually certify their understanding of the Code and acknowledge they will abide by it.

We regularly conduct training sessions across the organization relating to applicable laws prohibiting bribery to ensure employees, especially those who may interact with government officials and other third parties, understand such laws and know how to comply with them. In early 2025, we completed an online certification campaign in which all active employees received copies of the Code and our key compliance policies (including anti-corruption



policies) and were asked to e-sign the policies to certify their understanding of the policies and their compliance with them.

Building on our commitment to compliance and continuous improvement, we updated our Global Supplier Due Diligence Policy in January 2024, informed by insights from an internal audit of vendor onboarding procedures in Peru and recommendations from a third-party review. The revisions address key findings and align our practices with evolving global standards. Specifically, the updates aim to address internal audit findings regarding vendor onboarding in Peru, meet OECD requirements for due diligence and conflict minerals, integrate anti-slavery and responsible sourcing standards, and support our transition to automated due diligence screening tools.

 Our operations produce metals that are essential for modern society and a sustainable future while respecting our employees, our communities, the environment and the planet.



## Risks, Issues or Complaints

We conduct thorough assessments of bribery and corruption risks relevant to our business units and corporate office. Risks in Peru continue to pose the most significant challenges due to difficulties in monitoring compliance among contractors, agents and potentially employees as the Company grows, coupled with increased enforcement of anti-corruption laws. To mitigate these risks, we conduct targeted training on the Canadian *Corruption of Foreign Public Officials Act (CFPOA)* and the US *Foreign Corrupt Practices Act (FCPA)* for specific groups or roles deemed appropriate. This includes anti-corruption compliance training in Peru that addresses jurisdiction-relevant matters. We also have internal controls to pre-emptively detect potential violations and to monitor elevated-risk vendors.

In 2025, there were no substantiated accusations of corruption involving employees, contractors, agents or business partners. Although some allegations of minor fraud or breaches of our Code are made from time to time, most claims in 2025, many of which were unsubstantiated, concerned behaviour contrary to applicable policies and procedures.

Stakeholders can report issues through various channels, including the following:

- All projects and operating sites have a grievance process dedicated to addressing community concerns. Further details on community concerns in 2025 are presented in the [Communities](#) section of this report.
- Shareholders can communicate directly with our Board of Directors by emailing our Board Chair at [chair@hubbay.com](mailto:chair@hubbay.com). The Chair of Hubday's Audit Committee oversees confidential reports regarding perceived violations of the Company's internal and accounting controls, auditing matters, or violations of our Code or Supplier Code of Conduct via our whistleblower hotline. Reports are managed in accordance with our [Whistleblower Policy](#), and the committee chair ensures that reports are appropriately investigated. Reports can be submitted by calling +1 877 457-7318 or visiting [www.clearviewconnects.com](http://www.clearviewconnects.com).
- Canada's National Contact Point (NCP) for the Organisation for Economic Co-operation and Development (OECD) serves as a platform for dialogue, aiding businesses, employee organizations and other concerned parties in resolving issues. Canada's NCP can be reached by email at [npc.pcn@international.gc.ca](mailto:npc.pcn@international.gc.ca) or by calling +1 343 203-2341.
- The independent Canadian Ombudsperson for Responsible Enterprise (CORE) investigates human rights complaints related to Canadian companies operating overseas. More information about CORE's roles and responsibilities and complaint process is available on its [website](#).

# Risk Management

Our operations, exploration and other activities are governed by a diverse framework of laws and regulations across multiple jurisdictions. We take a disciplined approach to identifying new and heightened risks, recognizing that these risks can vary significantly across the legal, environmental and social contexts of each region. As we continue to grow and adapt, robust risk management is vital to achieving our business objectives and ensuring long-term success. We employ a comprehensive strategy to address complex risks and opportunities, with a particular focus on critical sustainability challenges such as climate change, water stewardship and community relations. By prioritizing effective risk management, we build resilience and accountability in an ever-changing global landscape.

Hudbay's enterprise risk management (ERM) framework provides a unified approach to identifying, analyzing and mitigating existing and emerging strategic risks. This framework is designed to embed effective risk management practices and tools into the organization's culture, systems and processes.

The Board of Directors oversees Hudbay's risk management by evaluating the Company's principal risks. The Audit Committee supports this by reviewing policies and monitoring systems designed to manage these risks. Each committee is responsible for overseeing specific risks assigned by the Board or the Audit Committee and reviewing management's risk management strategies.

Hudbay's executives are responsible for:

- Operating within the risk appetite set by the Board;
- Integrating risk management into strategic planning, budgeting, resource allocation and operational processes, including human resources, finance and compliance; and
- Actively monitoring and addressing key business risks.

Risks are assigned to individuals with the relevant expertise and knowledge to ensure effective management and monitoring. Each business unit maintains risk registers, overseen by its respective vice president. Risks are consolidated at the company level, with Tier 1 and Tier 2 risks reported to the Board and appropriate oversight committees.



For detailed information on Hudbay's long-term and emerging risks and their potential impact on the business, please refer to the "Risk Factors" section of our [Annual Information Form](#).



We implement leading operating practices in all facets of our operations.

## Precautionary Approach

Hudbay is dedicated to applying the precautionary approach throughout the mine lifecycle – a risk management principle that emphasizes preventive measures when an activity may pose potential risks to human health or the environment. We prioritize preventive actions when they are within our capability and when potential harm, though unlikely, remains plausible.

By conducting baseline environmental and social impact assessments, we identify risks and develop action plans to avoid, mitigate or manage potentially significant impacts. This includes implementing appropriate monitoring and management systems, and ensuring responsible land reclamation and mine closure. Stakeholder input is actively sought at every stage.

Further details on how Hudbay integrates the precautionary approach into its material sustainability practices are provided throughout this report.

## Climate Risks

We are dedicated to understanding and addressing the short-, medium- and long-term risks associated with climate change for our business and the communities in which we operate.

The Board’s Environmental, Health, Safety and Sustainability (EHSS) Committee oversees climate-related risks. Through our ERM process, corporate and site leaders identify, review and manage such risks, with each risk assigned to a designated risk owner. To date, we have reviewed the following climate risks:

- **Physical risks** – In our most recent survey of locations, we identified the increased potential for wildfires associated with extremely hot and dry conditions. Worker safety is related to this risk, and several controls have been implemented to address it.
- **Transition risks** – In our latest assessment, we identified medium-term transition risks. These include the cost of carbon, regulatory considerations and product market risks, particularly concerning emissions intensity per unit of product. To mitigate these risks, we have developed a GHG emissions reduction approach that we anticipate will have no adverse impact on our business performance.

To mitigate climate risks and deliver on our GHG reduction commitments, the ESG Steering Committee, a group of leadership team members charged with providing a deeper level of planning for sustainability matters, conducted a thorough analysis of our GHG reduction efforts. In January 2025, following this review, the committee approved a new approach that better reflects the diversified nature of our business. This approach considers the differences between underground and open pit mining operations, and the unique demands of various business units in different locations.

Moving forward, we are committed to 2030 GHG intensity reduction targets for each of our business units aligned with their operational contexts. This will allow us to better track our performance and provide greater transparency for stakeholders.

We are also committed to setting a company-wide 2040 emissions reduction target for our Scope 1 and 2 GHG emissions, to be published in next year’s Annual Report.<sup>1</sup>

Along with Scope 1 and 2 targets, we have developed a phased approach to understanding and addressing our Scope 3 emissions (see [page 84](#)).<sup>2</sup>

The demand for copper to support the energy transition remains strong, and we are confident that our efforts position us favourably in the evolving landscape of sustainability and climate action.

The Task Force on Climate-related Financial Disclosures (TCFD) recommendations are voluntary guidelines focused on assessing climate-related risks and opportunities for businesses. Since 2021, we have mapped our disclosures to the TCFD’s 11 disclosure recommendations across four key areas – governance, strategy, risk management, and metrics and targets. This year, we have advanced our disclosures to more closely align with Canadian Sustainability Disclosure Standard 2 (CSDS 2), which is the Canadian equivalent of the globally recognized IFRS S2. These disclosures are largely represented in a separate [Climate-Related Disclosure Supplement](#).

<sup>1</sup> Scope 1 emissions are direct greenhouse gas (GHG) emissions from sources that are owned or controlled by an organization. Scope 2 emissions are indirect GHG emissions from the generation of purchased electricity, steam, heating and cooling, including from electricity purchased from the grid.

<sup>2</sup> Scope 3 emissions are indirect GHG emissions not included in Scope 1 or 2 that are generated from activities not owned or controlled by Hudbay but that are included in our value chain.

# Strategy

Our mission is to create sustainable value and strong returns by leveraging our core strengths in community relations, focused exploration, mine development and efficient operations.

We believe copper has the strongest long-term supply-and-demand fundamentals and offers shareholders the greatest opportunity for sustained risk-adjusted returns. Copper is essential to meeting the energy transition and AI technology needs – it is one of the most widely used metals in renewable energy systems and is a key component for power networks, circuit boards and cooling systems in data processing centres. Through the discovery and successful development of economic mineral deposits, and through highly efficient, low-cost operations to extract the metals, we believe sustainable value will be created for all stakeholders.

Hudbay’s successful development, ramp-up and operation of the Constancia open pit mine in Peru, our long history of underground mining and full lifecycle experience in northern Manitoba, our track record of reserve expansion through effective exploration, and our organic pipeline of copper development projects, including Copper World and Mason, give us a competitive advantage in delivering sustainable value relative to other mining companies of similar scale.

Over the past decade, we have built a world-class asset portfolio by executing a consistent long-term growth strategy focused on copper. We continuously work to generate strong free cash flow and optimize the value of our producing assets through exploration, brownfield expansion projects, and efficient and safe operations. Furthermore, we intend to sustainably grow Hudbay through the exploration and development of our robust project pipeline, as well as through the acquisition of other properties that meet our stringent strategic criteria.

To ensure that any investment in our existing assets or acquisition of other mineral assets is consistent with our purpose and mission, we have established a number of criteria for evaluating these opportunities. The criteria include the following:

- **Sustainability** – We focus on jurisdictions that support responsible mining activity. Our current geographic focus is on select investment-grade countries in the Americas that have strong rule of law and respect for human rights, consistent with our longstanding commitment to ESG principles.

- **Copper Focus** – We believe copper has the best long-term supply-and-demand fundamentals. Global copper mine supply is challenged due to declining industry grades, limited exploration success and an insufficient pipeline of development-ready projects, while demand will continue to increase through global decarbonization initiatives and the rapid growth of AI data processing centres. We believe this long-term supply/demand gap will create opportunities for increased risk-adjusted returns.
- **Gold Credit Exposure** – While our primary focus is on copper, we recognize and value the polymetallic nature of copper deposits, particularly the counter-cyclical nature of gold in our portfolio.
- **Quality** – We focus on investing in long-life, low-cost, expandable, high-quality assets that can capture peak pricing across multiple commodity cycles and generate free cash flow through the troughs of price cycles.
- **Potential** – We consider the full spectrum of acquisition and investment opportunities, from early-stage exploration to producing assets, that offer significant incremental potential for exploration, development, expansion and optimization beyond the stated resources and mine plan.

- **Process** – We develop a clear understanding of how an investment or acquisition can create value through our robust due diligence and capital allocation process, which draws on our technical, social, operational and project execution expertise.
- **Operatorship** – We believe value is created by leveraging Hudbay’s competitive advantages in safe and efficient operations as well as in effective exploration, project development and community relations. While operatorship is a key criterion, we are open to joint ventures and partnerships that de-risk our portfolio and increase risk-adjusted returns.
- **Capital Allocation** – We pursue investments and acquisitions that are accretive to Hudbay on a per share basis. Given that our strategic focus includes allocating capital to assets at various stages of development, when evaluating accretion, we will consider measures such as internal rate of return (IRR), return on invested capital (ROIC), net asset value per share, and contained reserves and resources per share.

# Management Team

Hudbay's proven management team is responsible for executing our strategies and demonstrating our purpose.

As of January 1, 2026, the following were members of Hudbay's management team:

Learn more: [Management Team Biographies](#)



**Peter Kukielski**  
President and Chief Executive Officer



**Eugene Lei**  
Chief Financial Officer



**Andre Lauzon**  
Chief Operating Officer



**Candace Brûlé**  
Senior Vice President, Capital Markets and Corporate Affairs



**Robert Carter**  
Senior Vice President, Canada



**Javier Del Rio**  
Senior Vice President, US Business Unit



**Patrick Donnelly**  
Senior Vice President, Legal and Organizational Effectiveness



**Mark Gupta**  
Senior Vice President, Corporate Development and Strategy



**Olivier Tavchandjian**  
Senior Vice President, Exploration and Technical Services



**Jon Douglas**  
Vice President and Treasurer



**Warren Flannery**  
Vice President, Copper World



**Mark Haber**  
Vice President, Legal and Corporate Secretary



**Thomas Karanikolas**  
Vice President, Finance



**John O'Shaughnessy**  
Vice President, Manitoba Business Unit



**Audra Walsh**  
Vice President, South America Business Unit



# Business and Financial Review

In 2025, Hudbay delivered record-breaking financial performance and established a groundbreaking joint venture partnership. Manitoba and Peru both overcame considerable external challenges to achieve our full-year consolidated copper guidance for the 11th consecutive year and consolidated gold guidance for the fifth consecutive year since establishing stand-alone gold guidance. We are also proud to have outperformed our twice-improved annual cost guidance.

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**2025 was a transformative year** for Hudbay as we delivered record annual revenue of \$2.2 billion and exceeded \$1 billion in adjusted EBITDA.<sup>1</sup> Our diversified operating platform demonstrated exceptional resilience, overcoming external challenges in Manitoba and Peru, to generate over \$380 million in free cash flow and achieve a third consecutive year of record financial performance. We saw a standout performance in Peru, driven by high-grade Pampacancha ore, record monthly throughput at the New Britannia mill in Manitoba, and the successful completion of the second SAG mill feed system in British Columbia.

Prudent strategic financial planning and execution have enabled Hudbay to realize its balance sheet deleveraging goals and lower its cost of capital. We now have the financial flexibility to sanction Copper World in 2026, embark on generational investments in the Company’s operating portfolio and commence increases in shareholder returns with our first-ever dividend increase as part of our holistic Capital Allocation Framework. We are well-positioned to continue delivering attractive growth while maximizing long-term risk-adjusted returns for our shareholders.



<sup>1</sup> Adjusted EBITDA is a non-GAAP financial performance measure with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the “Non-GAAP Financial Performance Measures” section in the Company’s management’s discussion and analysis for the period ended December 31, 2025.


One of Hudbay’s 10 battery-electric vehicles in Manitoba that is helping the local business unit rely less on diesel fuel.

# Key Accomplishments

- Achieved **record annual revenue of \$2.2 billion and record annual adjusted EBITDA<sup>1</sup> of \$1.1 billion** in 2025, demonstrating the resilience and strength of Hudbay's diversified operating platform.
- **Reduced long-term debt by \$185 million** through open market repurchases since 2024.
- Achieved **full-year consolidated copper and gold production guidance, with 118,188 tonnes of copper and 267,934 ounces of gold**, despite mandatory wildfire evacuations in Manitoba and temporary operational interruptions in Peru resulting in production deferrals during the year.
- **Eleventh consecutive year in which Hudbay achieved its annual consolidated copper production guidance<sup>2</sup>**, since Constanca declared commercial production.
- **Fifth consecutive year of achieving annual consolidated gold production guidance**, since establishing stand-alone gold production guidance.
- **Outperformed the twice-improved 2025 consolidated cash cost guidance, driven by strong cost control, higher metal prices and meaningful exposure to gold byproduct credits**, resulting in consolidated cash cost<sup>1</sup> and sustaining cash cost,<sup>1</sup> net of byproduct credits, of \$(0.22) and \$1.30 per pound of copper, respectively, in 2025, an improvement of 148% and 20%, respectively, compared to 2024.
- **Enhanced Capital Allocation Framework embedded into Hudbay's annual financial planning cycle to provide a holistic approach to capital allocation decisions**, including capital deployment into brownfield projects, greenfield projects, strategic investments and exploration, while considering debt repurchases, share buybacks and dividends.
- Closed an accretive **\$600 million joint venture transaction with Mitsubishi Corporation** in January 2026, securing a premier, long-term 30% strategic partner for the development of Copper World. Definitive feasibility study on track for completion in mid-2026 with a sanctioning decision expected in 2026.



- Financial transformation has **positioned the Company to introduce a new quarterly dividend of C\$0.01 per share**, an annual increase of 100% compared to the former semi-annual C\$0.01 per share dividend, representing **the Company's first dividend increase in its history**.

 Our operations have a solid track record of resilience and meeting guidance targets despite challenges.

<sup>1</sup> Adjusted net earnings (loss) – attributable to owners and adjusted net earnings (loss) per share – attributable to owners, adjusted EBITDA, cash cost, sustaining cash cost, all-in sustaining cash cost per pound of copper produced, net of byproduct credits, cash cost, sustaining cash cost per ounce of gold produced, net of byproduct credits, combined unit cost, net debt, net debt to adjusted EBITDA ratio and free cash flow are non-GAAP financial performance measures with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the “Non-GAAP Financial Performance Measures” section in the Company’s management’s discussion and analysis for the period ended December 31, 2025.

<sup>2</sup> Hudbay’s consolidated copper production guidance range was revised in 2020 due to the impact of COVID-19 at the operations. Hudbay’s 2020 copper production was within the revised guidance ranges. Prior to 2021, Hudbay provided guidance on a precious metal equivalent instead of gold as a stand-alone metal.

# Operations and Financial Summary

## Operations Summary

For the years ended December 31

<b>OPERATING PERFORMANCE</b> (metal in concentrate and doré) <sup>1</sup>	<b>2025</b>	2024
<b>Production</b>		
Copper (tonnes)	<b>118,188</b>	137,943
Gold (ounces)	<b>267,934</b>	332,340
Silver (ounces)	<b>3,468,143</b>	3,983,851
Zinc (tonnes)	<b>17,646</b>	33,339
Molybdenum (tonnes)	<b>1,282</b>	1,323
<b>Payable metal sold</b>		
Copper (tonnes)	<b>114,534</b>	125,094
Gold <sup>2</sup> (ounces)	<b>260,261</b>	335,342
Silver <sup>2</sup> (ounces)	<b>3,190,552</b>	3,549,816
Zinc (tonnes)	<b>15,152</b>	25,120
Molybdenum (tonnes)	<b>1,334</b>	1,287
<b>Consolidated cash cost per pound of copper produced<sup>3</sup></b>		
Cash cost (\$/lb)	<b>(0.22)</b>	0.46
Sustaining cash cost (\$/lb)	<b>1.30</b>	1.62
All-in sustaining cast cost (\$/lb)	<b>1.74</b>	1.88

<sup>1</sup> Metal reported in concentrate and doré are prior to refining losses or deductions associated with smelter contract terms.

<sup>2</sup> Includes total payable gold and silver in concentrate and doré sold and other secondary products.

<sup>3</sup> Cash costs, sustaining cash costs and all-in sustaining cash costs are non-GAAP financial performance measures with no standardized definition under IFRS. For further details on why Hudbay believes cash costs are a useful performance indicator, please refer to the Company's management's discussion and analysis for the period ended December 31, 2025.

<sup>4</sup> Adjusted EBITDA, free cash flow and net debt to adjusted EBITDA are non-GAAP financial performance measures with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the "Non-GAAP Financial Performance Measures" section in the Company's management's discussion and analysis for the period ended December 31, 2025.

<sup>5</sup> Working capital is determined as total current assets less total current liabilities as defined under IFRS and disclosed on the consolidated interim financial statements. Working capital as of December 31, 2025 was impacted by an increase in the current portion of long-term debt as the 2026 senior unsecured notes had a maturity date within one year as of the financial reporting date.

<sup>6</sup> Equity attributable to owners of the Company.

## Financial Summary

<b>FINANCIAL PERFORMANCE</b> (in \$ millions)	<b>DEC. 31, 2025</b>	DEC. 31, 2024
Revenue	<b>\$ 2,211.0</b>	\$ 2,021.2
Earnings before tax	<b>912.0</b>	251.6
Net earnings	<b>564.3</b>	67.8
Basic earnings per share	<b>1.44</b>	0.20
Operating cash flow before change in non-cash working capital	<b>764.3</b>	691.1
Adjusted EBITDA <sup>4</sup>	<b>1,060.9</b>	822.5
Free cash flow <sup>4</sup>	<b>380.0</b>	350.5

<b>FINANCIAL CONDITION</b> (in \$ millions)	<b>DEC. 31, 2025</b>	DEC. 31, 2024
Cash and cash equivalents	<b>\$ 568.9</b>	\$ 581.8
Working capital <sup>5</sup>	<b>(65.6)</b>	511.3
Total assets	<b>6,223.3</b>	5,487.6
Total long-term debt	<b>1,008.6</b>	1,107.5
Equity <sup>6</sup>	<b>3,231.0</b>	2,553.2
Net debt to adjusted EBITDA <sup>4</sup>	<b>0.4</b>	0.6

# Business Activities

## Peru

Peru operations produced 85,155 tonnes of copper and 74,480 ounces of gold in 2025 with full-year copper production within the 2025 guidance range, while gold production far exceeded the top end of the annual guidance range.

Strong production output was attributable to the 2025 mine plan optimization, which prioritized Pampacancha mining activities and fully depleted the high-grade satellite deposit in December.

Peru full-year cash cost<sup>1</sup> of \$1.08 per pound of copper outperformed the low end of the 2025 annual guidance range of \$1.35 to \$1.65 per pound because of stable operating cost performance and higher byproduct credits.

We intend to advance the installation of pebble crushers in Peru to increase mill throughput rates starting in the second half of 2026, which will allow Constancia to deliver steady annual copper production despite lower grades from the depletion of Pampacancha.

Hudbay's efforts to increase mill throughput align with the Peru Ministry of Energy and Mines' regulatory change to allow mining companies to operate up to 10% above permitted levels.

## Manitoba

Manitoba operations produced 173,453 ounces of gold, 9,249 tonnes of copper, 17,646 tonnes of zinc and 800,198 ounces of silver in 2025. Production was below the low end of the guidance range for gold and zinc, while copper and silver production were within the guidance range in 2025.

Manitoba full-year cash cost<sup>1</sup> of \$549 per ounce of gold outperformed the low end of the 2025 annual guidance range of \$650 to \$850 per ounce as a result of productivity gains and lower treatment and refining charges.

We continued to advance our large Snow Lake exploration program to further increase near-term production and mineral reserves, test regional satellite deposits for additional mill feed to utilize available capacity at Stall and explore the large land package for a new anchor deposit to meaningfully extend mine life.

The 1901 deposit delivered 6,600 tonnes of development ore in 2025 as the project progresses towards full production in 2027. During the year, haulage and exploration drifts were prioritized as infrastructure was being installed.

We advanced engineering work on the Flin Flon tailings reprocessing opportunity to assess the economic viability of producing critical minerals and precious metals and the potential to reduce the overall environmental footprint.

Despite the wildfire challenges in 2025, New Britannia achieved its second-highest annual throughput of 624,631 tonnes as Lalor delivered production from the gold zones, ensuring a consistent feed to the mill.

## British Columbia

British Columbia operations produced 23,784 tonnes of copper, 20,001 ounces of gold and 252,811 ounces of silver in 2025. Copper production was below the low end of the production guidance range, while the operations achieved full-year 2025 production guidance for gold and silver.

Full-year cash cost<sup>1</sup> of \$3.06 per pound of copper achieved the 2025 annual cost guidance range of \$2.45 to \$3.45 per pound.

Throughout 2025, Hudbay continued to focus on its multi-year optimization plan at Copper Mountain, centred on ramping up mining activities and implementing standardized operating practices.



We enable world-class production and are leaders in operational excellence.



<sup>1</sup> Adjusted EBITDA, free cash flow, cash cost and sustaining cash cost per pound of copper produced, net of byproduct credits, and net debt are non-GAAP financial performance measures with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the "Non-GAAP Financial Performance Measures" section in the Company's management's discussion and analysis for the period ended December 31, 2025.



 We operate responsibly through each stage of the mining cycle.

## Arizona and Nevada

In Arizona, we closed the accretive \$600 million joint venture transaction with Mitsubishi Corporation in January 2026, securing a premier, long-term 30% strategic partner for the development of Copper World. A definitive feasibility study is on track for completion in mid-2026, with a sanctioning decision expected in 2026.

Mitsubishi’s initial investment and its future pro-rata equity capital contributions, together with the Wheaton Precious Metals Corp. stream,<sup>1</sup> provide significant financial flexibility by reducing Hudbay’s estimated share of the remaining capital contributions to approximately \$200 million based on pre-feasibility study estimates and deferring Hudbay’s first capital contribution to 2028 at the earliest.

We advanced plans to initiate a pre-feasibility study for the Mason copper project in Nevada.

## Corporate

Hudbay has delivered several quarters of meaningful free cash flow generation as a result of steady operating performance, expanding margins from strong copper and gold exposure and a focus on cost control across the business. This has resulted in Hudbay achieving record annual adjusted EBITDA<sup>2</sup> of \$1,060.9 million and record annual free cash flow<sup>2</sup> of \$380.0 million in 2025.

As of December 31, 2025, Hudbay had approximately \$569 million in cash and cash equivalents, resulting in a reduction in net debt<sup>2</sup> to \$439.7 million compared to \$525.7 million at December 31, 2024.

Hudbay continued its prudent balance sheet management and further reduced overall debt levels, making a total of \$102.5 million in debt repayments during 2025. These deleveraging efforts have reduced total principal debt to \$1,008.6 million as of December 31, 2025.

As of December 31, 2025, Hudbay had approximately \$569 million in cash and cash equivalents, resulting in a reduction in net debt<sup>2</sup> to \$439.7 million compared to \$525.7 million at December 31, 2024.

<sup>1</sup> For further information regarding the terms agreed to with Wheaton Precious Metals Corp. to enhance and amend the existing precious metals streaming agreement, please see Hudbay’s August 13, 2025 news release.  
<sup>2</sup> Adjusted EBITDA, free cash flow, cash cost and sustaining cash cost per pound of copper produced, net of byproduct credits, and net debt are non-GAAP financial performance measures with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the “Non-GAAP Financial Performance Measures” section in the Company’s management’s discussion and analysis for the period ended December 31, 2025.

# Financials

2025 was a milestone year for Hudbay’s financial achievements. The Company delivered record annual revenue of \$2.2 billion and surpassed \$1 billion in adjusted EBITDA<sup>1</sup>. At the same time, we reached a market capitalization of \$10 billion and, through prudent financial management, continued to strengthen our balance sheet.

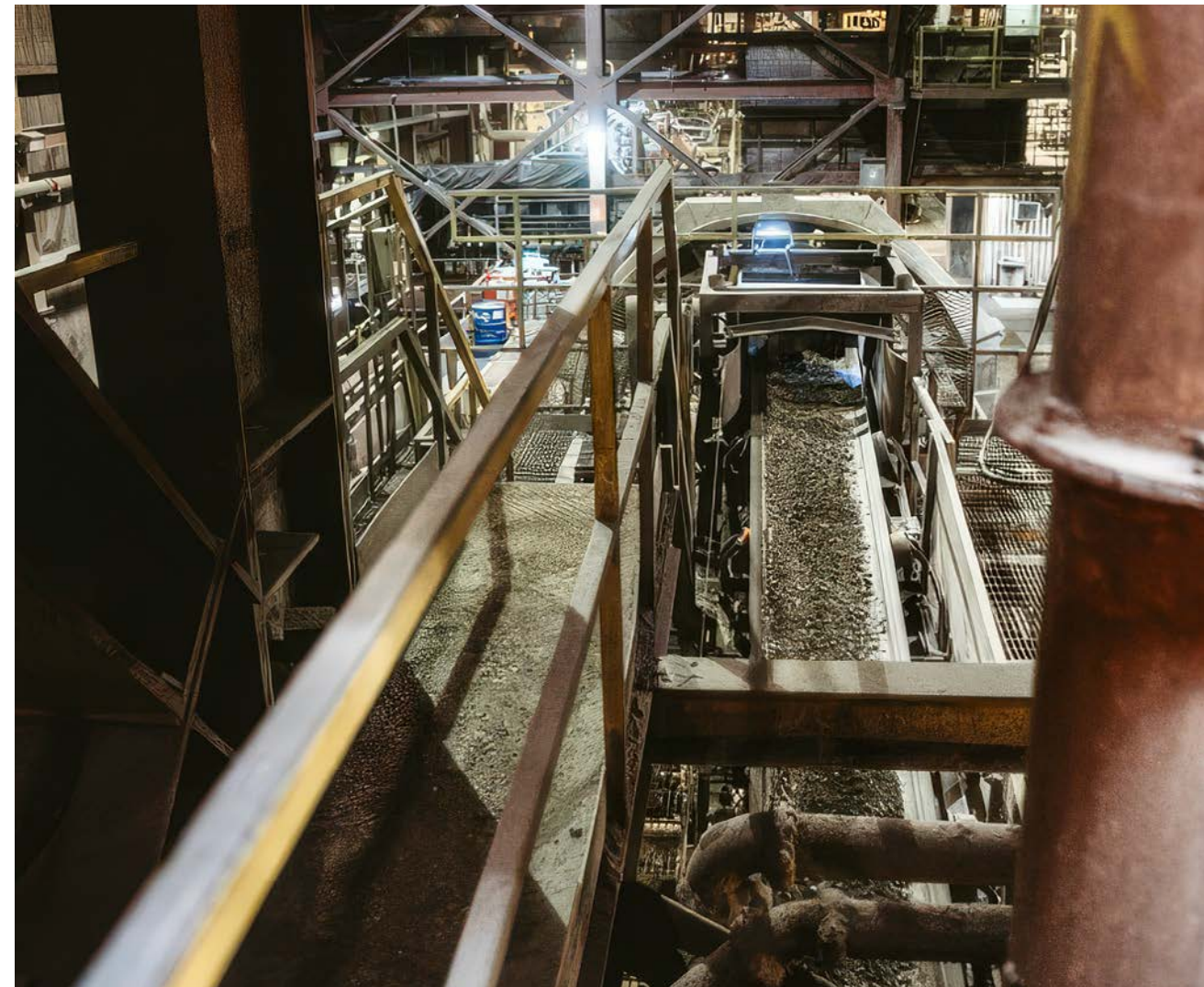
Adjusted EBITDA<sup>1</sup> of \$1,060.9 million in 2025 was a 29% increase from \$822.5 million in 2024, setting a new annual record. The increase was driven by higher realized metal prices and stable operating performance, resulting in strong cost control across the business.

Our focus on performance and operational efficiency enabled us to report that, for the 11th consecutive year, Hudbay achieved its annual consolidated copper guidance and, for the fifth consecutive year, its annual consolidated gold guidance.

Consolidated 2025 cash cost<sup>1</sup> and sustaining cash cost<sup>1</sup> was \$(0.22) and \$1.30, respectively, per pound of copper, net of byproduct credits. Hudbay significantly outperformed its twice-improved 2025 consolidated cash cost guidance, driven by higher metal prices and a significant increase in gold byproduct credits, partially offset by higher general and administrative costs due to higher employee profit sharing in Peru and Manitoba.

Operating cash flow before change in non-cash working capital increased to a record \$764.3 million in 2025 from \$691.1 million in 2024. The increase in operating cash flow before changes in working capital was primarily driven by higher gross margins, reflecting higher metal prices, and stable cost performance despite temporary operational interruptions during the year. This was partially offset by a significant increase in cash taxes paid of \$268.4 million, compared to \$132.5 million in 2024, reflecting earlier periods of high taxable income mainly at the Peru and Manitoba operations.

We maintained our focus on strengthening our balance sheet and increasing our financial flexibility. Our net debt<sup>1</sup> decreased by \$86.0 million to \$439.7 million as at December 31, 2025, compared to \$525.7 million at December 31, 2024. Our ongoing net debt<sup>1</sup> reduction efforts further improved our net debt to adjusted EBITDA<sup>1</sup> ratio to 0.4 at the end of 2025 compared to 0.6 at the end of 2024.



To learn more, please see our **[Consolidated Financial Statements](#)** and **[Management's Discussion and Analysis](#)**.



We are a low-cost operator that maintains a strong balance sheet and a disciplined approach to capital allocation.

<sup>1</sup> Adjusted EBITDA, free cash flow, cash cost and sustaining cash cost per pound of copper produced, net of byproduct credits, net debt and net debt to adjusted EBITDA are non-GAAP financial performance measures with no standardized definition under IFRS. For further information and a detailed reconciliation, please see the “Non-GAAP Financial Performance Measures” section in the Company’s management’s discussion and analysis for the period ended December 31, 2025.



# Business Objectives for 2026

Hudbay’s key objectives for 2026 are focused on continued operational excellence, advancement of organic growth opportunities, and prudent capital allocation to deliver attractive high-return growth:

**1. Demonstrate continued operational excellence to generate substantial free cash flow through consistent copper and gold production, industry-leading cost performance and high-return brownfield reinvestment opportunities.**

- Increase mill throughput at Constancia to approximately 90,000 tonnes per day in the second half of 2026 through the installation of two pebble crushers.
- Continue mill throughput improvements at New Britannia and recovery enhancements at the Stall mill.
- Advance the 1901 deposit towards full production by the end of 2027.
- Ramp up mill throughput at Copper Mountain to its permitted capacity of 50,000 tonnes per day in the second half of 2026.

**2. Advance attractive organic growth opportunities to deliver significant increase in long-term production.**

- Complete the definitive feasibility study at Copper World in mid-2026 with final sanctioning decision expected in 2026.
- Progress New Ingerbelle permitting and development activities to add production and mine life extension at Copper Mountain.
- Advance economic evaluations of regional satellite properties in Snow Lake, including the Talbot copper-gold-zinc deposit and the New Britannia gold deposit, to further optimize the mine plan and extend mine life.
- Execute extensive Snow Lake exploration program to look for new anchor deposits to meaningfully extend mine life.
- Initiate pre-feasibility study activities at Mason to de-risk project development.
- Advance Flin Flon tailings reprocessing opportunities through pre-feasibility analysis.
- Prepare for exploration activities at Maria Reyna and Caballito to identify high-grade satellite deposits within trucking distance of Constancia’s milling infrastructure and provide significant long-term upside potential in Peru.

**3. Implement the Capital Allocation Framework to maintain strong financial discipline and maximize returns.**

- Continue to reduce total debt outstanding and maintain significant financial flexibility throughout Copper World project build.
- Source the most efficient project-level financing for Copper World as part of the Company’s prudent financial plan for developing the project.
- Evaluate all types of capital redeployment opportunities, including reinvestments and shareholder returns to generate the highest risk-adjusted returns.



Our operations have a solid track record of resilience and meeting guidance targets despite challenges.



# Sustainability Approach

Our commitment to care for people, communities and the planet has created a strong foundation for our continued progress. We are guided by our values and responsible practices, which are underpinned by the policies, procedures and numerous voluntary codes to which we adhere. These tools enable us to build a future rooted in environmental stewardship, ethical operations and meaningful community partnerships.

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# Sustainability Governance

Effective sustainability governance is the foundation for driving meaningful progress on sustainability goals and aligning with stakeholder priorities. We ensure our core strategies and operations support our Sustainability Management Framework through clearly defined leadership roles, established accountability mechanisms and an ongoing commitment to building a culture of transparency and responsibility.

The Board’s five committees – particularly the Environmental, Health, Safety and Sustainability (EHSS) Committee – oversee Hudbay’s sustainability activities. Meeting quarterly, the EHSS Committee reviews our human rights, social, environmental, health and safety policies, systems and programs. It assesses key EHSS risks and monitors the effectiveness of our management systems through certification processes and Towards Sustainable Mining (TSM) performance assessments.

The President and CEO is responsible for the day-to-day business operations, while the Chief Operating Officer (COO) establishes the Company’s sustainability governance. Business unit and operations leaders are accountable for achieving and maintaining sustainable projects and operations and are supported by dedicated personnel who manage routine health, safety, environmental, human rights, community relations, social programming and other sustainability-related matters.

In 2025, senior management created an ESG Steering Committee to provide deeper oversight and planning for all sustainability matters. The Committee consists of the COO, Chief Financial Officer and three senior vice presidents.



 We ensure sustainable practices that align with our long-term commitment to responsible growth.

Hudbay’s Sustainability Management Framework forms the foundation for operating in an environmentally and socially responsible manner.

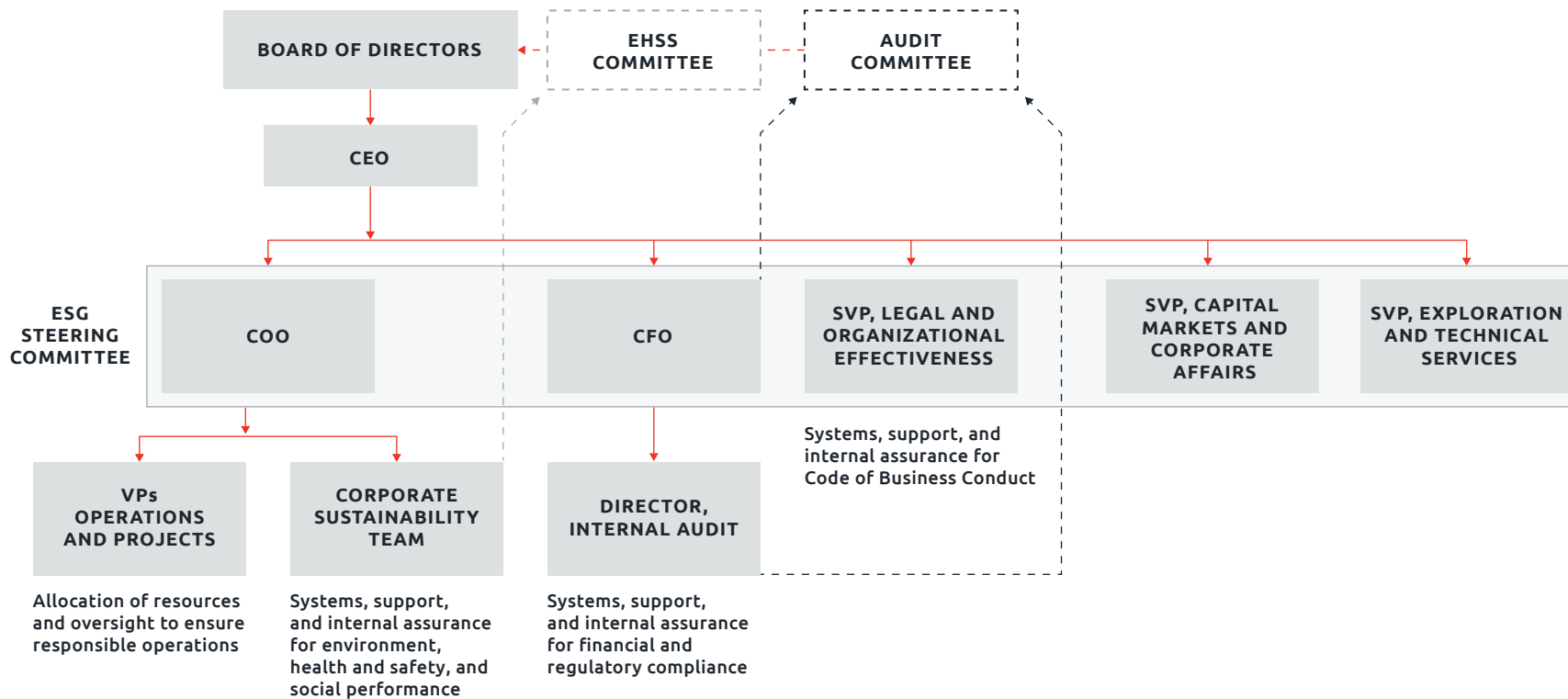
Our comprehensive management systems – which include key policies such as our [Code of Business Conduct](#), [Human Rights Policy](#), [Environmental, Health, Safety and Sustainability Policy](#), [Supplier Code of Conduct and Ethics](#) and [Customer Code of Conduct and Ethics](#) – articulate our sustainability commitments throughout the business and value chain.

Each operation maintains a formal management system supporting sustainability performance, with health and safety and environmental components certified to ISO 45001 and 14001 standards, respectively. In 2025, our Manitoba and Peru business units maintained their ISO certifications; Copper Mountain is scheduled to complete its ISO certification in 2026.

In collaboration with the corporate office, the sustainability team holds monthly calls with safety leads at each business unit, and quarterly calls focused on environmental and community topics, led by the respective subject matter experts. These processes enhance the reporting structure from business units to the corporate office and the Board committee, while fostering collaboration and best practice sharing among leads across the organization.

Our Management System contains company-wide policies and procedures. Annual updates are initiated to review and reissue any document that is five years old, or to schedule a review of specific topics when a new need or opportunity is identified. In 2025, our Travel Safety Procedure was revised, and a new Progressive Reclamation Standard was implemented. The related Information System integrates information to manage incidents, corrective actions, injuries and stakeholder engagement activities, thereby improving data security and the audit trail.

**SUSTAINABILITY MANAGEMENT FRAMEWORK**



## Towards Sustainable Mining

As a voluntary Mining Association of Canada (MAC) member, we participate in MAC’s TSM program. This program empowers mining companies to fulfill society’s demand for minerals, metals and energy products in a socially, economically and environmentally responsible manner through site-level performance assessments. TSM is recognized as an industry-leading practice and has been adopted by national mining associations around the world. Our participation in TSM supports Hudbay’s accountability and transparency through site-level evaluations and public reporting across the following protocols:

### Community and People

- Indigenous and Community Relationships
- Safety and Health
- Crisis Management and Communications Planning
- Prevention of Child and Forced Labour

### Environment and Climate Change

- Climate Change
- Biodiversity Conservation Management
- Water Stewardship
- Tailings Management

### New

- Safe, Healthy and Respectful Workplaces
- Equitable, Diverse and Inclusive Workplaces

In 2025, we achieved an A rating or higher across the following indicators:

- Safety and Health Protocol – All business units achieved AA or higher.
- Indigenous and Community Relationships Protocol – Constancia achieved AAA ratings across all indicators, Copper Mountain achieved two AAA ratings and three AA ratings, and Manitoba achieved three AA ratings and two A ratings.
- Tailings Management Protocol – Constancia and Copper Mountain achieved AA ratings across five indicators, and Manitoba received five A ratings across all indicators.
- Biodiversity Conservation Management Protocol – All business units achieved a AAA rating across all indicators, with the exception of one AA rating for Copper Mountain mine for biodiversity reporting.
- Water Stewardship Protocol – Each business unit achieved at least one AAA rating, with Constancia achieving four AAA ratings; Manitoba achieving two AAA ratings, one AA and one A; and Copper Mountain achieving one AAA and three AA ratings.
- Climate Change Protocol – All business units achieved a level A or higher.

We publicly report these assessments on the [MAC website](#).

MAC’s [TSM Responsible Sourcing Alignment Supplement](#) maps the TSM protocols to emerging performance frameworks, such as the International Council on Mining and Metals (ICMM) Mining Principles, the World Gold Council’s (WGC) Responsible Gold Mining Principles and the Responsible Minerals Initiative (RMI) Risk Readiness Assessment, which includes the International Copper Alliance and the Copper Mark.

The process of developing a consolidated mining standard with a multi-stakeholder oversight system began in 2023 with the Copper Mark, ICMM, MAC and WGC. Hudbay is contributing to this effort through an industry advisory group, where we advise, along with others, on the standard’s content, verification process and claims process. There is also a stakeholder advisory group that has met several times throughout the process. With the conclusion of public consultations, the partners are working through the comments, which will then be shared with the advisory groups for their input. The final standard will be issued via the evolving Copper Mark construct.

Under the TSM framework, third-party verification is required every three years, while annual self-assessments are conducted in between. In 2025, third-party verification was conducted for Manitoba and Peru, and an internal assessment was completed for Copper Mountain.

## International Systems and Performance Standards

We use the following international best practice standards to guide our sustainability efforts and drive continuous improvement:

- [ISO 14001](#) – environmental management systems standard
- [ISO 45001](#) – occupational health and safety management systems standard
- [Towards Sustainable Mining](#) – The Mining Association of Canada’s set of tools and indicators to drive performance and ensure key mining risks are managed responsibly.
- [Voluntary Principles on Security and Human Rights](#) – An operating framework that ensures security practices include respect for human rights.
- [IFC Performance Standards](#) – The International Finance Corporation (IFC), part of the World Bank Group, is the largest global development institution focused exclusively on the private sector in developing countries. Hudbay follows the IFC’s Performance Standards on Environmental and Social Sustainability at our Constancia site in Peru.

Disclosing our sustainability performance in the most transparent way possible is a responsible business practice and vital for building and preserving stakeholder trust. Hudbay voluntarily participates in the following international reporting standards, disclosure frameworks and programs:

- **Global Reporting Initiative (GRI)** – An independent, international organization that provides the world’s most widely used standards for sustainability reporting, known as the GRI Standards.
- **Sustainability Accounting Standards Board (SASB)** – An independent non-profit organization that aims to improve industry-specific standards for the disclosure of financially material sustainability information.
- **Canadian Sustainability Standards Board (CSSB)** – A Canadian organization that supports alignment with the recently developed International Sustainability Standards Board (ISSB) reporting standards, including IFRS S1 and S2 – known in Canada as CSDS 1 and 2. While CSDS 1 is under consideration, this year’s reporting has been informed by the CSDS 2 standard, which specifically relates to climate-related disclosures.

The disclosures in this report have been mapped to the GRI Standards, the SASB Metals & Mining Standard and CSDS 2.

## Industry Involvement

Hudbay is an active participant in the jurisdictions where we operate, engaging with industry associations and multi-stakeholder groups through membership, financial support, knowledge sharing, and involvement in committees and working groups. Our memberships include:

- Alianza para Obras por Impuestos – ALOXI (Alliance for Works for Taxes)
- American Exploration and Mining Association
- AMIGOS – Arizona Mining & Industry Get Our Support
- Arizona Chamber of Commerce & Industry
- Arizona Mining Association
- Arizona Regional Economic Development Foundation
- Arizona Small Business Association
- Arizona Trails Association
- Arizona Transportation Builders Association
- Several Arizona Chambers of Commerce – Greater Vail Area, Green Valley/Sahuarita, Tucson Hispanic, Tucson Metro
- Asociación Vida Perú (a non-profit organization that donates medical equipment and medicines)
- BlackNorth Initiative
- Cámara de Comercio Perú Canadá (Peru–Canada Chamber of Commerce)
- Canadian Council for Indigenous Business
- Canadian Institute of Mining, Metallurgy and Petroleum and relevant societies

- Coalition for Energy Efficient Comminution (CEEC) (an international, not-for-profit, registered charity committed to sharing energy-efficient mining and mineral processing solutions)
- Cusco Chamber of Commerce
- Empresarios por la Educación (a Peruvian private sector organization to develop and promote educational projects)
- Extractive Industries Transparency Initiative (EITI)
- Flin Flon and District Chamber of Commerce
- Indigenous Chamber of Commerce (Manitoba)
- Instituto de Ingenieros de Minas del Perú (Peruvian mining engineers association)
- International Zinc Association
- Manitoba Employers Council
- Metropolitan Pima Alliance
- Mining Association of British Columbia
- Mining Association of Canada
- Mining Association of Manitoba Inc.
- Mining Foundation of the Southwest (US)
- Mining Safety Round Table (a collaborative group of safety-committed mining companies that share experiences and identify best practices)
- National Mining Association (US)
- National Society of Mining, Oil and Energy (SNMPE) (Peru)
- Nevada Mining Association
- Nogales–Santa Cruz Chamber of Commerce
- Princeton and District Chamber of Commerce
- Public Relations Society of America Southern Arizona Chapter
- Saskatchewan Mining Association
- Snow Lake Chamber of Commerce
- Sociedad de Comercio Exterior del Perú – COMEX (Peruvian business association made up of the largest export and import companies)
- Sociedad Geológica del Perú – SGP (Peruvian geological association)
- Southeast Arizona Economic Development Group
- Southeastern Arizona Contractors Association
- Southern Arizona Business Coalition
- Southern Arizona Leadership Council
- Voluntary Principles Lima Working Group
- Women in Mining Peru – WiM PERU
- Women’s Mining Coalition
- Yerington Chamber of Commerce

# Materiality

Our material sustainability issues are those with the greatest potential risks and opportunities for the Company, and where Hudbay may have the greatest potential impacts on the economy, the environment, and people and human rights.

As part of our commitment to ensuring our priorities align with changes in our business and address emerging issues, we assess both the financial materiality of sustainability topics to the Company, and the impact of the Company's activities on the environment and society. This comprehensive approach underscores the importance of a dual perspective, encouraging stakeholders to assess both the impact of sustainability factors on the Company's financial performance and the influence on the Company's operations in the broader world.

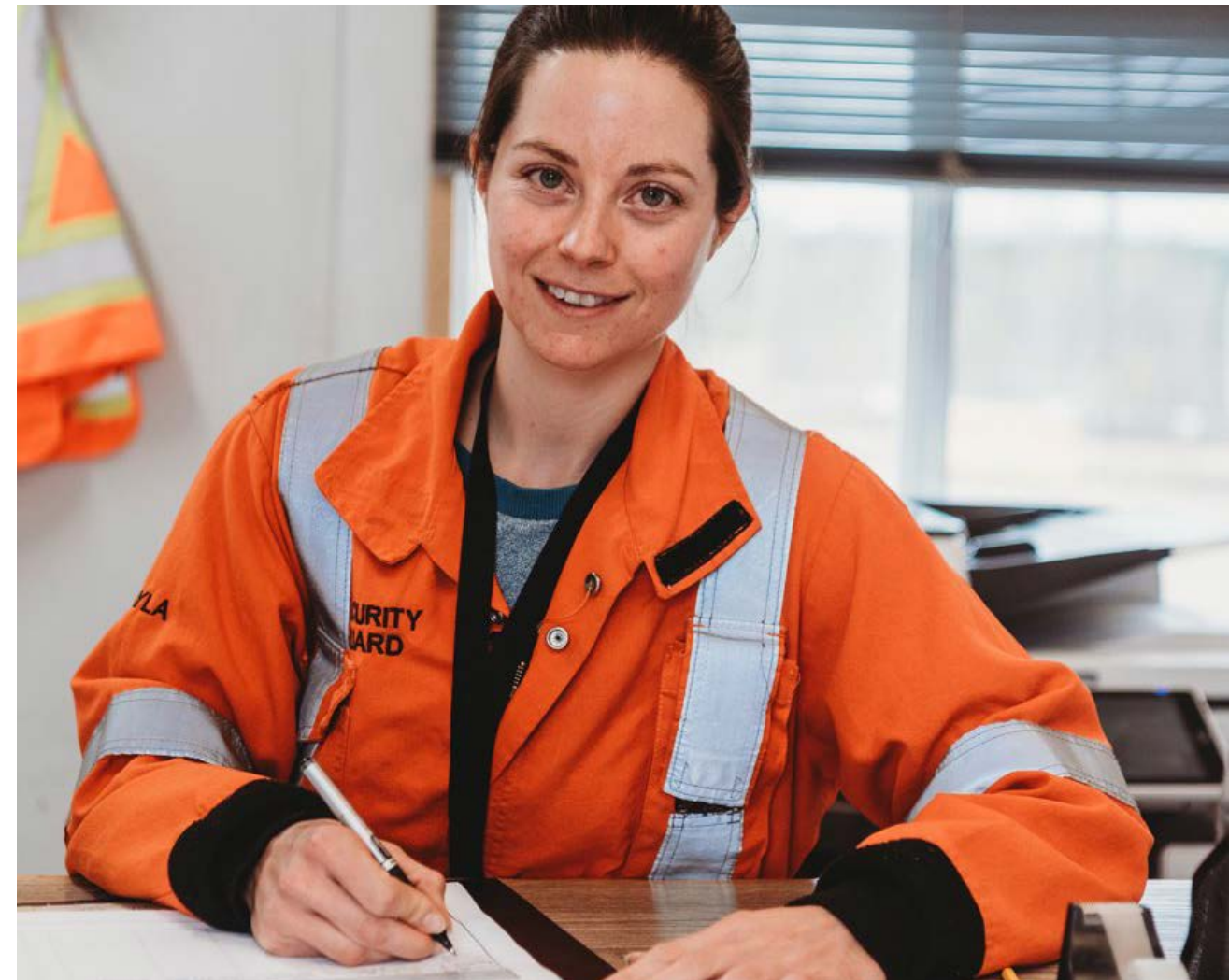
Our material topics were revised in 2024. We engaged external consultants to conduct a peer review and standards review. Based on this review, we developed a set of questions that were sent to an expanded pool of participants, including the Board and external stakeholders such as insurers, analysts, customers and investors. Notably, we compared the questionnaire results with those of our ERM framework, including a comparison of the topics against our financial material threshold. The exercise confirmed our five focus areas and affirmed the most material topics of tailings and waste management, water management, community relations, Indigenous relations, and health and safety. Management systems and associated routines support these focus areas.

The alignment between risk management frameworks and materiality assessments is emphasized by both SASB and IFRS S1, a framework developed by the ISSB. Higher business risk issues typically involve external elements that can pose challenges to manage directly, such as community perceptions, fluctuations in metal prices, or individual behaviours. Conversely, lower business risks have less impact on our business or can be mitigated directly through our systems and processes. The corresponding sections of this report discuss our due diligence and mitigation for these risks. Please see our [Glossary](#) for material topic definitions.

## Methodology

Our assessment was conducted internally and supported by a third-party consulting firm:

- Identified key material topics after doing peer, standards and rating agency reviews (SASB, GRI)
- Topics were ranked by financial impact on the business and potential external impact on communities and the environment
- Involved external stakeholders for the first time through a questionnaire
- Allowed direct feedback via a questionnaire with open-ended questions



- Feedback alignment with ERM framework
- Validation session with ESG Steering Committee

The results of the materiality assessment were incorporated into the Company's strategy in 2025.

## Summary of Our Material Topics and Priority Issues

- ● ● Highly material topics
- ● Material topics
- Relevant topics
- (\\$) Financially material

### Environment

Air emissions	●
Climate change mitigation and resilience	● ●
Energy and GHG management	●
Integrated mine closure	●
Land and biodiversity	●
Tailings and waste management	● ● ● (\$)
Water management	● ● ● (\$)

### Society

Community relations	● ● ● (\$)
Human rights	●
Indigenous relations	● ● ● (\$)
Local market presence	●
Security practices	●

### Labour

Diversity, equity and inclusion	●
Health and safety	● ● ● (\$)
Labour relations	●
Workforce training and development	● ●

### Governance

Business ethics and transparency	● ●
Data privacy and cybersecurity	●
Government relations and public policy	● ●

### Economic

Economic impact	● ●
Responsible procurement	●

The following table shows the alignment of our priority issues with the GRI 14 Sector Standard for Mining, the SASB Metals & Mining Standard and CSDS 2. Specific reporting indicators are disclosed in our [reporting framework index](#).

PRIORITY ISSUE	GRI STANDARDS	SASB	CSDS 2
<b>Business ethics and transparency</b>	Governance Anti-corruption	Business ethics and transparency	
<b>Government relations and public policy</b>	Strategy, policies and practices		
<b>Community relations</b>	Stakeholder engagement Security practices Human rights assessment Local communities	Community relations	
<b>Indigenous relations</b>	Rights of Indigenous Peoples	Security, human rights and rights of Indigenous Peoples	
<b>Health and safety</b>	Occupational health and safety	Workforce health and safety	
<b>Labour relations</b>	Labour/management relations	Labour relations	
<b>Workforce training and development</b>	Employment	Labour practices	
<b>Economic impact</b>	Economic performance Indirect economic impacts Procurement practices		
<b>Water management</b>	Water	Water management	
<b>Tailings and waste management</b>	Effluents and waste	Waste and hazardous materials management	
<b>Climate change mitigation and resilience</b>	Economic performance Energy Emissions	Greenhouse gas emissions Energy management	Governance Metrics and targets

**Boundaries**

Following our materiality review, we considered how to report on our material topics and where exceptions lie within the boundaries of our reporting. Based on stakeholder expectations and business risk, the following requirements were deemed appropriate:

- Safety statistics are tracked and reported for all contractor activities under Hudbay contracts and Hudbay supervision (e.g., activities of contractors working on Hudbay sites, activities of exploration contractors).
- Environmental incidents related to transportation between Hudbay locations are generally tracked, reviewed and reported by Hudbay.
- Grievances are accepted and investigated with respect to local contractors and security activities related to Hudbay and are included in the grievance numbers and characterization in this report.
- Location- and market-based Scope 2 GHG emissions are calculated and reported.

Exploration sites have special considerations in our reporting:

- Sites for which we do not maintain managerial control are excluded.
- Corporate exploration with managerial control over the site is included and reported by country, although we do not collect or report energy, GHG emissions or local market presence data.
- Business unit exploration with managerial control over the site is included and embedded in the business unit numbers.



# Stakeholder Engagement

Authentic and continuous engagement with diverse stakeholders – including employees, shareholders, suppliers, government officials, communities of interest, rights holders and others – is essential to our ability to prioritize and address impacts effectively.

Our Stakeholder Engagement Standard and supporting guidance detail the requirements for understanding perspectives and addressing concerns, while our [Shareholder Engagement Policy](#) promotes open dialogue between our Board of Directors and shareholders.

Additionally, we seek opportunities to contribute, collaborate and share knowledge with industry associations and multi-stakeholder initiatives, which provide platforms to address issues, challenges and lessons learned while promoting best practices.

## 2025 Engagement Activities and Topics

The following table lists key stakeholders and how we engaged with them in 2025:

STAKEHOLDER GROUP	KEY TOPICS/CONCERNS RAISED	ENGAGEMENT MECHANISMS	EXAMPLES OF ENGAGEMENT IN 2025
<b>Shareholders, debtholders, investors and analysts</b>	<ul style="list-style-type: none"> <li>• Free cash flow generation</li> <li>• Deleveraging efforts and transformed balance sheet</li> <li>• Delivering stable production across operating base</li> <li>• Copper Mountain optimization initiatives</li> <li>• Copper World joint venture and partnership with Mitsubishi Corporation</li> <li>• Exploration updates</li> <li>• Mergers and acquisitions</li> <li>• Operating risks including environmental, political and social context</li> </ul>	<ul style="list-style-type: none"> <li>• Industry conference participation (20 events)</li> <li>• Investor meetings and presentations, road shows and conference calls (over 350 engagements)</li> <li>• Virtual Annual General Meeting of Shareholders</li> <li>• Tours of mining operations and project sites</li> <li>• Board–shareholder engagement</li> <li>• Website, news releases and other public disclosures</li> <li>• Regional operation and project-specific stakeholder websites</li> <li>• Social media posts</li> </ul>	<ul style="list-style-type: none"> <li>• Broadened shareholder base through road shows in new investor regions, including Brazil and Dubai.</li> <li>• Conducted site visit to Copper World with sell-side research and institutional investors.</li> </ul> <p>Details on these and other engagement activities are discussed further on our <a href="#">Investors site</a>.</p>
<b>Employees and contractors</b>	<ul style="list-style-type: none"> <li>• Health and safety</li> <li>• Work processes</li> <li>• Business performance</li> <li>• Understanding of compensation and benefits</li> <li>• Opportunities for personal development</li> <li>• Compliance with environmental requirements</li> <li>• Training for policies, permits or other requirements</li> <li>• Diversity, equity and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• CEO email messages</li> <li>• Senior management site visits</li> <li>• Town hall meetings</li> <li>• Orientation and training programs</li> <li>• One-on-one and small group manager/staff meetings</li> <li>• Health and wellness committees and activities</li> <li>• Diversity and Inclusion Committee</li> <li>• Huiday intranet</li> <li>• Staff newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• “HR in Your Area” sessions held at various departments across the Peru operation to provide individual attention to employees and address detailed inquiries.</li> <li>• Launched comprehensive leadership training for managers and superintendents in British Columbia.</li> <li>• Continued the quarterly employee newsletter “Copper Wire” in Arizona, which provides updates on internal and external company participation or sponsorships as well as employee recognitions (e.g., service, birthdays, milestones).</li> <li>• Employee suggestion program introduced via the People Committee Activity Team in Arizona.</li> <li>• Retirement Readiness Program launched in Manitoba to help the aging workforce in transition planning.</li> <li>• Launched the Milestone Program, recognizing key years of service at our corporate office.</li> <li>• Held four Equity, Diversity and Inclusion speaker sessions focusing on critical topics to our workforce and industry.</li> <li>• Held virtual events, including town halls, to keep employees informed about the business.</li> </ul> <p>Details on these and other engagement activities are discussed further in the <a href="#">People</a> section.</p>

STAKEHOLDER GROUP	KEY TOPICS/CONCERNS RAISED	ENGAGEMENT MECHANISMS	EXAMPLES OF ENGAGEMENT IN 2025
<b>Unions</b>	<ul style="list-style-type: none"> <li>• New collective bargaining agreements</li> <li>• Updates on mine life and activities related to closure</li> <li>• Mobility</li> <li>• Seniority</li> <li>• Outstanding grievances</li> <li>• Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings with union leaders on outstanding issues</li> <li>• Regular on-site visits</li> <li>• Formal grievance processes</li> <li>• Joint health and safety committees</li> </ul>	<ul style="list-style-type: none"> <li>• Held monthly meetings with the unions that represent employees in Peru and Manitoba.</li> <li>• Conducted the annual team building workshop for the union in Peru.</li> </ul> <p>Details on these and other engagement activities are discussed further in the <a href="#">People</a> section.</p>
<b>Local communities and Native American/ Indigenous groups</b>	<ul style="list-style-type: none"> <li>• Development project updates</li> <li>• Community and area activities and investments</li> <li>• Safety and environmental concerns</li> <li>• Land use</li> <li>• Water use and quality</li> <li>• Local employment and procurement</li> <li>• Training programs for community members</li> <li>• Cultural protection, awareness and dissemination</li> <li>• Educating employees on intercultural competency, conflict resolution, human rights and anti-racism</li> <li>• Future operations plans (operating life)</li> </ul>	<ul style="list-style-type: none"> <li>• Community information and consultation meetings/dialogue tables</li> <li>• Community partnerships</li> <li>• Site tours and open houses</li> <li>• Site grievance/community response processes</li> <li>• Community relations offices</li> <li>• Cultural awareness workshops and other training</li> </ul>	<ul style="list-style-type: none"> <li>• Held first “Hatun Tinkuy” communal gathering in the Chilloroya community in Peru.</li> <li>• Supported wildfire relief efforts in host communities in Manitoba by bringing private fire protection teams and installing safeguards such as pumps, hoses and sprinklers.</li> <li>• Continued engagement with Native American tribes with ancestral ties to the Copper World site involving archaeological surveys, ceremonies to honour sacred artifacts found on prehistoric sites during the data recovery phase, and the collection of plant and mineral specimens.</li> <li>• Continued engaging with the Community Water Company of Green Valley to advance Project Renew, which aims to transport water to a recharging facility to replenish the local aquifer.</li> <li>• Continued engaging with various stakeholder groups and neighbours to further understand their interests and concerns, provide updates on the Copper World project and answer questions.</li> <li>• Progressed the Copper Mountain mine–New Ingerbelle permit amendment application through the Mine Review Committee in consultation with the Upper Similkameen Indian Band (USIB) and the Lower Similkameen Indian Band (LSIB).</li> <li>• Continued extensive archaeological field assessments in partnership with USIB and LSIB at the proposed Copper Mountain mine–New Ingerbelle site.</li> <li>• Hosted over 500 community members for the annual Princeton Mining Day event and hosted public open houses in Princeton and Keremeos.</li> </ul> <p>Details on these and other engagement activities are discussed further in the <a href="#">Communities</a> section.</p>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Smelter GHG emissions, including relevant reduction targets</li> <li>• Provision of information on product safety and product origin</li> <li>• Compliance with environmentally and socially responsible performance and risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Direct contact</li> <li>• Industry conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Visited various customers, including smelters.</li> <li>• Attended LME and CESCO Conference.</li> </ul> <p>Details on these and other engagement activities are discussed further in the <a href="#">Responsible Supply Chain</a> section.</p>

# United Nations Sustainable Development Goals

Hudbay acknowledges that the mining sector can make meaningful contributions to achieving the 17 Sustainable Development Goals (SDGs) outlined in the UN’s 2030 Agenda for Sustainable Development. While certain SDGs directly align with our industry activities, others require collaboration with governments, civil society and other organizations.

We remain committed to identifying, measuring and communicating our contributions, as well as integrating SDG considerations into our planning and reporting processes. The table below highlights the SDGs most relevant to Hudbay and our efforts to advance them.

SDG	LINK TO TOPIC
 <p><b>1</b> NO POVERTY</p> <p>No Poverty</p>	<p><a href="#">Communities &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Indigenous Engagement</li> <li>• Economic Contributions</li> <li>• Local Hiring and Procurement</li> <li>• Community Development</li> </ul>
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p> <p>Good Health and Well-being</p>	<p><a href="#">People &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Health and Safety</li> </ul> <p><a href="#">Communities &gt; Feature Story &gt; Controlling Dust and Building Support at Copper World</a></p> <p><a href="#">Communities &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Economic Contributions</li> </ul>
 <p><b>5</b> GENDER EQUALITY</p> <p>Gender Equality</p>	<p><a href="#">Our Company &gt; Corporate Governance</a></p> <p><a href="#">People &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion</li> </ul> <p><a href="#">Key Performance Data Table (Employees)</a></p> <ul style="list-style-type: none"> <li>• Workforce Diversity</li> </ul>
 <p><b>6</b> CLEAN WATER AND SANITATION</p> <p>Clean Water and Sanitation</p>	<p><a href="#">Sustainability Approach &gt; Tailings Stewardship</a></p> <p><a href="#">Planet &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Water</li> </ul>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> <p>Decent Work and Economic Growth</p>	<p><a href="#">Feature Story &gt; Mining the Potential of Partnership</a></p> <p><a href="#">Feature Story &gt; A Commitment to Community Business and Financial Review</a></p> <p><a href="#">People &gt; Feature Story &gt; Strengthening Ties with Indigenous Communities</a></p> <p><a href="#">Communities &gt; Feature Story &gt; Controlling Dust and Building Support at Copper World</a></p>
 <p><b>9</b> INDUSTRY INNOVATION AND INFRASTRUCTURE</p> <p>Industry, Innovation and Infrastructure</p>	<p><a href="#">Feature Story &gt; Mining the Potential of Partnership</a></p> <p><a href="#">Feature Story &gt; A Commitment to Community Business and Financial Review</a></p> <p><a href="#">Sustainability Approach &gt; Tailings Stewardship</a></p> <p><a href="#">Communities &gt; Our Approach</a></p> <p><a href="#">Planet &gt; Our Approach</a></p>

SDG	LINK TO TOPIC
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Responsible Consumption and Production</p>	<p><a href="#">Feature Story &gt; Fighting Fires, Showing Courage and Resilience</a></p> <p><a href="#">Sustainability Approach &gt; Tailings Stewardship</a></p> <p><a href="#">Sustainability Approach &gt; Responsible Supply Chain</a></p> <ul style="list-style-type: none"> <li>• Supply Chain Performance</li> <li>• Products</li> </ul> <p><a href="#">Planet &gt; Our Approach</a></p>
 <p><b>13</b> CLIMATE ACTION</p> <p>Climate Action</p>	<p><a href="#">Our Company &gt; Risk Management</a></p> <ul style="list-style-type: none"> <li>• Climate Risks</li> </ul> <p><a href="#">Planet &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Climate Change</li> </ul>
 <p><b>15</b> LIFE ON LAND</p> <p>Life on Land</p>	<p><a href="#">Planet &gt; Feature Story &gt; Managing Biodiversity at Copper Mountain</a></p> <p><a href="#">Planet &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Land and Biodiversity</li> <li>• Closure and Reclamation</li> </ul> <p><a href="#">Key Performance Data Table (Environment)</a></p> <ul style="list-style-type: none"> <li>• Land Use</li> <li>• Sites Requiring Biodiversity Management Plans</li> <li>• Habitats Protected or Restored</li> <li>• IUCN Red List Species</li> </ul>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Peace, Justice and Strong Institutions</p>	<p><a href="#">Our Company &gt; Business Conduct</a></p> <ul style="list-style-type: none"> <li>• Compliance Training</li> </ul> <p><a href="#">Sustainability Approach &gt; Human Rights and Security</a></p> <ul style="list-style-type: none"> <li>• Security Practices</li> </ul> <p><a href="#">Sustainability Approach &gt; Responsible Supply Chain</a></p> <p><a href="#">People &gt; Feature Story &gt; Strengthening Ties with Indigenous Communities</a></p> <p><a href="#">People &gt; Our Approach</a></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion</li> </ul>

# Human Rights and Security

Guided by our core values of dignity and respect, we are dedicated to creating an environment that empowers people to thrive. Our [Human Rights Policy](#) upholds the principles of the [Universal Declaration of Human Rights](#) and, together with our Code of Business Conduct, reinforces our commitment to respecting human rights across our operations.


Our commitment to fair labour practices includes a zero-tolerance policy for forced, compulsory or child labour while respecting the culture, customs and traditions of all individuals. We proactively work to prevent human rights violations within our sphere of influence. The most recent third-party verifications of TSM performance at our Peru, Manitoba and British Columbia business units confirmed the presence of processes and controls aligned with jurisdictional risk to ensure that no forced labour is used and that children under the age of 15 are not employed. In fact, we do not employ anyone under the age of 18 years old.

In Canada, Bill S-211, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, requires certain government agencies and Canadian companies that produce or import goods from outside Canada to submit detailed reports on the risks of modern slavery and forced labour across their supply chains. Our annual modern slavery report for the year ended December 31, 2025, was submitted in April 2026 and is consistent with the report filed in prior years. The report is available on our [website](#).

The [UN Guiding Principles on Business and Human Rights](#) is a framework for businesses to respect human rights, encompassing a public commitment, a due diligence process to assess risks and a method for providing remedies to impacted individuals. We recognize that respecting human rights is foundational to managing social risks and opportunities. Supporting guidance materials help us mitigate impacts, employ security practices informed by an understanding of community concerns, engage with communities and key stakeholders, and continuously improve our awareness of potential community matters that may pose risks to Hudbay personnel and assets.

If issues arise, we have mechanisms in place to support claimants, including the channels outlined in the [Risks, Issues or Complaints](#) section of this report. In 2025, no human rights issues were raised or reported to our Board. Community grievances handled at the site are disclosed in the [Communities](#) section under each business unit.



 We proactively work to prevent human rights violations within our sphere of influence.



Our objective is to respond appropriately to security threats, minimize conflicts, and build and maintain trust with communities and stakeholders.

## Security Practices

Our Security Policy integrates our Human Rights Policy, which details how we assess risks, secure work environments and safeguard our employees, contractors and assets. Our objective is to respond appropriately to security threats, minimize conflicts, and build and maintain trust with communities and stakeholders.

The Policy assesses and ranks the security risk level of each operation, and detailed risk assessments at each location define specific actions based on risk levels:

- **Low risk** – Requires an annual review of the corporate risk assessment, an annual advisory site visit, a local social risk assessment, training on the [Voluntary Principles on Security and Human Rights](#) (VPs) for security management, and increased awareness of the VPs as they relate to contracted private and public security personnel.
- **Medium risk** – Requires at least an annual audit of site security practices using the Global Compact Canada VPs framework, at least one annual advisory visit, structured programs to implement the VPs (including training), a grievance mechanism for security-related complaints, and active participation in forums that promote security and human rights.
- **High risk** – Requires an annual audit by an independent Voluntary Principles Organization-recognized auditor, a grievance mechanism for security-related complaints, and engagement with national and international organizations on security practices.

All our operating and exploration sites are categorized as low risk, except for Constanca in Peru, which is medium risk due to the country's history of social and political unrest (see feature story on [page 11](#)). This requires more rigorous risk evaluation and management.

In 2025, corporate security documentation was separated into the distinct Security Policy supported by a more detailed standard for each site. The overall security risks for the organization remain unchanged, with enhanced audit processes against the VPs remaining in place for Peru. Annual assessments are also in place for other locations. The annual review of the crisis process contributed to the implementation of new tools focused on travel safety and the associated prevention of crisis events.

Our operations, projects and exploration sites are staffed by security personnel who follow the VPs to minimize security-related impacts on communities and align practices with internationally recognized human rights principles. All contracts between Hudbay and security services require adherence to the VP framework, the [UN Code of Conduct for Law Enforcement Officials](#) and the [UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials](#). Governments have the primary responsibility for maintaining law and order, but whenever we rely on public security providers, the VPs require that their actions align with the protection of human rights.

# Tailings Stewardship

Engineered tailings storage facilities (TSFs) are designed to safely store mine tailings. They play a crucial role in mining operations and the management of fine-grained material, typically in paste or slurry form, which remains after minerals are extracted from crushed ore. Uncontained tailings releases can have catastrophic impacts on people and the environment, so ensuring TSFs are properly designed, constructed, operated and maintained is an industry priority.

## Tailings Management Protocol Guides Our Actions

As a member of MAC, we manage and evaluate our tailings management practices in accordance with and against TSM’s Tailings Management Protocol.

The TSM protocol’s five performance indicators assess the following practices:

- Tailings management policy and commitment
- Tailings management system and emergency preparedness
- Assigned accountability and responsibility for tailings management
- Annual tailings management review
- Site-specific operation, maintenance and surveillance processes

One of the TSM program’s key strengths is its interconnectedness, with protocols that complement and reinforce one another. For example, while the Indigenous and Community Relationships Protocol evaluates overall community engagement, the Tailings Management Protocol focuses specifically on engagement related to tailings activities that could affect public safety.

We require our business units to maintain a level A or higher rating for the protocol. In the latest TSM assessment, our British Columbia and Peru business units received level AA ratings across all five indicators, and Manitoba received level A ratings.



 The Flin Flon tailings facility in Manitoba.

## Tailings Governance

Our Tailings Governance Charter defines the governance framework for the effective management of tailings facilities throughout all stages of design, construction, operation and closure.

Our Tailings Management System (TMS) includes two layers for supporting responsible tailings management:

- A site- or business-unit level TMS maintained by the personnel responsible for day-to-day activities, including planning, monitoring, risk identification and reporting.
- The Corporate Tailings Governance Charter details the corporate and Board responsibilities to ensure tailings are adequately managed.

Hudbay’s COO serves as the Accountable Executive Officer (AEO), who is the senior executive responsible for the safe management of tailings at all facilities, and engages directly with the Board on any tailings-related issues. Each business unit has a vice president with accountabilities similar to the AEO’s for facilities within their unit, as well as a responsible person who provides regular updates to the vice president. A Tailings Governance Team (TGT) supports the AEO and the business units. Members of the TGT include senior leaders in operations, technical services, exploration, business planning, reclamation and sustainability.

Key third-party roles include:

- **Independent technical review board (ITRB)** – An independent expert panel conducts systematic evaluations of the technical aspects of tailings facilities and operations at least annually (typically twice per year, with one being on-site for active sites) throughout the lifecycle.
- **Engineer of record (EOR)** – A qualified individual verifies that facilities are designed, constructed and operated in accordance with performance objectives and all applicable guidelines, standards and regulatory requirements.
- **Dam safety review provider** – An external expert conducts dam safety reviews, independent of the ITRB and EOR, at the frequency dictated by the associated risk, as per the CDA Dam Safety Guidelines.
- **Insurance inspector** – An external provider completes periodic reviews, inspections and reports on the insured facilities.

## Site-Level Tailings Stewardship

Hudbay manages five TSFs – three (including two on care and maintenance) at our Manitoba Business Unit, one at Constancia in Peru and one at Copper Mountain in British Columbia. Details on these facilities are available in our [Mine Tailings Disclosure Table](#), posted on our website.

There were no significant incidents threatening human health or the environment at any of our TSFs in 2025.

Our Constancia operation in Peru stores tailings in an engineered tailings management facility (TMF). Sensors located throughout the TMF provide each mine’s control centre with information on rain impact, water levels, depth and drainage.

In Manitoba, regulatory approval to trial a shift from subaqueous to subaerial deposition at the Anderson Tailings Impoundment Area (ATIA) at Snow Lake advanced efforts to enhance space efficiency, address seasonal challenges and defer future capital expenses for dam raises. Securing approval for the subaerial tailings deposition trial study marked a significant milestone in optimizing the ATIA and represented a notable permitting achievement. This accomplishment demonstrates the strong partnership between industry and government, and reflects a commitment to responsible, safe and innovative operations. The trial introduces a new deposition method to enhance tailings management efficiency, paving the way for improved facility utilization while

meeting regulatory requirements. Additionally, the creation of a dedicated coordinator position for legacy sites and decommissioning highlights a focused approach to reclamation and long-term environmental stewardship.

At our Copper Mountain mine in British Columbia, the orebody is a low-sulphidation, carbonate-hosted copper deposit, resulting in non-acidic mine tailings. Stored in a natural valley, these tailings are further constrained by sand dams on each end of the valley. The dams, built using a rigorous modified centreline construction method with coarse, free-draining sand, contain a small volume of water that is recycled for mineral processing. The technical design of this TMF ensures geotechnical stability and safe operation.

In 2025, management of tailings and water systems at Copper Mountain was consolidated to improve oversight and advance the water management strategy for all contact water within the mine property. The new group has 38 members, with hiring for additional roles planned for 2026. An audit guided early safety and environmental initiatives and identified opportunities for continuous improvement, including increasing water recycling above its current 80% level.

# Responsible Supply Chain

Mining can play a role in supporting the transition to a more sustainable future. As the first stage of a complex value chain, we ensure due diligence measures are in place that align with our commitment to high standards of conduct to reduce risk, while supporting the communities where we operate through local employment and procurement.

Hudbay works with hundreds of suppliers and subcontractors across diverse jurisdictions. We have the greatest influence on supply chain activities related to our operations, on-site contractors, local suppliers and Hudbay products up to the point from which they are shipped (at the plant gate in Manitoba, the concentrate shed at the mill in British Columbia and the port loading facility in Peru). All suppliers are screened for corruption risks in accordance with our Global Supplier Due Diligence Policy. Our legal function conducts due diligence on suppliers with an elevated risk, and our internal audit function reviews the contract/supplier screening process.


Supporting local businesses through procurement is an important way for communities to benefit from our presence. In addition to standard due diligence, each operation monitors on-site and local suppliers. We seek suppliers who share our values and will work in partnership with us to continuously improve our performance. Our [Supplier Code of Conduct and Ethics](#) (Supplier Code of Conduct) outlines our expectations for honest and ethical business conduct from our suppliers.

As a condition of doing business with Hudbay, our contracts generally require suppliers to:

- Read, accept and comply with our Supplier Code of Conduct (or a comparable standard) and all other applicable compliance policies, including our Statement on Anti-Corruption, Human Rights Policy, and Environmental, Health, Safety and Sustainability Policy.
- Comply with all applicable laws, rules and regulations, including anti-corruption laws, anti-money laundering laws, anti-slavery laws and sanctions.
- Protect confidential information.
- Respect human rights and observe Hudbay's Human Rights Policy.
- Establish practices and procedures that protect the health and safety of workers and the environment.
- Accept Hudbay's supplier due diligence process.
- Report suspected violations of the Supplier Code of Conduct and applicable compliance policies by any supplier or Hudbay personnel.



Our Customer Code of Conduct and Ethics mirrors these standards for customers. Our marketing function ensures that smelters receiving our concentrate follow responsible mineral production practices by administering a questionnaire. If any concern with a customer arises, we carry out more detailed due diligence that may include engaging a legal firm or consultant to investigate (which may include an audit) or conducting site visits, if needed.

 We empower local entrepreneurs, engage in training programs to foster skills in our communities, and build relationships with our local communities based on mutual respect.

## Supply Chain Performance

The direct supply chain for our metal products originates at Hudbay’s mines in Manitoba, British Columbia and Peru. The indirect supply chain for energy, goods and services used in transforming ore and concentrate into products includes thousands of suppliers, who provide operating and maintenance supplies, energy and fuels, and capital goods:

- In Peru, our top 50 suppliers accounted for 79% of our spending, and 98% of our spending was with local suppliers.
- In Manitoba, our supplier base supports our production operations and capital projects. Our top 50 suppliers represented 73% of our spending, and 98% of our spending was with local suppliers.
- In British Columbia, our top 50 suppliers accounted for 79% of our spending, and 95% of our spending was with local suppliers.

Hudbay’s top 10 suppliers in 2025, based on annual spend, were (in alphabetical order):

- BC Hydro
- Chemtrade S.A.C.
- Corporación Primax S.A.
- Epiroc Canada Inc.
- Ferreyros
- Orica Canada Inc.
- Orygen Perú S.A.A.
- PetroValue Products Canada
- SMS Equipment
- STRACON Perú S.A.

## Products

We produce copper concentrate, gold and silver doré, zinc concentrate and molybdenum concentrate. These products are critical to modern society, and demand for responsibly sourced copper is increasing as global decarbonization accelerates, cities expand, and electric vehicle use grows.

Of the products produced at our operations in Canada and Peru in 2025:

- Hudbay sold and delivered the majority of its copper concentrate to traders and smelters in Asia, with a lesser portion sold to buyers in the Americas. The smelting process and refining of the copper content ultimately result in 99.99% pure copper, an essential metal for modern living.
- The silver/gold doré production from our Snow Lake operations was sent to a refinery in Canada, and the resulting precious metals credits were sold to Canadian financial institutions.
- The zinc concentrate produced at our Snow Lake operations was sold mainly to smelters in Canada and Europe.
- The molybdenum concentrate produced in Peru was sold and delivered to buyers in Asia and the Americas.
- The copper concentrate produced at Copper Mountain in British Columbia was transported by truck to the port in Vancouver and shipped to refineries in Japan.

The safety data sheets that accompany our products provide details of their composition, toxicology, handling, storage and exposure hazards. We further meet our product stewardship commitments by collaborating with governments and industry associations, including the International Molybdenum Association and the European Copper Institute, to ensure our compliance with international requirements, including those set by the International Maritime Organization (IMO).

The IMO specifies hazard classification criteria for bulk cargoes, and the International Convention for the Prevention of Pollution from Ships (MARPOL) restricts the disposal of bulk cargo residues classified as “harmful to the marine environment” (HME) under the amended Annex V of the MARPOL convention. Based on the European Copper Institute determination of the MARPOL classification for Constancia’s copper concentrates and other assessments, all Hudbay copper concentrates have been confirmed as not HME.



# People

We are dedicated to creating a safe, inclusive and empowering workplace where people can thrive and achieve their full potential. By investing in our employees' well-being, professional development and success, we cultivate a values-driven culture that fuels our continued growth.

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FEATURE STORY

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# Strengthening Ties with Indigenous Communities

MANITOBA

Finding new deposits and attracting local employees are ongoing objectives for the Manitoba Business Unit. An expanded Indigenous Relations team is directly supporting Hudbay’s exploration and hiring efforts, while advancing our guiding principle of respect for the cultures and heritage of the communities near our operations.

The addition of two new roles in early 2025 and closer alignment with other business functions builds on our record of community outreach. After operating for nearly 14 years with a single dedicated employee, Indigenous Relations hired two coordinators, one of whom had been with Hudbay for about six years in an operations role.

As the primary liaison for 14 Indigenous Communities of Interest (COI) in Manitoba and Saskatchewan, the team has a renewed mandate and a dedicated vehicle to attend in-person meetings. The Indigenous Relations

Strategy and Policy, formally adopted in February 2025, provides the team with clear direction and measurable objectives to continually improve community relations and advance economic reconciliation. The strategy identifies 10 elements to ensure that COI rights, interests and cultures are respected and that COIs benefit from exploration activities on their traditional lands. The policy commits to building positive and mutually beneficial relationships in alignment with the Truth and Reconciliation Commission of Canada’s Call to Action 92 and with our own values and principles.



In 2025, Hudbay entered into an exploration agreement with Kiciwapa Cree Nation. Hudbay fosters meaningful Indigenous relationships that drive cultural respect, community engagement and shared prosperity across its diverse operating regions.

Agreements with local Indigenous communities are an essential early step in enabling exploration of Hudbay's 500,000 hectares of prospective properties in Manitoba. We follow best management practices set out by the Mining Association of Manitoba, which cover 17 aspects, from tenure for early exploration to decommissioning.

Our approach to early and transparent engagement further supports progressing exploration under the province's permit and approval process. By creating and sustaining positive relationships, gathering input on proposed exploration plans and sharing information about local opportunities, the Indigenous Relations team is central to ensuring that all agreements are built on a mutual understanding of proposed activities.

In February 2025, an exploration agreement was finalized with Kiciwapa Cree Nation, which has about 100 community members. Demonstrating our positive relationship, Hudbay representatives were invited as guests of honour to a community partnership feast celebrating the agreement. Held in August, the feast was featured in the first episode of a locally produced video documentary series

titled *Our Land, Our Future*. The series shares the truth of the Kiciwapa history, their connection to the land and the strength of their people as they move forward as a Nation. The agreement is the foundation of a shared commitment to reshaping the future and to providing economic development benefits through a partnership that embraces the community's consultation and accommodation protocol, ensuring safe, respectful land use and community-led monitoring.

An exploration agreement with Mosakahiken Cree Nation, which has about 4,000 people located near Moose Lake, was signed in April 2025. Before work began on four identified drill sites, the Indigenous Relations team initiated a blessing of the land ceremony with community members and elders, acknowledging each drill site with tobacco, sage, cedar, sweetgrass and water.

The Indigenous Relations team holds monthly update meetings with both First Nations, either online or in person, to maintain consistent engagement and promote transparency and collaboration. The team is working on several other exploration agreements, which are at different stages of development.

Along with financial terms, relationship building, training and employment are among the most significant aspects of exploration agreements. In 2025, about 17% of MBU employees identified as Indigenous. We aim to attract and integrate more Indigenous people into roles across all levels of the organization. The Mining Fundamentals program, developed in partnership with the Manitoba Northern Sector Council, helps to achieve our goal of growing a northern workforce. The nine-week program provides life skills, classes and on-the-job exposure to mine-site activities through living at camp and job shadowing.

The Indigenous Relations team assists Human Resources in engaging with local communities and identifying qualified candidates for Mining Fundamentals. Two cohorts – totalling 19 people from local Indigenous communities – completed the program in 2025, despite one cohort being interrupted by fire evacuations in the summer. All cohort members were offered employment. Indigenous Relations provided support and mentoring to participants during the program and held a smudging ceremony as part of the graduation. Two more cohorts are scheduled for 2026.

In 2025, the Indigenous Relations team coordinated monthly lunch and learn sessions for employees, called Kenanow Sharing Circles, which focused on contemporary, traditional and historical themes, such as treaties, ceremonies and current issues or trends. They also published an Indigenous Relations newsletter for the company intranet and COIs. During the summer fires, when many people lost their homes, our team members proactively contacted local elders to ensure their safety amidst the community displacement.

Along with supporting exploration and training in 2026, the team will continue to inform other parts of the MBU about its role, do more in-person engagement, expand the information translated to Cree and look for opportunities to integrate traditional knowledge into the Company's thinking.

**99.8%**  
local employment at our Peru Business Unit

📄 [Page 56](#)

**17%**  
Indigenous employment at our Manitoba Business Unit

📄 [Page 59](#)

**13%**  
Indigenous employment at our BC Business Unit

📄 [Page 61](#)

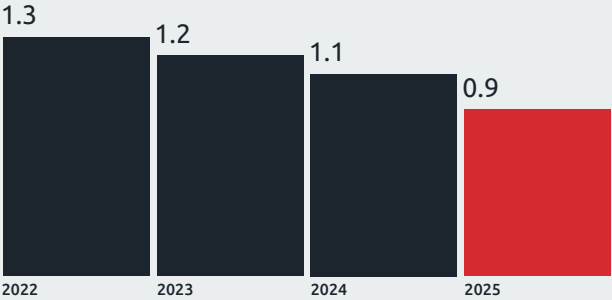
**STRENGTHENING TIES WITH INDIGENOUS COMMUNITIES**

Finding new deposits and attracting local employees are ongoing objectives for the Manitoba Business Unit. An expanded Indigenous Relations team is directly supporting Hudbay's exploration and hiring efforts.

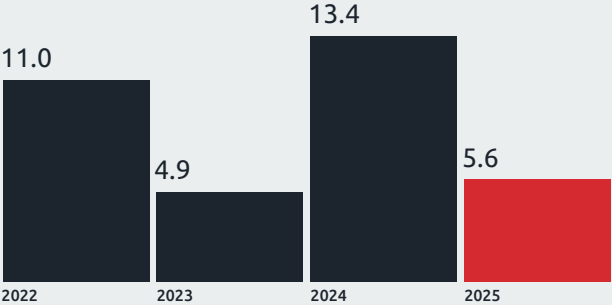
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**TOTAL RECORDABLE INJURY FREQUENCY**  
*(lost time, restricted work and medical treatment injuries per 200,000 hours worked)*



**LOST TIME INJURY SEVERITY**  
*(days lost per 200,000 hours worked)*



# Our Approach

Hudbay's values drive a culture of safety, inclusivity and collaboration. We embrace diverse perspectives and empower employees to grow with our organization.

Our Code of Business Conduct and Ethics sets out our expectation that everyone representing Hudbay conduct themselves honestly and ethically and comply with all applicable laws. Our Environmental, Health, Safety and Sustainability and Diversity policies state our dedication to continuously improving our systems and practices. These efforts aim to protect people, foster an inclusive workplace and cultivate a sense of belonging for all.

## Health and Safety

Comprehensive management systems play a pivotal role in managing the health and safety risks inherent in mining activities. These systems provide a structured framework for identifying, assessing and mitigating potential hazards.

We conduct annual self-assessments of our performance against the MAC's TSM Safety and Health Protocol. In the 2025 evaluation, our Peru Business Unit and Manitoba Business Unit both achieved level AAA ratings across all five indicators. British Columbia achieved one AAA rating and four AA ratings.

All three business units have identified their top fatality risks and the critical controls that must be in place before a task is performed. Workers at the mine conduct assessments (verifications) to ensure critical controls are in place and effective. To hold ourselves accountable, we set annual public safety targets to improve our total recordable injury frequency rate (based on ICMM classification criteria) and our lost-time injury severity rate relative to our current three-year average. In 2025, we achieved both of these targets.

Our occupational health programs diligently monitor workplace risks, including hearing loss and illnesses caused by airborne agents. We have several initiatives to address mental health and well-being, including helping individuals and managers recognize when support is needed and how to easily access our wellness resources.

## Culture and Engagement

We aim to be an employer of choice in every region where we operate by cultivating a respectful workplace culture that empowers individuals to realize their full potential.

Our “OneHudbay” leadership approach prioritizes the growth and career advancement of every employee. Central to OneHudbay is a structured approach to talent management and succession planning. We use various employee engagement channels and tools, including town hall meetings, workshops, internal emails and videos from senior leaders, and our company intranet. Regular engagement surveys give us the feedback we need to build a stronger culture that attracts and retains top talent in competitive labour markets.

Supporting OneHudbay is our Human Resources Information System (HRIS), which includes several talent management solutions and provides detailed workforce analytics.

## Diversity and Inclusion

We define “diversity” as the unique traits and characteristics that distinguish individuals, including race, gender, religion, national origin, Indigeneity, sexual orientation and life experiences. In contrast, “inclusion” refers to the behaviours and social norms that foster a sense of belonging. Together, diversity and inclusion drive greater employee engagement and productivity.

In a top-down approach, our company-wide Diversity Policy affirms Hudbay’s commitment to creating an inclusive and equitable organizational culture, and seeks to ensure diverse representation of women and designated groups (e.g., Indigenous peoples, persons with disabilities, and visible minorities) on the Board and in senior management. To further guide our efforts, an Equity, Diversity and Inclusion (EDI) committee composed of a broad cross-section of employees supports the Company’s diversity and inclusion initiatives and monitors progress.

In 2025, the committee continued its internal assessment of the TSM Equitable, Diverse and Inclusive Workplaces Protocol to advance understanding, establish measurement practices to meet upcoming reporting requirements, and build an internal action plan for related TSM metrics.

The EDI committee continued its speaker series for advancing awareness and education, with four sessions held during the year. Topics included current EDI challenges and opportunities, and TSM’s commitment to EDI and conscious and unconscious bias. A company-wide session on Mental Health in Mining was held in October, coinciding with World Mental Health Day. A series of events has been scheduled for 2026.

Each site prioritizes employment opportunities for local communities and Indigenous groups, ensuring our workforce reflects the demographics of our operational areas and aligns with our diversity and inclusion objectives.



## Workforce Rights

We respect workers’ rights, including the right to a workplace free from harassment and discrimination. Approximately 1,657 full-time, part-time and contract employees (59% of our employees) are represented by a union, and we respect the rights of our employees to join a union and engage in the collective bargaining process. Our goal is to collaborate with the seven unions that represent our employees on solutions for mutual benefit.



We invest in our communities through long-term employment, local procurement and economic development to improve their quality of life and ensure communities benefit from our presence.

# Peru

At Constančia’s remote camp, we listen to our employees, prioritize their well-being and implement measures to ensure their safety, diversity and belonging, and to create an environment where people can thrive.

At year-end 2025, the Peru Business Unit had 1,088 employees. Of our full-time employees, 21% were from the local communities (primarily Chilloroya and Uchucarcco) and 12% were women.

## Health and Safety

Our strong commitment to safety, which includes comprehensive leadership training, resulted in zero lost time injuries at our Peru operations in 2025. We also maintained our Healthy Company Management certification from SGS Peru and achieved 100% compliance in the annual mandatory employee health and safety training program.

The Constančia mine was recognized by the National Mining Safety Contest as the safest open pit mine in the country for its stellar 2025 safety performance. Each nominee was evaluated by a committee of representatives from the College of Engineers of Peru, the National Society of Mining, Oil and Energy, the Ministry of Energy and Mines, and the ISEM – Institute of Mining Safety. Constančia was recognized for its record of no lost time incidents and no fatalities across 9.5 million worker hours.

Constančia has identified its top 20 fatality risks and defined the criteria for critical risk assessments. The first critical risk – “loss of control of the vehicle and powered equipment” – is further divided into five classifications to provide more specific details, given the variety of vehicles and equipment used daily. In addition, since exposure to vibrations from mining equipment poses a significant health risk, we have implemented a real-time vibration monitoring system on mining equipment to take preventive and corrective measures and reduce the likelihood of musculoskeletal disorders.

Critical Control Validations is the process designed to verify that critical controls to manage high-risk tasks or mitigate specific hazards are in place and used consistently and effectively. In 2025, we achieved 100% compliance in critical risk management, across the three phases of validation, implementation and field verification.

A mobile application called Hubday’s Safety App supports our efforts, enabling the verification of critical controls, reporting of incidents and conditions, and identification of the type of personal protective equipment required according to the specific workplace risk. In 2025, we updated the app with new information and functionality, including, for example, enabling control owners to perform real-time validations. We also introduced digital badges for verifying workers’ qualifications for performing high-risk work.



Our strong commitment to safety, which includes comprehensive leadership training, resulted in zero lost time injuries at our Peru operations in 2025.

At the Constancia mine, we implemented geotechnical monitoring of the pit walls, which improves safety by using drones for remote inspection of critical areas. The new technology works together with existing interferometric radar monitoring to provide 24/7 predictive surveillance, enabling early detection of displacements and ensuring convergence between the design and the geophysical reality of the terrain.

## Security

Our ability to keep people safe, while respecting human rights, was put to the test in 2025 when a wave of regional protests swept across Peru’s southern mining corridor. Constancia was impacted by illegal blockades near the mine site. We ultimately achieved a peaceful resolution, thanks in large part to our strong community relationships. Our feature story on [page 11](#) provides details.

Following a 2024 external audit to assess compliance with the Voluntary Principles on Security and Human Rights, we implemented cross-functional performance metrics that focus on security alert management, emergency response equipment inspections and Brigade training compliance under Plan EME-005, with a 95% average goal for all management. Monthly compliance tracking includes information sharing and feedback to ensure alignment and unified continuous improvement. In 2025, a corporate audit of site security practices identified additional opportunities for improvement.

As part of ongoing efforts to strengthen the operational capacity of the Emergency Response Team, the unit acquired and deployed new high-performance specialized equipment, including two fire trucks, each with a capacity of 500 gallons of water and 250 gallons of foam concentrate, complemented by a manual fire pump and tools for forest fire suppression. These resources are backed by a robust series of preventive measures implemented across critical points of the site where activities such as grass clearing, stone walling, gravel installation, and the establishment of dedicated water reserves have been carried out to mitigate risks.

Simultaneously, the engineering and implementation of an advanced atmospheric electrical discharge protection system (shielding) was completed for key facilities. This technical rollout concluded with the comprehensive validation of lightning-protected safe zones across the entire mining unit, ensuring both personnel safety and asset integrity during extreme weather events.

## Workforce Development

The Peru Business Unit’s people strategy has three pillars: “Be Hubday” aims to boost engagement by aligning employees with the Company’s mission, purpose and values; “Be Longer” focuses on attracting, retaining, and developing top talent to create a positive workplace culture that fosters long-term commitment; and “Be Great” supports career development through learning opportunities, training programs and opportunities for promotions within the Company.

“Be Longer” initiatives in 2025 included the following:

- The Individual Leadership Conversations Program for 33 leaders in operational areas provided a platform for reflection, learning and development through structured conversations and individual coaching sessions aligned with Hubday’s Managerial Leadership Practices model.
- One Future Scholarships enabled 40 recipients to access educational opportunities and strengthen their academic development.
- Several prestigious educational institutions participated in a virtual education fair for Hubday employees and their direct families to promote access to benefits and training opportunities.
- In collaboration with SENATI, the largest technical and professional training institute in Peru, four seminars for operations employees promoted the development of technical and transversal skills, covering topics such as maintenance mechanics, electricity and electrotechnics, and process management and improvement, as well as leadership and personal competencies.

“Be Great” initiatives in 2025 included the following:

- Personal effectiveness assessments were conducted twice in the year to evaluate performance, provide feedback and align individual objectives with organizational priorities.
- Eleven self-management stations were installed in operational areas to reduce paper use, improve efficiency and better facilitate employee requests for vacation and contractual leave, among other tasks.
- The Grow Program implemented for employees’ children provided access to practical training and early work experience, reinforcing our commitment to the educational and professional development of Hubday families.



## Diversity and Belonging

The “Nuestras Voces” (Our Voices) program in Peru focuses on promoting diversity, equity and inclusion across all areas, including increasing the percentage of women in the workforce to 30%. The acronym VOICES highlights the key priorities for fostering a workplace where everyone can thrive:

- **Values** – Demonstrate our values
- **Openness** – Model inclusive leadership
- **Inclusion** – Value all communities and interest groups
- **Confidence** – Foster a psychologically safe environment
- **Education** – Promote opportunities through education
- **Sustainability** – Empower schools in the Chumbivilcas province with access to quality learning

Unidas, or “United”, is a support network to help create change for women in mining. It emerged from an internal committee formed in 2023 to explore programs and improvements to create a more respectful workplace and to combat unwanted behaviours such as sexual harassment, discrimination and challenges in returning to work after maternity leave. The program was relaunched in 2025 to focus on development, mentorship and the strengthening of female talent. More than two-thirds of female employees participated in four workshops held during the year.

Along with the extension of paid maternity leave to 180 days in 2024, we have ensured that those on leave are kept informed about internal recruitment and new job opportunities.

## Positive Union Relations

We maintain a collective bargaining agreement with the Unified Workers Union of Constanca (SUTRAMICOH), which outlines the working rules and terms and conditions of employment for approximately 55% of our South America Business Unit employees. We place a strong emphasis on collaboration with SUTRAMICOH and, during the year, held monthly meetings with union representatives.

With the current collective bargaining agreement set to expire in November 2026, engagement and preparations for negotiations are expected to begin in September.

## Looking Ahead

Activities for 2026 include continued work on identifying and developing the skills of future leaders as part of succession planning to address an aging workforce. Enhanced mentoring programs, particularly for women, will build on the success of the Unidas program.

# Manitoba

Through our employee initiatives, we further integrate safety, inclusivity and innovation into our culture, while building stronger connections to our workforce and community. These efforts are aimed at helping us build an engaged and forward-thinking team ready to meet future challenges.

At year-end 2025, the Manitoba Business Unit (MBU) employed 988 personnel, including full-time permanent, casual and contracted employees, with the majority (80%) supporting Snow Lake operations. In Manitoba, 17% of our employees identified as Indigenous, and 18% were women.

## Workforce Support

While continuing to implement a strategy focused on employee wellness and leadership development in 2025, we shifted priorities in the summer to support the Manitoba workforce during fire evacuations. Along with coordinating temporary housing in Snow Lake for early Flin Flon evacuees, we provided financial and mental health assistance. As operations shut down, employment insurance top-ups were introduced, and all evacuated employees received additional financial assistance to help with their added expenses. Employees were also able to access confidential online support through a new digital employee assistance program introduced in early May. See our feature story on [page 7](#) for details.

In 2025, we expanded our employee Wellness Committee to ensure cross-functional representation from all Manitoba departments. This newly structured committee launched a comprehensive wellness program across all five schools in the Company's operating communities, providing educational workshops and targeted funding to support critical student needs such as mental health and nutrition.



We pride ourselves on our ability to create shared prosperity for our communities and local governments that spans generations.



## Developing Our People

Launched in 2025, the Mining Your Potential program takes a three-pillar approach to building leadership skills. The program is designed for the approximately 150 MBU managers at the supervisor level and above, with the goal of providing tools and helping them see their team members as people first and employees second. The first pillar focuses on developing soft skills such as providing constructive feedback, fostering accountability, and having difficult conversations. The second pillar provides training on business aspects, including policies, procedures and collective bargaining agreements. The third pillar focuses on understanding, recognizing and responding to mental health and wellness. Mining Your Potential is further enhanced through an online training hub, job aids and individual coaching.

The Mining Fundamentals program, developed in partnership with the Northern Manitoba Sector Council, is creating meaningful employment opportunities for the communities in which we operate and building capacity within our Indigenous communities of interest. The nine-week program includes classes, essential training and hands-on exposure to mining environments. Two cohorts, totalling 19 people from communities of interest, completed the program in 2025, despite one cohort being interrupted by fire evacuations in the summer. All cohort members were offered employment. Additional cohorts are scheduled for 2026.

## Unions

The 3.5-year collective bargaining agreements ratified with all unions in 2024 was built on respectful, transparent conversations and a shared commitment to key priorities, including safety and operational improvements. With the next round of negotiations scheduled for 2027, the Company continues its collaborative relationship with the unions to advance employee initiatives and reinforce a strong foundation for ongoing co-operation and partnership.

## Safety and Innovation

We experienced two lost time incidents, contributing to a total recordable injury frequency rate across the business unit of 2.3 (using corporate ICMM-based classification), which met our target of 3.6.

Over the past two years, the MBU's Home Safe Everyday (HSE) initiative has delivered significant safety improvements across key performance metrics, including a 22% reduction in total recordable injury frequency. The HSE initiative has also led to more widespread use of digital safety platforms by Lalor mine employees, including all diamond drillers, and more teams and individuals being recognized for their safety efforts and achievements. More than 275 recognitions were shared in 2025.

The Manitoba health and safety management system was re-certified to the ISO 45001 standard in 2025.

## Looking Ahead

In 2026, our focus will remain on workforce development and employee wellness, including leadership training, strengthening ties and recruitment with Indigenous communities, and providing support for mental health. The latter will include the development of a peer-to-peer support program to combat limited local care options and stigma barriers, with trained peers complementing traditional mental health services.

In partnership with the unions, a retirement readiness program will be introduced to provide more information and coaching on financial and non-financial considerations for employees approaching retirement. A virtual program is being created in partnership with the Women's Leadership Intensive to advance women's leadership in mining. This program also highlights the importance of allyship within the mining community.



We invest in our communities through long-term employment, local procurement and economic development to improve their quality of life and ensure communities benefit from our presence.

# British Columbia

Our British Columbia Business Unit (BCBU) made significant advancements over the year, focusing on aligning talent with strategic goals, addressing employee feedback, enhancing diversity, and promoting a strong safety culture.

At the end of 2025, the BCBU employed 807 workers. Of these, 67% were hired from the local community, 13% identified as Indigenous and 18% were women.

## Workforce Growth and Diversity

Recruitment and workforce renewal have been priorities since Hudbay's 2023 acquisition of Copper Mountain. Our employee population rose by 19% in 2025, driven by hiring in mine operations and maintenance. High recruitment activity has been a major driver of the organization's transformation, strengthening its focus on managing change and supporting growth. As new structures and processes take shape, there is a commitment to establishing Hudbay's culture and standards while creating a collaborative environment that prioritizes shared goals and local needs.

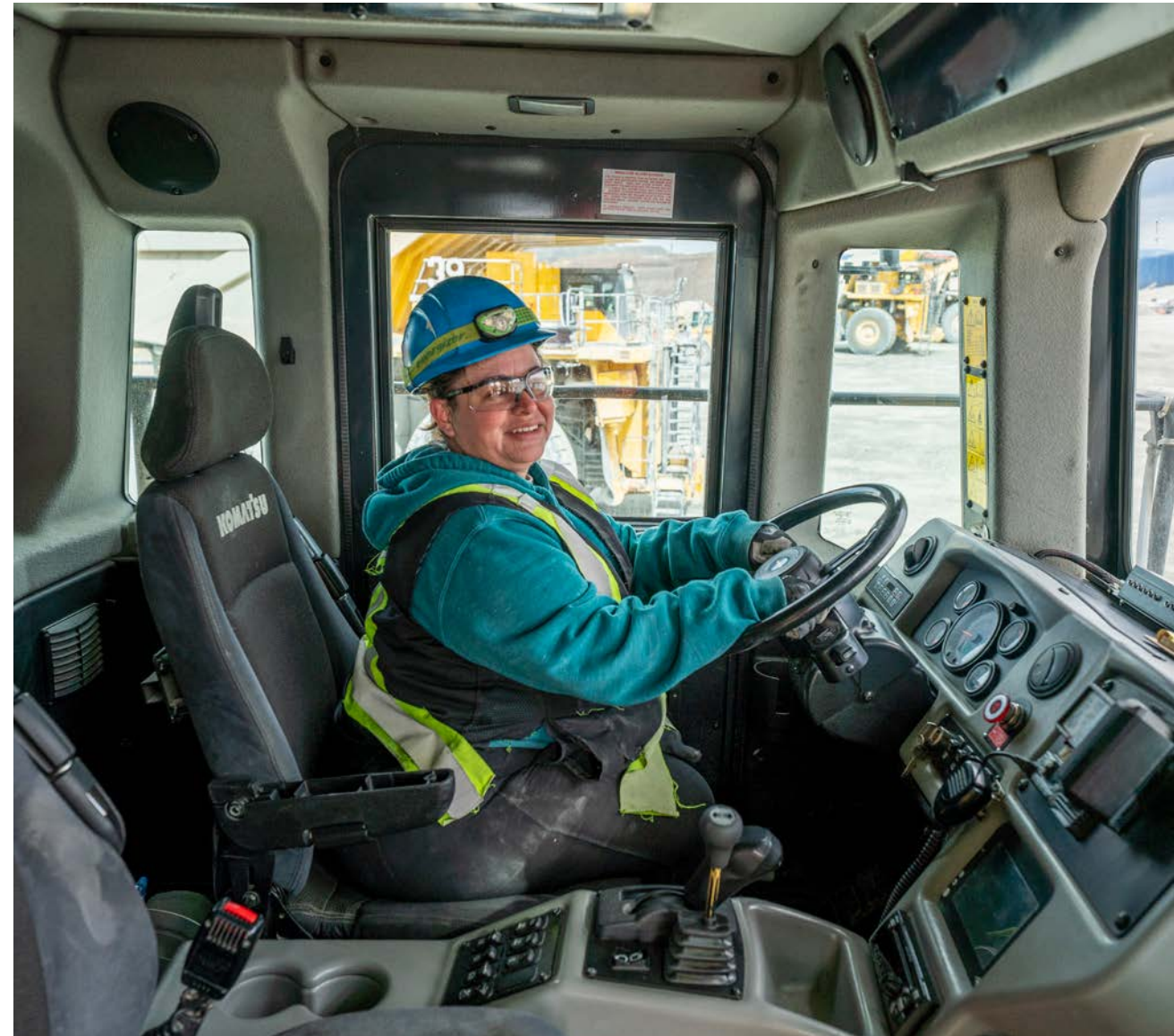
Implementation of Hudbay's Human Resources Information System began in 2025 and will streamline compliance training, onboarding and employee management when completed in 2026. The Human Resources team has expanded to support BCBU growth, including the addition of a recruiter whose focus is on removing barriers that

would be seen to limit Indigenous representation in our workforce. The mine's applicant tracking system has expanded access to a wider pool of candidates and supports an increase in Indigenous applicants.

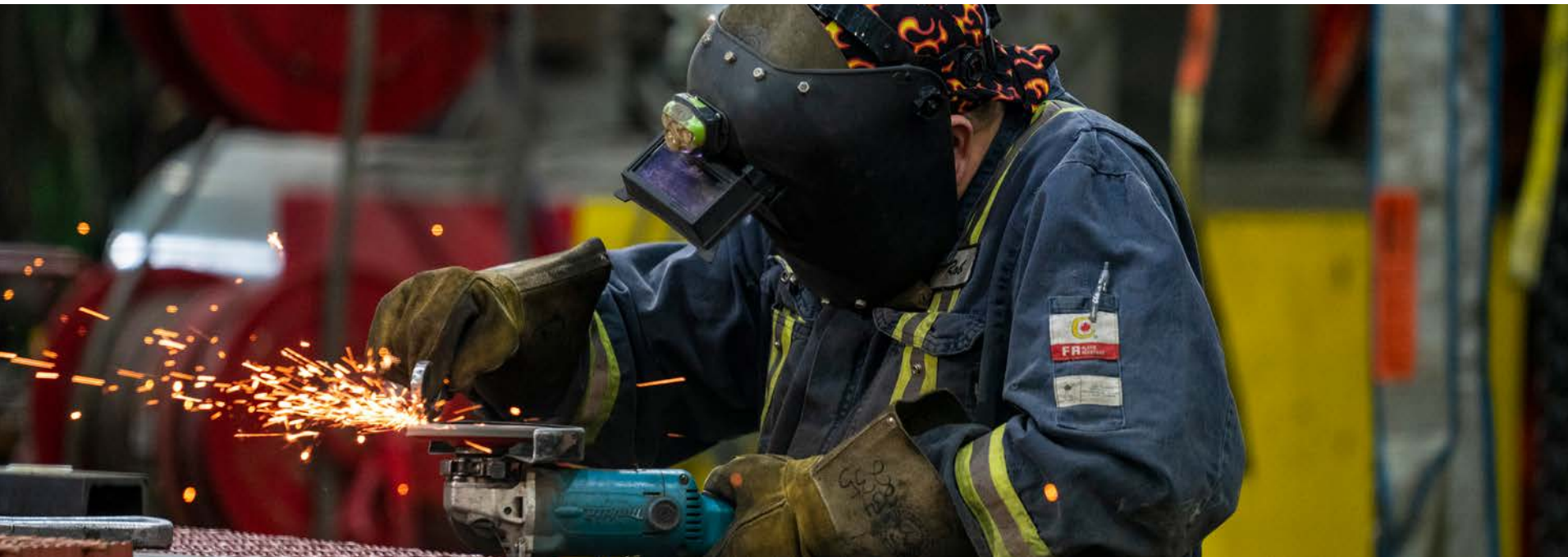
The Human Resources team completed Indigenous awareness training through the Mining Industry Human Resources Council and Indigenous Canada training through the University of Alberta. Input has been sought from the Upper Similkameen Indian Band (USIB) and the Lower Similkameen Indian Band (LSIB) on cultural awareness training materials.


As a drive-in, drive-out model, the Copper Mountain mine is committed to hiring locally, and we prioritize candidates from nearby communities who meet the pre-employment requirements. The Copper Mountain mine also supports the USIB & LSIB Tax-Free Exemption Initiative, enhancing its competitive edge as a regional employer; however, we recognize that this program must be driven by the bands.

Leveraging the success of the MBU Mining Fundamentals program, we aim to grow our workforce in BC even further by creating pathways specifically for local and Indigenous communities. We will be working towards this goal in 2026.



Our operations produce metals that are essential for modern society and a sustainable future while respecting our employees, our communities, the environment and the planet.



 We care about our employees and their families, and the communities where they live and work.

## Engaging Employees

Copper Mountain does not have a union, and the Company is working to enhance its engagement with the Advisory Committee of Employees (ACE), made up of approximately 35 representatives from across the workforce. Growth and renewal are creating the need for new approaches based on shared trust and transparency. As we move forward on topics such as compensation review, we are committed to creating a joint agenda with ACE that builds on past efforts and supports our future success together.

## Safety

Copper Mountain’s 2025 safety performance earned the mine the John Ash Award from the Ministry of Mining and Critical Minerals for the Province of British Columbia. This award is presented each year to operations that achieved the lowest injury frequency rate among major mines in the province while logging a minimum of one million worker hours. This was the first time that Copper Mountain mine received this award.

During the year, the BCBU supported worker health and wellness through the “Know Your Numbers” initiative. We also provided mental health first aid to more than 50 BCBU leaders.

We continued our focus on the effective application of life-saving rules and critical risk controls, leading to a 50% decrease in high-potential incident frequency (1.47 in 2025 versus 2.87 in 2024). We developed and implemented a contractor management system to ensure our contract workers are trained, competent and committed to implementing the respective controls. To foster collaboration across the BCBU, worker co-chairs were appointed to the Joint Occupational Health, Safety, and Environment Committee.

The BCBU continues to foster and leverage technology to support tangible risk reductions. Advancements in 2025 included heavy mobile equipment proximity detection to alert operators of pedestrians or light vehicles in the area; engineered air cannons that eliminate the need for people to remove chute blockages; and automated bulldozer belly pan removal.

## Looking Ahead

In 2026, Copper Mountain is preparing to launch a tailored version of the Mining Your Potential leadership program developed in Manitoba. The program is built on the pillars of engaging with people, understanding the business and supporting wellness, with skills developed through training sessions and other resources. Opportunities to increase collaboration and empower leadership across all site functions are also being explored. Copper Mountain will also conduct a review of employee health and wellness, which will guide promotion and awareness, in tandem with support from the employee assistance program.

# Arizona and Nevada

Copper World achieved major milestones in 2025. The project obtained all major permits required for development and secured a joint venture agreement with a leading international partner. We also made significant progress at the Mason project in Nevada and are continuing to build the team that will support our US Business Unit through its next stages.

At the end of 2025, our US Business Unit had 88 full-time employees, including 45 new hires, all based in Arizona. An enhanced pre-feasibility study for Phase I of the Copper World project in 2023 estimated creating 400 direct and 3,000 indirect jobs. Similarly, the Mason project's 2021 preliminary economic assessment projected 600 construction contractors and 300 full-time operational roles, with an additional 2,000 indirect jobs anticipated, primarily benefiting nearby communities.

As the team grows, a new advertising campaign is enhancing awareness of the project and our broader industry, while supporting workforce development. Plans continue for apprenticeship readiness programs and community-based workforce training for both skilled trades and technical-level roles.

## Safety Foundation

To ensure a safe and healthy workplace as we advance the Copper World project, several key programs and initiatives are in place. Monthly employee-led safety meetings are designed to keep safety at the forefront and to foster an inclusive and collaborative culture.



We recognize our obligation to care for our planet and the natural world. As we develop a mine, we are committed to safety and innovation and continually seek new ways to reduce our environmental impact.



## People's Committee

The mission of the People's Committee, now in its fourth year, is to put our people first by understanding their interests and concerns, influencing company culture, and facilitating recommendations to leadership to further establish Hudbay as a diverse, inclusive, engaged and overall great place to work.

To achieve its mission, the committee gathers feedback from employees on what they would like to see in the workplace, discusses potential next steps and collaborates across departments. It also organizes employee-focused events such as Ranch Day, lunch and learns and year-end gatherings, and partners with the Communications team to publish a quarterly internal newsletter.

## Looking Ahead

In 2026, Copper World will advance its project feasibility study, and the Mason project will begin its pre-feasibility study. While the teams will remain interconnected, Mason is in the early stages of developing its own identity and capabilities. In 2025, Mason hired two local employees for tribal engagement to support the project ahead, joining the project lead in Nevada. As both projects advance, they will leverage the vast experience of Hudbay's people while also attracting new people to build a strong, local workforce.



# Communities

Our success is directly linked to the lasting benefits our presence creates for communities near our operations. By focusing on local procurement, strategic partnerships and targeted investments that create local opportunities, we build enduring relationships grounded in mutual respect and shared prosperity.

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An aerial view of South Santa Rita Road after the dust mitigation program was put into place.

FEATURE STORY

3 8

# Controlling Dust and Building Support at Copper World

ARIZONA

Years of building relationships and trust in southern Arizona, along with an innovative product from a local business, are helping Hudbay successfully address an issue affecting the main access road to the Copper World site.

Before the project’s Class II Air Quality Permit was issued in early January 2025, we were aware of concerns about dust from third-party truck traffic on South Santa Rita Road, which runs southeast from the Town of Sahuarita to a nearby quarry and the Copper World mine. Taking ownership of a problem that existed long before Copper World, we began looking for solutions, recognizing the potential impact of our future activities as the project moves towards development and reflecting our commitment to being a good neighbour.

After convening and consulting with an informal, intergovernmental working group that includes the Arizona Department of Environmental Quality, Pima County and the Town of Sahuarita, we developed a voluntary mitigation program to address dust and air quality for South Santa Rita Road.



A broad search for options led to a nearby company, Soilworks, a global leader in dust control and soil stabilization, headquartered in Scottsdale, Arizona. Together, we had the local knowledge, experience and ability to tailor a solution to this specific environmental challenge. In April and May 2025, the road was prepared, and the company’s unforgettably moniker product “Gorilla-Snot” was applied. Gorilla-Snot is an eco-safe, biodegradable liquid copolymer that provides superior dust suppression and erosion control.

Hudbay paid the entire cost of the dust mitigation effort, providing immediate benefit to Pima County and the Town of Sahuarita. The results were compelling: Dust complaints to the state, county and town essentially ceased. Efforts are ongoing to devise a comprehensive long-term strategy for the eight-mile stretch of South Santa Rita Road. Hudbay intends to continue playing a significant role in this partnership to ensure a lasting and sustainable solution for the community.

Meanwhile, in November 2025, the Pima County Board of Supervisors proposed an ordinance restricting truck traffic on South Santa Rita Road, which would significantly impact access to company land and impede mine operations. While raising legal questions about the proposed ordinance, Copper World supporters, including vendors, unions, business organizations and community members who believe in the value of the project flooded the county with support emails and turned out in large numbers at the December public meetings. County supervisors eventually voted to pull the proposed ordinance from the agenda while indicating they may bring back a revised version.

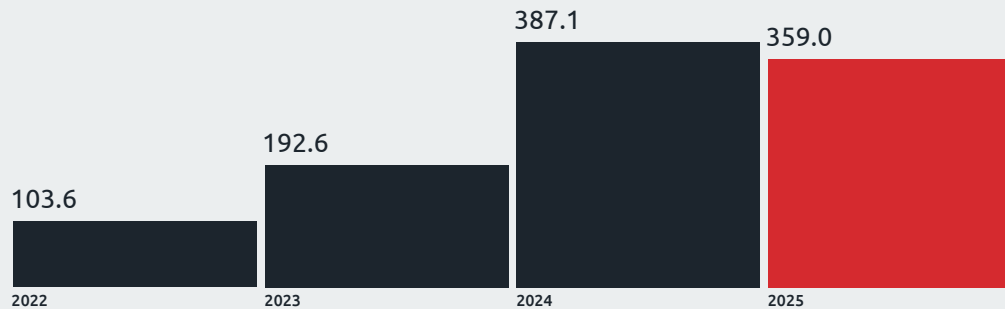
As Copper World advances in producing “Arizona Copper Made for America”, we will continue to engage constructively with our stakeholders and maintain our commitment to community and environmental responsibility.



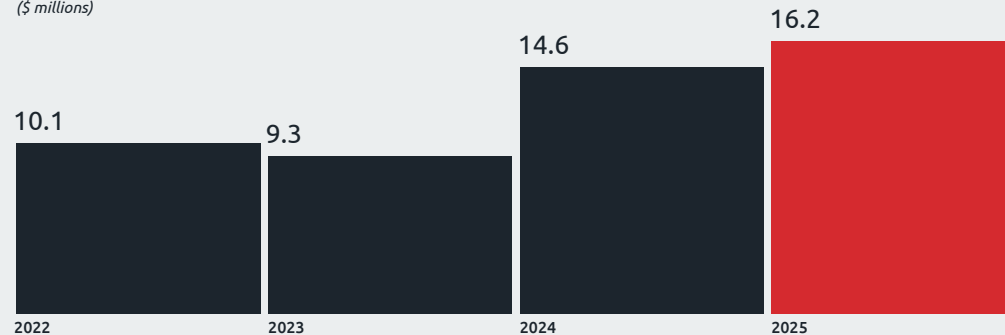
As Copper World advances in producing “Arizona Copper Made for America”, we will continue to engage constructively with our stakeholders and maintain our commitment to community and environmental responsibility.



**LOCAL PROCUREMENT**  
(\$ millions)



**COMMUNITY INVESTMENTS AND CHARITABLE DONATIONS**  
(\$ millions)



**\$414.1M**

paid in employee wages and benefits

**\$16.2M**

in community investments

**CONTROLLING DUST AND BUILDING SUPPORT AT COPPER WORLD**

Years of building relationships and trust in southern Arizona, along with an innovative product from a local business, are helping Hudbay successfully address an issue affecting the main access road to the Copper World site.

Page 66



# Our Approach

We build rewarding connections with communities by understanding their needs, assessing our potential impacts and maintaining open dialogue. By recognizing local communities as essential partners in our success, we lay the foundation for long-term relationships that foster mutual growth and shared prosperity.

Hudbay’s Code of Business Conduct and Ethics, along with the Stakeholder Engagement Standard, outline clear processes and requirements for fostering strong, long-term relationships throughout a mine’s lifecycle. These documents set expectations for stakeholder engagement, social investment, risk management and the prompt resolution of complaints or grievances.

To ensure accountability, Hudbay conducts annual self-assessments aligned with the MAC’s TSM Indigenous and Community Relationships Protocol. This protocol evaluates how effectively the Company engages communities of interest in meaningful dialogue and decision-making, and ensures that processes align with the principles of free, prior and informed consent to respect the rights of Indigenous peoples.

In the 2025 TSM Indigenous and Community Relationships Protocol assessment:

- Constanca achieved AAA ratings across all five indicators.
- Copper Mountain received AAA ratings on two indicators and three AA ratings.
- The Manitoba Business Unit achieved AA ratings on three indicators, and A ratings on two indicators.

## Committed to Our Communities

Successful long-life mines depend upon successful long-term relationships. Hudbay operates in mining-friendly jurisdictions throughout the Americas, and maintaining strong community relations is central to our strategy for creating sustainable value and strong returns. We start with the belief that people near our operations must receive lasting benefits from our activities before the first exploratory sample is drilled and after a mine site is closed.

### South America Business Unit

In 2011, Hudbay acquired the Constancia copper project in Peru, which began operating in 2014. Today, Constancia has a projected mine life of over 17 years, with nearly 100% of its employees hailing from Peru. Beyond creating jobs, Constancia has empowered local businesses by engaging them as vendors and contractors. The mine supports sustainable development through active agreements with the surrounding communities. As we advance our exploration at nearby Maria Reyna and Caballito, Constancia looks forward to remaining a long-term partner in bringing opportunity and prosperity to the region.

**\$34.4M**

spent with 239 community providers in 2025, up 8% from the previous year

### Manitoba Business Unit

Hudbay has deep roots in Manitoba. We have been mining in the northern part of the province for close to a century, and over that time we have become part of the community. In 2025, the strength of Hudbay's ties to the region was vividly demonstrated as we worked with our employees, neighbours, government partners and industry peers to meet the challenge of the wildfires that swept the region. We recently commenced our largest-ever exploration program in Snow Lake, which will continue over the next several years, working to expand our resource base and further strengthen our roots.

**\$358,000+**

in community contributions allocated to more than 50 groups and events

### British Columbia Business Unit

We acquired Copper Mountain in 2023 because we saw its potential and believed that by bringing the operation up to Hudbay's standards, we could realize it. This focus on optimization included building strong, mutually rewarding relationships with neighbouring communities based on trust and transparency. In particular, we seek close collaboration with the Upper Similkameen Indian Band and the Lower Similkameen Indian Band, who live on the traditional, unceded territory of the Sm̓əlqmix people. Their insights and interest will help guide how we operate and grow Copper Mountain.

**AAA x2 & AA x3**

on the 2025 TSM Indigenous and Community Relationships Protocol assessment

### US Business Unit

Our fully permitted Copper World project in Arizona is advancing towards final sanctioning and development planning. It is set to provide made-in-USA copper, supporting decades of local investment and employment through direct and indirect jobs. Hudbay's recent acquisition of Arizona Sonoran, adding the Cactus project, will establish a major copper hub in southern Arizona. We have invested in building ties with local communities and will continue working to deliver lasting benefits. The same approach will guide us as the Mason project in Nevada moves forward.

**~\$100,000**

donated to support local business opportunities and community beautification

## Community Relationships

We build strong relationships with communities near our exploration and operating sites through early stakeholder engagement and consistent communication. Across our operations and projects, we identify stakeholders, assess potential impacts and implement engagement plans that promote respectful, collaborative relationships. Our goal is to establish collaborative and respectful processes with communities affected by our activities or interested in them.

Site-based community response systems further support this approach by documenting concerns and grievances and ensuring they are addressed in a timely and appropriate manner.

## Indigenous Engagement

Respecting the history and cultures of all communities near our operations is central to our approach. We recognize the distinct rights, heritage and culture of Indigenous peoples and acknowledge their deep connections to the land and water. At our exploration sites and operations, we seek to protect and preserve cultural artifacts through archaeological monitoring and cultural resource plans. By working collaboratively with community members and groups, we strive to identify, protect and celebrate the cultural richness of the regions where we operate.

## Economic Contributions

By creating jobs, generating business opportunities, meeting tax and royalty commitments, and investing in community-focused socio-economic initiatives and infrastructure projects, Hudbay has a positive impact on local communities and the regions where our operations are located. Our payments to governments and organizations comply with the legal frameworks of each jurisdiction where we operate, and we support global initiatives such as the [Extractive Industries Transparency Initiative](#) (EITI), which promotes revenue transparency and accountability. Hudbay is a member of Peru’s National Society of Mining, Hydrocarbons and Energy, and we support the government’s efforts to implement EITI requirements. Our compliance with Canada’s Extractive Sector Transparency Measures Act (ESTMA) provides an equivalent level of reporting to the EITI standard. We filed our [annual ESTMA report](#) on May 21, 2025.

## Local Hiring and Procurement

Hudbay’s Local Procurement and Employment Standard mandates that we work with communities near our operations to maximize local hiring and procurement opportunities. Our efforts include supporting government and civil society programs identified and prioritized by the communities to build local capacity and skills for both mining jobs and other livelihoods that stimulate socio-economic development and strengthen the community.

## Community Development

We start working with communities early in the mine lifecycle to ensure our priorities are aligned and that our presence delivers lasting, positive outcomes. Our Community Giving and Investment Standard sets requirements and processes that emphasize community involvement, mutual benefits and partnerships. We focus on infrastructure and socio-economic development initiatives that build resilience, sustainable livelihoods and independence from the mine’s operations.

In Peru and British Columbia, we have formal agreements with communities, districts, provinces and other levels of government that outline our community investment commitments. Committees comprised of Hudbay personnel, local representatives and other relevant stakeholders are critical to identifying, approving and monitoring projects defined in these agreements. Collaborating with government agencies, community development organizations and subject matter experts enhances the effectiveness of the programs and maximizes their impact.

We encourage our employees to support causes they care about. At the corporate level, Hudbay offers employees one paid day off each year to volunteer, matches certain employee donations, and supports capacity-building for disadvantaged communities.

## Resettlement and Land Use

We strive to avoid resettlement whenever possible. When it is unavoidable, Hudbay follows international standards, including IFC Performance Standard 5. This helps minimize adverse impacts on those displaced by providing fair compensation and actively engaging them in the process. In 2025, 36 households/156 individuals were resettled in Peru.

# Peru

In Peru, transparent communication and proactive engagement drive initiatives aligned with community priorities, including health, infrastructure, agricultural development, education and the environment. Together, we are laying the foundation for lasting growth and shared progress.


Our commitment to sustainability and sustainable development focuses on three pillars: increasing local enterprise integration, delivering impactful social programs and cultivating constructive relationships with stakeholders at all levels. In 2025, we engaged in more than 4,600 interactions involving approximately 2,275 local stakeholders.

We have agreements to promote sustainable development with the communities in our areas of influence, as well as with their respective districts and the entire province of Chumbivilcas.

In 2025, the first “Hatun Tinkuy” communal gathering, held in the Chilloroya community under the theme *Results that inspire, results that unite*, established itself as a strategic forum for accountability and the exchange of lessons learned regarding Hubday Peru’s social programs. The event brought together delegations from the communities of Chilloroya, Merques, Urazana, Casa Blanca, Collana Alta and Huaylla Huaylla, who showcased advancements in women’s empowerment initiatives, water management, and agricultural development, effectively strengthening regional integration and the local social fabric.





 We supported eight months of research and planning with our Yanapay Association that resulted in the production of a documentary expression of regional identity and tradition. This documentary had an open-air public premiere on June 12, 2025, in the city of Santo Tomás.

**FEATURE STORY**

# Celebrating Heritage and Music

 **PERU**

A group of Peru team members with connections to Chumbivilcas province and the Quechua language are helping preserve and revive the ancient Ayarachis art form.

Ayarachis refers to musical groups and their traditional dance and music style, which features pan flutes and drums, and dates back to the pre-Inca Empire. Dancers and musicians wear distinctive black outfits, often adorned with colorful ribbons and tall feathered headdresses. Their performance is a social and communal event with deep ancestral connections.

Working with our Yanapay Association, we supported eight months of research and planning that resulted in the production of a documentary expression of regional identity and tradition. *Before Oblivion Catches Up with Us: Ayarachis of Chumbivilcas* had an open-air public premiere on June 12, 2025, in the city of Santo Tomás. The 45-minute documentary showcases the legacy of the Ayarachis and the local people who are keeping it alive. It has been submitted to national and international film festivals and will be made broadly available after these events. A series of six audio books about Ayarachis are being created for local schools.

## Local Procurement

Incorporating local businesses into our value chain is one of Hubday's priorities. Year over year, local providers' participation has increased, and procurement spending has risen. In 2025, we spent \$34.4 million with 239 community providers, up 8% from the previous year.

## 2025 Community Investments

Through Peru's Works for Taxes program – a public-private funding mechanism – we allocate a portion of income taxes upfront to finance public works. Upon project completion, we receive a tax certificate covering 100% of the investment. Hubday was recognized as the leading private mining firm with the highest number of Works for Taxes projects in 2025.

We were awarded four new projects during the year, which are currently in the technical design phase: an early childhood education centre in Livitaca, the San Sebastián Educational Institution in Livitaca, the Velille Higher Pedagogical Institute, and urban paving and sidewalks in Santo Tomás.

Here are some of the Works for Taxes projects we helped advance in 2025:

- In August 2025, Hudbay inaugurated the Chilloroya Health Centre. This modern, fully equipped facility represents a milestone for local healthcare, enabling local authorities to expand the range of medical services offered and provide higher-complexity care to the community.
- Reconstruction of the Public Defense and Access to Justice Headquarters in Chumbivilcas in Santo Tomás district began in October 2025. The improvements will raise the level of trust for vulnerable populations who seek legal aid and advisory services, benefiting anywhere from 5,000 to 10,000 residents once operational.
- Construction of the Conchopata Municipal Stadium in Chumbivilcas was completed in June and the facility was inaugurated in September 2025. It is expected to be a catalyst for the local economy and a community gathering place, providing a high-quality public space for sports and cultural activities year-round.
- We supported the 2025 Agricultural Development Program Livestock Expo, showcasing high-quality cattle, dairy products and horticultural goods from the communities of Merques, Urazana, and Casa Blanca. Held in the Velille district, the event allowed rural families to demonstrate the results of the technical assistance they received, facilitating the marketing of their products and enhancing their economic competitiveness within the regional agricultural market.

A total of 39 community grievances were registered at Constanca in 2025, of which 20 were resolved during the year and four in 2026. Of the total, 49% were related to the procurement of goods and services, 20% to landowner and social issues, 13% to environmental concerns, 8% to property damage, 8% to labour issues, and 2% to other aspects.

### Managing Social Unrest

In 2025, Peru experienced nationwide social unrest that extended to the southern mining corridor, where Constanca is located (see feature story on [page 11](#)). The mine faced protests and illegal blockades that initially disrupted transport, forcing our drivers to find alternative routes to the port. These disruptions led to a brief, precautionary suspension of mining activities.

Throughout the unrest, the Constanca team engaged with community representatives, worked closely with social performance specialists, coordinated with local authorities, and aligned all actions with the Voluntary Principles on Security and Human Rights. The team used the downtime to carry out preventive maintenance, continue mining at Pampacancha, and prepare for its closure. After authorities confirmed it was safe to resume operations, Constanca quickly returned to full production, meeting performance and cost guidance. The team’s resilience underscores the importance of maintaining strong community relationships and clear governance for emergency situations.



Throughout a period of social unrest in Peru that disrupted operations, the Constanca team kept each other safe and used the downtime to carry out preventive maintenance, continue mining at Pampacancha, and prepare for its closure.

# Manitoba

The Manitoba Business Unit (MBU) plays an important role in the social and economic life of northern Manitoba. We are committed to meaningful engagement with local communities and to valuing their unique culture and heritage. We support these communities through programs that foster partnerships, respect tradition and build the foundation for shared value and prosperity.

As wildfires swept across northern Manitoba in 2025, we supported our colleagues and neighbours during evacuations and temporary shutdowns of mining operations (see feature story on [page 7](#)). Our response to the fires highlighted our close connection to the region and the courage and resilience of our employees, who contributed in so many ways, including as firefighters and emergency responders, to help their communities.

## Indigenous Relations

The expansion of the Indigenous Relations team in 2025 directly supports MBU exploration and local hiring efforts (see feature story on [page 52](#)), while enhancing cultural awareness and strengthening relationships with the Indigenous communities of interest. Following the wildfire evacuations, the team provided seven local communities with healing gifts of medicine bundles made from tobacco, sage, cedar and sweetgrass, along with cloth, ribbon and packets of seeds signifying regrowth.

The formal adoption of our Indigenous Relations Strategy in February 2025 outlines 10 elements that will guide our efforts going forward:

- Early and ongoing engagement
- Legal and regulatory compliance
- Partnerships and agreements
- Capacity building
- Economic participation
- Environmental stewardship
- Social responsibility
- Cultural respect and inclusion
- Monitoring and accountability
- Continuous improvement

By honouring and implementing these elements, we expect to build strong, positive relationships with Indigenous communities, ensuring that their rights, interests and cultures are respected and that they benefit from mining and exploration activities on their traditional lands.



We pride ourselves on our ability to create shared prosperity for our communities and local governments that spans generations.

The strategy works in tandem with the guiding principles of our Indigenous Relations Policy, which commits to building positive, mutually beneficial relationships, aligned with the Truth and Reconciliation Commission of Canada’s Call to Action 92, as well as our Hudbay values and principles.

We also adhere to the criteria established by the Canadian Council for Indigenous Business’s Partnership Accreditation in Indigenous Relations (PAIR) program. The PAIR program provides a structured framework for evaluating policies, practices and performance, ensuring an authentic commitment to building strong and positive relationships with Indigenous communities in Canada. Its criteria have informed several of our programs and initiatives, helping us engage in meaningful and impactful ways. Silver-level certification was achieved in 2022, and the reassessment to achieve gold level has been deferred to 2027.

Launched in 2022, the Kenanow Sharing Circle employee program continues to provide a platform for cultural education and dialogue. In 2025, the monthly speaker series covered topics such as traditional music and art, economic reconciliation, personal journeys, Métis culture, elder residential school survivors, the Cree language, wild game hunting and the teachings of the winter solstice.

In 2025, both Orange Shirt Day (September) and National Indigenous Peoples Day (June) were recognized. Orange Shirt Day focuses on reflection and education about the legacy of residential schools. National Indigenous Peoples Day celebrates the diverse cultures of First Nations, Inuit and Métis. Employees are encouraged to wear their orange shirts at any time, and in September, departments were asked to take team photos and share what the day means to them.

The Indigenous Relations team organized smudging ceremonies at New Britannia, Lalor mine, Lalor camp, Snow Lake, and Flin Flon, promoting cultural awareness, respect and understanding. This ceremonial Indigenous practice, which uses traditional medicines such as sage and sweetgrass, is believed to purify spaces and individuals, creating a sense of balance and harmony.

We continued our support for the Flin Flon Aboriginal Friendship Centre, highlighted by our sponsorship of local cultural performances on National Indigenous Peoples Day. In addition, our ongoing support for weekly elder gatherings have created a vital space for meaningful, long-term relationship building and guidance.

## Community Planning and Infrastructure

Hudbay builds strong partnerships that create enduring benefits for our communities. In 2025, an agreement was finalized to support the new community pool in Flin Flon, Manitoba. This agreement is a five-year term, under which Hudbay will financially support a portion of the operating costs through 2030.

The local junior hockey team – which the Flin Flon, Manitoba and Creighton, Saskatchewan areas are very passionate about – was in desperate need of a new bus after many breakdowns on cold winter nights. Hudbay was a significant contributor towards replacing the bus, which will allow for safe travels for this not-for-profit team that relies heavily on volunteer support.

Hudbay made donations to each of the area elementary and high schools in Flin Flon and Snow Lake through its Wellness Committee.

In Snow Lake, a new grant-in-lieu was agreed upon between the community and Hudbay. This grant-in-lieu includes the continuation of financial support for the recreation director and to repair the town’s motor grader.

Hudbay actively supported wildfire relief efforts in its host communities in northern Manitoba. The Company contributed to safety efforts by allowing access to Hudbay’s metallurgical complex in Flin Flon for the installation of temporary mobile communication towers, emergency muster points, shop equipment, personal protective equipment, and the use of Hudbay’s water hauling equipment. In Snow Lake, the community benefited from private fire protection teams brought in by Hudbay and the installation of safeguards such as pumps, hoses and sprinklers.

Hudbay contributes to the wages of an Economic Development Officer for the Flin Flon and Creighton areas.

## 2025 Community Investments

In 2025, the MBU allocated more than \$358,000 in community contributions to more than 50 groups and events. Major recipients included:

- Community Adult Learning Centre
- Flin Flon Junior Bombers
- Lord’s Bounty Foodbank
- Women in Mining Manitoba
- Village of Denare Beach
- School health and wellness initiative

There were no community grievances formally registered in 2025.

## Looking Ahead

The Indigenous Relations team is working on several exploration agreements in 2026, two of which are well advanced:

- In collaboration with our Exploration team, we have established a relationship with the Peter Ballantyne Cree Nation (PBCN) in Saskatchewan, which has been well received. PBCN leadership is in favour of moving the agreement to the next steps of a signing ceremony.
- The Manitoba Métis Federation has provided a letter of support for exploration work in their territory. Engagement and relationship building is ongoing at this stage.

# British Columbia

Copper Mountain is committed to local hiring and to working collaboratively and transparently with neighbouring communities, including those within the traditional, unceded territory of the Sm̓əlqmix people, represented by the Upper Similkameen Indian Band (USIB) and the Lower Similkameen Indian Band (LSIB). As we operate the Copper Mountain mine and advance the New Ingerbelle project, we will continue to engage transparently and respectfully to support positive, lasting outcomes.


## Building Mutual Trust and Opportunity in the Sm̓əlqmix Territory

Reinforcing our commitment to working collaboratively and transparently, we have maintained participation agreements (PAs) with both the USIB and the LSIB since 2019. To ensure the PAs continue to serve the needs of the communities and support collaborative and mutually rewarding relationships, USIB, LSIB and Copper Mountain signed amended PAs on February 10, 2026.

In 2025, we also engaged with the USIB, LSIB and local communities, as part of the British Columbia Major Mines Office (MMO) permitting process for the New Ingerbelle expansion project at Copper Mountain. On February 19, 2026, we received key permit amendments for the project through the authorizations process coordinated by the MMO. This milestone enhances the copper and gold production profile at Copper Mountain, secures a longer mine life, protects more than 800 jobs and ensures continued economic benefits at the local, regional and federal levels.

On March 23, 2026, the LSIB submitted an application for judicial review of the regulatory decision to grant the New Ingerbelle permit amendment. Hudbay remains confident in the integrity and robustness of the regulatory process that led to the issuance of the permit amendment, and we believe the court will uphold that process. At the same time, we remain committed to working with the LSIB in a respectful and constructive manner to try to resolve the LSIB's concerns through the mechanisms that were agreed to by the parties in the participation agreement.



 We ensure sustainable practices that align with our long-term commitment to responsible growth.

We recognize that operating Copper Mountain – and advancing the New Ingerbelle expansion – depends on thoughtful, respectful engagement with the First Nations. A central element of this approach is our commitment to incorporating Indigenous knowledge into our work. This knowledge strengthens our understanding and improves decision-making across key areas such as environmental assessments, archaeology, air and dust management, water stewardship, human health and ecological risk assessments, cumulative effects, end-land-use planning, and overall project design. By integrating these insights, we are better equipped to address shared priorities and create opportunities for mutual benefit.

Our community engagements totalled more than 1,300 interactions with USIB, LSIB and other First Nations in 2025, covering topics such as the administration of the PAs, safety, the environment, land use, donations, business opportunities, employment opportunities, reclamation and permitting.

## Engaging with Our Nearby Communities

Princeton, B.C., and the surrounding region play an essential role in Copper Mountain’s daily operations and long-term future. It is where many of our employees and their families live. Recognizing the importance of community, we have built strong relationships with the mayors and councillors of Princeton and Keremeos, and with representatives from the Regional District of Okanagan–Similkameen (RDOS). We engage with them regularly to discuss community concerns, review development plans and explore economic opportunities.

In 2025, we held meetings with all of our communities of interest, including officials from Princeton, Keremeos and the RDOS, on topics such as business opportunities, permitting and environmental matters, including the MMO process for New Ingerbelle. In total, we had almost 500 interactions with this group.

Additional engagement channels include the Copper Mountain mine website and feedback form, and the Hudbay British Columbia Facebook and LinkedIn pages.

Gathering feedback from our local communities on the Copper Mountain mine’s engagement process and outcomes is an important step in understanding where we can do better.

There were no community grievances formally registered in 2025.

## 2025 Community Investments

For the past several years, to strengthen relationships with neighbours, Copper Mountain has opened its doors to the public on Mining Day. In 2025, more than 500 visitors took part in a guided tour highlighting key aspects of our operation and industry.

After the tour, visitors were invited to the Princeton Fair Grounds for food, refreshments, games and entertainment. In attendance were representatives from the Town of Princeton, Village of Keremeos, the RDOS as well as the Honourable Minister Brar attending with his staff to witness first-hand the support for the operations.

At this event, we announced the Mining for Miracles fundraising activities, in which the Copper Mountain, employees and community members raised over \$45,000 for the BC Children’s Hospital.

As the largest employer in the Princeton area, the British Columbia Business Unit makes a vital contribution to the local economy. We also support causes through a robust sponsorship and donation program. In 2025, 42 organizations and local businesses were recipients of either sponsorships or donations, which exceeded \$143,000, including the following:

- Princeton Posse Minor Hockey Association
- Mining for Miracles
- Wild Sheep Society
- Princeton Family Services Society
- Hedley Volunteer Fire Department

# Arizona and Nevada

As Copper World moves closer to a final sanctioning decision in 2026, we have strengthened our ties with the communities near the project and are helping people understand the benefits it will bring to communities of interest, the region and the state. As the feasibility and sanctioning process accelerates, we are setting the foundation for responsible development that will drive long-term economic growth and support environmental stewardship across Arizona and Nevada.

## A Pivotal Year for Copper World

In August 2025, we secured both a premier long-term strategic partner and the final element in our Three Prerequisites (3-P) Plan, with Mitsubishi Corporation’s decision to acquire a 30% interest in Copper World. This milestone enables us to proceed with the prudent development of Copper World and advance the project to sanctioning, a decision that will deliver significant benefits to local communities.

As we enter this new phase of the project, we continue to build on our relationships with local Native American tribes and expand our outreach to municipalities, regulators, homeowner groups and civic organizations. We are also shifting our public dialogue towards the essential impact of our work, highlighting how the copper we produce enables modern life and powers the global transition to a sustainable future. Our expanded public relations efforts are aimed at enhancing awareness of our company and our industry and supporting workforce development.

An October 2025 survey, conducted by the Arizona Mining Association and the University of Arizona School of Mining Engineering & Mineral Resources, found strong support for the copper mining industry as an economic driver to support growth in southern Arizona, with a clear majority backing Copper World after receiving a general description of the project. The fourth annual survey noted broad recognition that mining development projects in Arizona provide a well-regulated, sustainable source of vital resources while supporting the local economy.



We are shifting our public dialogue towards the essential impact of our work, highlighting how the copper we produce enables modern life and powers the global transition to a sustainable future.




Meanwhile, our commitment to long-term sustainability is supported by planned investments in the Project Renew's water recharge initiative, which will help maintain environmental balance as the project advances towards feasibility and eventual construction decisions.

By respecting community priorities, advancing a rigorous and transparent permitting process, and demonstrating genuine responsiveness to stakeholder input, we are creating a space for a responsible and lasting contribution to Arizona's economic and environmental future.

### Moving Forward at Mason

In 2026, Mason will add three new employees to focus on tribal relations, among other priorities. We plan to review our tribal scholarship program to ensure students are aware of the programs and take full advantage of what Hudbay offers. We will conduct a socio-economic study as a baseline and continue our work with the University of Nevada, Reno (UNR) Tribal Extension Program to support activities important to tribes in northern Nevada.

 Water availability and quality are important issues at Mason. In 2025, a memorandum of understanding was signed with two groups that opposed the project, establishing a shared understanding of the hydrology in Smith Valley and enabling us to identify shared priorities as we advance.

In preparation for the pre-feasibility study, Mason is conducting cultural and biological baseline studies. With local tribes unable to participate directly, a new partnership was established with the UNR Tribal Extension Program, which focuses on assessing the needs of federally recognized tribes in Nevada. Through UNR, Hudbay is funding two large initiatives: the Nevada Tribal Agricultural Natural Resources and Food Summit and the expansion of a K-12 tribal youth camp program, with a focus on the area near Mason.

Water availability and quality are important issues at Mason. In 2025, a memorandum of understanding was signed with two groups that opposed the project, establishing a shared understanding of the hydrology in Smith Valley and enabling us to identify shared priorities as we advance.

The governor's office in Nevada remains supportive of refining copper concentrate within the state, and the Nevada Mining Association has released a report assessing the region's potential for a single refining facility that could keep the value chain local and support the region's long-term economic development. Although the concept is still in its early stages, it may ultimately benefit future projects, such as Mason.

### 2025 Community Investments

In 2025, Hudbay donated approximately \$100,000 to initiatives that included the Yerington Main Street Committee and the Chamber of Commerce, supporting business opportunities and community beautification.

Other donations included 10 laptops for the Yerington tribe's education centre, and support for the local fair and rodeo, the Intertribal Council of Nevada's convention, high school athletics, Fourth of July fireworks, and a K-9 unit for the Yerington City Police Department. We also held the first scholarship dinner in November for four Yerington Paiute tribal scholars and their parents.

No community complaints at the Copper World or Mason projects were formally registered through our grievance system in 2025.



# Planet

We recognize our obligation to care for our planet and the natural world. As we develop a mine, we are committed to safety and innovation and continually seek new ways to reduce our environmental impact.

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We implement sustainable practices that align with our long-term commitment to responsible growth.

FEATURE STORY

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# Managing Biodiversity at Copper Mountain

BRITISH COLUMBIA

Our work at Copper Mountain to conserve biodiversity throughout the mine lifecycle aligns with our core commitments to operate responsibly and minimize our environmental footprint.

Preserving healthy ecosystems throughout the mine lifecycle includes developing wildlife management plans before any land clearing and collaborating with local First Nations on reclamation and land-use planning. We strive to protect as much of the natural world as possible.

Wildlife management includes salvages, sweeps and sightings. In 2025, work in a waste rock area was delayed to allow a salvage of reptiles and amphibians after their breeding season. We retained a qualified environmental professional to collect the creatures and transport them to a similar, undisturbed

habitat. The work conducted in September included 66 hours of passive trapping and 37.5 hours of active search effort. Species, including the Columbia spotted frog, Pacific treefrog and terrestrial garter snake, were released within two hours of capture.

Before felling trees, sweeps are conducted to check for birds or nests. Sightings are used to track animals on the site through a network of about two dozen trail cameras around the perimeter of the property. Employees are also encouraged to report any wildlife sightings, with all tipsters entered into a monthly draw for a \$100 gift card.



Land-use planning and progressive reclamation involves working closely with the Upper Similkameen Indian Band (USIB) and the Lower Similkameen Indian Band (LSIB). A joint working group met 12 times in 2025, and a community workshop was held to review and discuss the approach to reclamation, including the incorporation of traditional ecological knowledge. We are supporting the development of a community-based end-land-use plan that incorporates desired recreational and traditional land uses.

In 2025, five biodiversity islands were established, creating small areas of high-quality soil and tree plantings designed to flourish and spread, as previous standard reclamation methods were failing due to the site's hot, dry conditions, which caused thousands of planted seedlings to perish each year. The scale of the islands encourages natural soil creation from plants and animals and allows for watering in extreme conditions.

Groundbreaking for a nine-hectare community garden also began in 2025. Working in close collaboration, the USIB and LSIB are guiding the garden design plan, with Hudbay providing support.

Our joint efforts were showcased during a site visit by the BC Technical and Research Committee on Reclamation. Copper Mountain hosted a mine tour as part of the group's 48th annual symposium in September, which included some 120 reclamation professionals from around the province. The group heard from USIB and LSIB members and provided positive feedback on the projects.

**Land-use planning and progressive reclamation involves working closely with the Upper Similkameen Indian Band and the Lower Similkameen Indian Band.**



We recognize our obligation to care for our planet and the natural world. As we develop a mine, we are committed to safety and innovation and continually seek new ways to reduce our environmental impact.



### Climate Change Targets

BUSINESS UNIT	GHG EMISSIONS REDUCTION TARGET	EMISSIONS INTENSITY (BASE YEAR)	2025 PERFORMANCE	PROGRESS TOWARDS 2030 TARGET
<b>Peru</b>	• 99% reduction in Scope 2 GHG emissions intensity (tonnes of Scope 2 emissions per kilotonne of ore processed)	4.033 (2022)	5.264	On track with significant reduction in Scope 2 expected in 2026
<b>Snow Lake</b>	• 25% reduction in Scope 1 GHG emissions intensity (tonnes of Scope 1 emissions per kilometre)	0.118 (2022)	0.097	On track with significant reduction achieved to date
<b>British Columbia</b>	• 5% reduction in Scope 1 GHG emissions intensity (tonnes of Scope 1 emissions per kilometre)	0.048 (2024)	0.044	On track with significant reduction achieved to date

[See our Climate-Related Disclosure Supplement to learn more.](#)

**84%**

of total water used was recycled or reused

[Page 86](#)

**31%**

of waste rock was recycled

[Page 86](#)

**108**

hectares of land were reclaimed through progressive reclamation efforts

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#### MANAGING BIODIVERSITY AT COPPER MOUNTAIN

Our work at Copper Mountain to conserve biodiversity throughout the mine lifecycle aligns with our core commitments to operate responsibly and minimize our environmental footprint.

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# Our Approach

Guided by our Environmental, Health, Safety and Sustainability Policy, Hudbay is advancing environmentally responsible mineral exploration and mining. To minimize and mitigate our environmental impacts, we comply with regulations and conduct regular audits of our management systems. We ensure sustainable practices that align with our long-term commitment to responsible growth.

We seek to do more with less, and eco-efficiency improvements are a key measure of our performance. We integrate eco-efficiency considerations into how we use resources and into investment decisions and business planning. Our authorization of expenditure process draws on environmental efficiency considerations to identify opportunities to reduce GHG emissions while lowering costs and increasing productivity. Tracking eco-efficiency metrics helps us identify improvements, adjust production methods, and adopt new technologies to reduce resource consumption.

## Land and Biodiversity

We aim to preserve healthy ecosystems and biodiversity throughout the mine lifecycle. In accordance with our Biodiversity Conservation Standard, each project and mine site assesses local conditions – such as threatened and endangered species, protected areas and critical habitat – and the potential impacts of Hudbay’s activities. We then develop site-specific biodiversity and ecosystem services management plans and apply the mitigation hierarchy, which emphasizes avoiding and minimizing any negative impacts, restoring sites no longer used by a project, and identifying the need for offsets if impacts remain.

Our standard aligns with the TSM Biodiversity Conservation Management Protocol and the IFC Ecosystem Services Performance Standard. In 2025:

- The Peru Business Unit received AAA ratings across all three biodiversity protocol indicators for the eighth consecutive year.
- The Manitoba Business Unit received AAA ratings across the board.
- The British Columbia Business Unit received two AAA ratings and one AA rating.

## Climate Change

Under the TSM Climate Change Protocol, we annually assess our processes, management systems, and reporting mechanisms to manage our energy use and GHG emissions.

In 2025, all business units achieved an A rating or higher across all protocol indicators. Peru received an AAA rating for the facility climate change management indicator. We also earned an A rating for the corporate-management indicator, reflecting our commitment to meaningful emissions reduction targets and to climate adaptation.

The Company’s overall climate change strategy to reduce Scope 1 and Scope 2 GHG emissions is integrated into its long-range financial plans.

In January 2025, we revised our climate targets, adopting business unit-specific GHG emissions intensity reduction targets, which better reflect the diversified nature of our business. This approach considers the differences between underground and open pit mining operations, and the unique demands of various business units in different locations.

We believe the best way to hold ourselves accountable to meaningful GHG reductions is to measure our efficiency against key process drivers, while recognizing the unique characteristics of our business units, such as fluctuating strip ratios in open pit mines and changing development profiles at underground mines.

As we assess Scope 1 GHG emissions, we measure our efficiency based on the total distance travelled to move the material we mine:

- For open pit mines, we include the total kilometres for hauling ore to the crusher and waste to non-economic rock storage areas.
- For underground mines, we include the total kilometres for hauling ore to the shaft and waste to the final backfill location.

The largest driver of Scope 2 GHG emissions is the electricity used to operate processing facilities and mine hoists. We evaluate our Scope 2 performance by tonnes of ore processed, which can improve as we source renewable power and increase processing efficiency at our operations.

Peru accounts for our largest Scope 2 emissions, and we are reducing intensity by sourcing renewable energy and increasing mill throughput. In Manitoba and British Columbia, we have minimal Scope 2 emissions because the electrical grid is nearly all hydroelectric, so our efforts there are focused on reducing Scope 1 GHG intensity. However, the electricity grid emissions factors in both jurisdictions increased and that led to the increase in Scope 2 emissions intensities in 2025 as compared to 2024.

Under the revised climate targets, the Manitoba Business Unit achieved a 9% reduction in Scope 1 emissions intensity from 2024 to 2025, reflecting its continuing switch from diesel to electric equipment underground at the Lalor mine. Despite hauling more waste farther away, the BC Business Unit’s Scope 1 emissions intensity decreased 8% from 2024 to 2025 as a result of

shallower inclines across the mine site. Peru’s Scope 2 emissions intensity increased by 8% due to an increase in the electricity emissions factor and comparatively lower ore processed; however, we expect improvement as of 2026 when our 10-year power purchase agreement with ENGIE Energía Perú to secure 100% renewable energy takes effect.

As we approach 2030 and measure our performance against our climate change goals, we are committed to setting 2040 targets for Scope 1 and Scope 2 emissions reductions to be published in our 2029 Annual Report.

We have also developed a three-phased approach to understanding and addressing our Scope 3 emissions. The first phase involves engaging with key suppliers and customers to understand their emissions measurement and reduction efforts and to gather data. Ultimately, this work will lead to a measurable strategy for estimating our material Scope 3 emissions.



See our [Climate-Related Disclosure Supplement](#) to learn more about our climate governance, strategy, risks, and metrics and targets.



Guided by our Environmental, Health, Safety and Sustainability Policy, Hudbay is advancing environmentally responsible mineral exploration and mining.

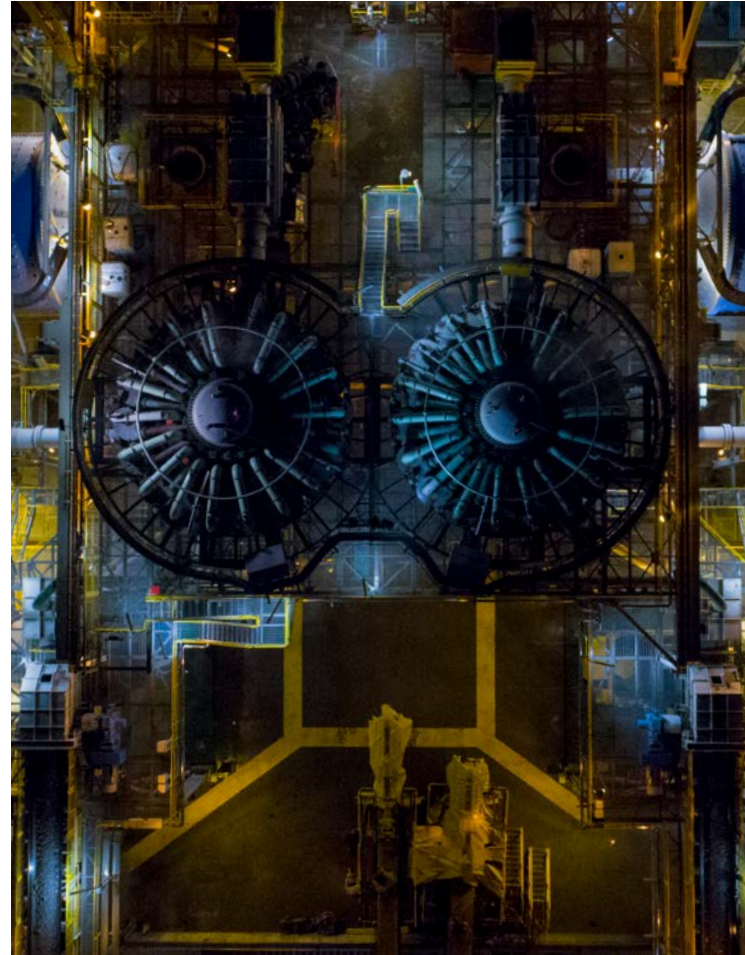
## Key Decarbonization Levers

### Electrification



We continue to expand our electric equipment fleet and implement operational efficiency initiatives at the Snow Lake operations. Vehicles like the one pictured here are used in underground operations.

### Cleaner Energy Sources



A 10-year energy supply contract with ENGIE Energía Perú came into effect in January 2026 for our Constancia mine, guaranteeing a supply of renewable energy to satisfy the mine's anticipated future energy requirements.

### Energy Efficiency Improvements



As we assess Scope 1 GHG emissions, we measure our efficiency based on the total distance travelled to move the material we mine. For open pit mines like our Copper Mountain mine (pictured here), we include the total kilometres for hauling ore to the crusher and waste to non-economic rock storage areas.



## Air

Hudbay’s operations do not generate major point-source air emissions, such as stack emissions or releases through a confined air stream. Our primary air emissions are particulate matter such as fuel emissions and dust, mainly from blasting activities, ore excavation and vehicles on unpaved roads. To maintain safe air quality on and around our sites, we employ controls (such as dust suppression systems), conduct regular monitoring and comply fully with air emissions laws, regulations and reporting requirements in the jurisdictions where we operate.

## Water

Healthy communities and ecosystems need water, and so do our operations. Guided by our water management approach, we aim to operate in a way that avoids conflicts with other water users and reduces our impact on water resources.

Each site develops a water management plan that assesses water quality, quantity and availability, and considers the needs of local communities and other users. These plans are regularly reviewed and updated. Currently, none of our operations are in water-stressed areas.

We report annually on our water management practices under the TSM Water Stewardship Protocol. In 2025:

- The Peru Business Unit achieved AAA ratings on four indicators.
- The Manitoba Business Unit received two AAA ratings, one AA rating and one A rating.
- The British Columbia Business Unit achieved one AAA rating and three AA ratings.

In Peru, we recorded a 29% decrease in surface water withdrawn from external sources in 2025 compared to 2024, attributable to rainwater collection and wastewater reuse programs implemented in Peru. Compared to 2024, there was an 8% increase in groundwater withdrawal driven by combined pumping from the hydraulic curtain and the Constancia and Pampacancha pits. Approximately 84% of total water used throughout all of our operations was recycled or reused.

## Waste and Tailings

All Hudbay operations have plans for the responsible disposal of hazardous and non-hazardous waste and for reducing, reusing and recycling materials whenever possible. Facilities that store tailings (the residual material after minerals are extracted from crushed ore) pose higher risks. Consequently, we have additional processes and resources to manage these risks effectively. The [Tailings Stewardship](#) section provides a detailed discussion of our tailings management approach.

Sites are mandated to manage waste rock in accordance with environmental regulations and industry standards. This includes minimizing the potential for acid rock drainage, which occurs when certain minerals in the rock interact with air and water. Waste rock and tailings are classified as potentially acid-generating (PAG) or non-acid-generating (NAG). To address the potential impact of PAG-classified material, we reuse it, where possible, or dispose of it in contained areas engineered to prevent acidic runoff.

## Closure and Reclamation

Our closure plans comply with all applicable legal frameworks and regulations in the jurisdictions where we operate. They also align with TSM’s Mine Closure Framework, which goes beyond legal and regulatory requirements to address the social aspects of closure. We collaborate with stakeholders – particularly the communities closest to our mines – to develop mine closure plans that mitigate the socio-economic impacts of closure.

Our closure plans include identifying opportunities to rehabilitate areas no longer required for mining activities, as well as lands we own that will not be mined. For example, at Constancia, we have reclaimed grazing lands we own that are not needed for mining, and at our Mason exploration project, we have reclaimed former roads and exploration drill pads, restoring them to their pre-disturbed state. We also rehabilitate closed mines to achieve an agreed-upon beneficial post-mining use. Post-closure activities involve ongoing maintenance and monitoring to ensure progress towards closure objectives.

In 2025, we introduced a new corporate standard regarding progressive reclamation. Proactive progressive reclamation provides financial, environmental and social benefits by integrating restoration activities throughout the life of the mine, rather than deferring them to final closure. Expected benefits include a reduction in environmental, safety and financial risks associated with final closure liabilities.



Each site develops a water management plan that assesses water quality, quantity and availability, and considers the needs of local communities and other users.

# Peru

Peru aims to apply best practices in environmental stewardship, including full compliance with all environmental laws and regulations. We seek to meet and, whenever possible, exceed stakeholders’ expectations by continually striving to improve.

## Meeting Compliance and Performance Expectations

Each year, we track environmental key performance indicators (KPIs) to assess our environmental performance and optimize environmental management across our activities and the surrounding communities.

The KPIs establish ongoing improvement goals for four indicators: environmental management, socio-environmental, environmental quality and sustainability. In 2025, the business unit achieved 98% compliance with its environmental KPIs, exceeding its 95% target. Highlights for each indicator are outlined as follows.


### Environmental Management

This indicator measures compliance in addressing observations made during inspections and audits and following environmental incidents and training. In 2025, there were no violations noted during the regular supervision conducted by the Environmental Assessment and Enforcement Agency, the technical entity of Peru’s Ministry of the Environment responsible for supervising, enforcing and sanctioning mining and related activities.


### Socio-environmental

This indicator measures compliance with the provision of water to communities and with participatory monitoring, which includes quarterly water and air assessments, annual soil evaluations and ad hoc requests for specific monitoring activities. Local authorities and community representatives actively participate in participatory monitoring through communal assemblies, which provide a platform for open dialogue while addressing environmental concerns. There were no claims related to water provided to communities in 2025 and five claims related to environmental concerns.



 In 2025, the Peru Business Unit achieved 98% compliance with its environmental KPIs, exceeding its 95% target.



 Peru aims to apply best practices in environmental stewardship, including full compliance with all environmental laws and regulations.

**Environmental Quality**

This indicator measures compliance with air and water quality standards for effluents and control points. There were 12 minor environmental incidents during the year: 11 were low-level and internally controlled, and one medium-level event (the overflow of process water from the TMF) was also internally controlled and did not cause an external impact.

**Sustainability**

Peru’s Ministry of the Environment awarded Hudbay Peru the third star of “Huella de Carbono Perú” for cutting emissions at Constancia mine. This recognition reflects our commitment to sustainability and Peru’s national climate goals.

The National Water Authority renewed Constancia’s “Blue Certificate” in 2025, recognizing Hudbay as a water-responsible and supportive company under the framework of the Water Footprint Program.

**Waste Management and Recycling**

In 2025, we recycled 5,286,484 kilograms of waste, representing 76% of total solid waste generated. Recycling included the reuse of residual oil, paper, cardboard, plastics and metals.

The Waste Xpress system for organic waste generated in canteens reduced waste volumes by 36%, saving \$34,000 in transportation and disposal costs. For 2026, plans are underway to conduct composting trials with organic waste using the A-BOX system, which uses air injection to accelerate waste decomposition. Composting takes 45 days per batch, and the resulting material can then be managed through the site’s topsoil.

In 2025, a total of 542 tires from Constancia mining trucks were valorized by service provider INGECOL. Valorization of end-of-life tires involves transforming waste tires into valuable resources through pyrolysis, grinding and devulcanization, thereby reducing environmental hazards and mitigating GHG emissions by converting rubber into energy and new materials.

**Managing Water Quality and Consumption**

There were no exceedances in water quality in 2025. Although fecal coliform concentrations and a clear alkaline trend were identified in the Chilloroya River and its tributaries, evaluations determined that these concentrations were driven by external human-related activities and the area’s natural hydrochemical conditions.

The trend is consistent with the environmental baseline and is included among the exception parameters in the Third Amendment of the Environmental and Social Impact Study of the Constancia Mining Unit. Such concentrations are typical of the dry season (May to November).

All 735 tonnes of sludge generated by domestic wastewater treatment plants (WWTP) in 2025 were disposed of internally and used to enrich organic soil for progressive closure processes, generating an estimated economic benefit of nearly \$225,000. The Constancia WWTP had previously increased capacity and installed sensors for consistent real-time monitoring.

Working groups for water quality and quantity were established in 2025. The quality group has proposed an action plan to ensure continued compliance with water environmental quality standards in the main water bodies around Constancia. The plan includes designing and improving hydraulic structures (including canals and ponds) and conducting chemical studies using tracers and isotopic analyses of different components to understand how chemical parameters in water change over time. An additional goal, based on previous success with pit dewatering, is to control the level of naturally occurring manganese in Constancia.

## Managing Our Carbon Footprint

Approximately 50% of Constancia’s GHG emissions stem from Scope 2 sources, so our 10-year power purchase agreement (PPA) with ENGIE Energía Perú to secure 100% renewable energy starting in 2026 is a significant step towards meeting our GHG reduction goal. The PPA provides flexible, cost-efficient renewable energy with no minimum spend or penalties and includes renewable energy certificates to ensure a fully carbon-neutral energy supply for Constancia.

We achieved 100% compliance with our 2025 GHG management plan. Activities included the formation of a climate change working group, which was subsequently trained in ISO 14064-1. Another significant achievement was our three-star recognition from the Ministry of the Environment for the declaration, verification and reduction of Constancia’s 2024 carbon footprint.

## Remediation and Biodiversity Updates

Constancia’s Progressive Closure Committee, composed of employees from permits, sustainability, mine planning, technical services and environmental controls, continued its annual progressive reclamation plan. In 2025, the closure of 5.3 hectares was successfully completed through land grading, organic soil application, installation of water management structures, and planting native seeds. Local companies were engaged for earth movement, with timing and seeding aligned with the rainy season to ensure vegetation was established.


The Pampacancha pit closure plan reached 98% completion of its first phase, including critical milestones for geotechnical studies, economic modelling, risk analysis and official communication to the Ministry of Energy and Mines. The next step to finalize this phase is to reach an agreement with the Chilloroya community.

An updated biodiversity plan aligns our efforts with international standards, integrates biodiversity considerations across all stages of mine life, and reinforces our partnership with local communities. Monitoring during the wet and dry seasons covers flora and fauna, as well as hydrobiology. Wildlife cameras capture species activity on the mine site, and monitoring increasingly uses drones and satellite imagery. Progress is also being made on wetland preservation initiatives.

## Looking Ahead

Projects for 2026 include reducing our water footprint by watering gardens with treated water from the Constancia WWTP and constructing small reservoirs in five communities adjacent to Constancia to create shared value. We will also implement a fuel-savings project, which will involve creating slopes on haul roads to decrease the diesel consumption of mining trucks.



 Our 10-year power purchase agreement with ENGIE Energía Perú to secure 100% renewable energy starting in 2026 is a significant step towards meeting our GHG reduction goal.

# Manitoba

The Manitoba Business Unit continued to strengthen its commitment to responsible environmental management, focusing on innovative solutions, collaboration and measurable progress.

## Environmental Strategy

We continued to implement the environmental strategy developed in 2024. This strategy is based on overall business KPIs, with each operating department setting at least one measurable target, achievable within the year, to reduce environmental impact. The approach enables better identification of opportunities for change and a more comprehensive evaluation of environmental performance, integrating short-term actions with long-term planning. Targets include reductions in propane and diesel use and zero effluent quality exceedances. By the end of 2025, 66% of departmental environmental improvement objectives were achieved, with propane reductions proving to be the most difficult.

Our environmental strategy is supported by engagement with local communities and governments. Keeping our stakeholders informed of our environmental activities and plans helps us address questions, gather feedback and build confidence in our operations.

## Energy and Emissions Reduction

Diesel and propane use have been identified as the most significant areas for energy and emissions reductions. To reduce our reliance on diesel equipment, we added five more battery electric vehicle (BEV) units to our fleet in 2025, bringing our total to 10. We are also focused on deploying electrical infrastructure to support the BEV fleet, such as charging stations and posts, and a battery swap bay.

## Waste Management

The Snow Lake operations' regional waste disposal ground (WDG) facility accepts municipal and non-hazardous industrial waste generated by Hudbay operations in the Snow Lake region, including the New Britannia mill, Stall mill and Lalor mine. The Class 1 WDG became operational in 2024 and supports the business unit's Waste Prevention, Management and Recycling Policy.



To reduce our reliance on diesel equipment, we added five more battery electric vehicle units to our fleet in 2025, bringing our total to 10.




## Tailings Management

In 2025, work advanced on the subaerial tailings deposition trial study at the Anderson Tailings Impoundment Area (ATIA) in Snow Lake. The three-year effort is evaluating the feasibility of controlled subaerial placement of tailings within designated areas of the ATIA. The project has benefited from strong collaboration between industry and government. Since initiating the trial in 2024, there is no current indication of adverse effects on water quality.

Building on this progress, the site continued the shoreline deposition trial at the ATIA in 2025. This initiative is a strategic shift from the existing subaqueous discharge to the creation of a beach-type deposition geometry. Shoreline-based discharge reduces the need for personnel to manually relocate discharge pipelines via boat on a daily basis, thus improving both safety and operational efficiency. The 2026 objective is to implement system redundancy to enable shoreline deposition to continue through the winter period.

To address the new environmental variables introduced by subaerial exposure, the team proactively established dust management procedures and procured new equipment to formalize oversight and mitigation protocols. The facility had no reportable dust instances in 2025.

 Closure work continued at the Reed mine and Trout Lake mine, including the removal of contaminated material and soil remediation.

## Biodiversity

A formal framework for managing biodiversity impacts across operations in the region is helping consolidate efforts and formalize activities to protect plants and animals. The framework includes a biodiversity database which identifies all potential species at risk that inhabit MBU operating areas to proactively assess and mitigate potential impacts during new projects. Further initiatives to support the framework are under development, including the assessment of biodiversity impacts within the budgeting process and pre-feasibility studies of potential projects.

## Reclamation and Closure

The Decommissioning and Reclamation Obligation group began updating a comprehensive five-year closure plan in 2025 and coordinating decommissioning activities at legacy sites. Closure work continued at the Reed mine and Trout Lake mine, including the removal of contaminated material and soil remediation.

In 2025, demolition continued at Hudbay's former smelter facility in Flin Flon, which operated from 1930 to 2010, when it permanently shut down. Demolition is expected to be completed in 2026. More than 15,000 tonnes of scrap metal have been collected and transported by rail for recycling, significantly reducing closure cost liabilities. Existing mill assets remain on hold pending advances in the tailings reprocessing project.

## Looking Ahead

In early 2026, we made the decision to proceed with construction of a sulphidization, acidification, recycling and thickening (SART) plant to help treat water from our Snow Lake operations and recycle chemicals used in gold processing. Detailed engineering design is underway following about six months of testing and discussions are ongoing for site construction and commissioning.

# British Columbia

Environmental stewardship is central to Copper Mountain’s efforts to expand operations and foster a collaborative relationship with local First Nations. We are committed to a sustainable future grounded in proactive risk management and continuous improvement.

In 2025, significant efforts were dedicated to renewing participation agreements with the Upper Similkameen Indian Band (USIB) and the Lower Similkameen Indian Band (LSIB). Efforts were also focused on the permitting application for the New Ingerbelle expansion project, which included extensive community outreach and consultation. The New Ingerbelle application process generated thousands of comments, and our website and social media were enhanced to meet stakeholders’ information needs, with an emphasis on providing plain-language summaries.

During the engagements, USIB and LSIB requested 3D visuals of the New Ingerbelle project to show community members the development work that will be carried out. We procured the services of VRIFY to generate 3D visuals of the New Ingerbelle project at a five-year mine plan and a life-of-mine plan, which resulted in better visual tools for discussion.

## Energy and Emissions

Copper Mountain continued to identify and refine decarbonization opportunities aimed at achieving its target of a 5% reduction in Scope 1 GHG emissions intensity by 2030. In 2025, we completed third-party verification of emissions reductions from the implementation of electric shovel and drill projects in the previous year. The verified emissions reduction report was submitted to Clean BC, which provided partial funding for these electrification projects.

Renewable diesel made up 67% of fuel needs for the year, reducing emissions and associated carbon tax. A new procurement agreement will help ensure the stable supply and pricing of renewable diesel. In 2025, a new position of energy specialist was created at Copper Mountain. This role focuses on energy efficiency, electrical energy management and reporting.



Environmental stewardship is central to Copper Mountain’s efforts to expand operations and foster a collaborative relationship with local First Nations.

In 2026, Copper Mountain will complete a feasibility study for the relocation of the electric trolley-assist to an alternate road on the New Ingerbelle side. This study is currently being supported by BC Hydro.

## Environmental Data and Management Systems

An internal audit was conducted in 2025 to support the implementation of ISO 14001 and ISO 45001 standards for environmental and health and safety management. Areas for improvement, including energy management systems, are being addressed in preparation for certification in 2026.

Copper Mountain has implemented Monitor Pro, an accredited data management software, to safely store and analyze all water quality data, including in-situ and laboratory analyzed data.

The collaborative partnership with the Energy and Mines Digital Trust team continued in 2025, with participation in another project, Responsible Business Traceability Protocol (RBTP): Critical Raw Materials. The pilot project focused on testing how metal quantity, quality and sustainability claims can be passed along the critical mineral supply chain.

## Permitting and Reclamation

Throughout 2025, Copper Mountain collaborated with USIB and LSIB to advance participation agreement renegotiations and, in February 2026, Copper Mountain entered into refreshed participation agreements with both bands.

Copper Mountain also focused on extensive community outreach and consultation as part of a revised final submission of the New Ingerbelle permit application early in 2025. This resulted in our commitment to an independent third-party review of the application; continued study and assessment of archaeology, human health and ecological risk, and cumulative effects; continued collaboration on end land-use planning; and an agreement to support First Nations-led use and occupancy mapping studies.

On February 19, 2026, we received the key permits for the New Ingerbelle expansion project from the British Columbia Major Mines Office. On March 23, 2026, the LSIB submitted an application for judicial review of the regulatory decision to grant the permits. Hudbay remains confident in the integrity and robustness of the regulatory process, and we believe the court will uphold that process.

In 2025, Copper Mountain continued to work closely with USIB and LSIB on the community end land use plan. As part of the engagement and ongoing reclamation research, an area of approximately nine hectares was made available to USIB and LSIB to develop a community research trail.

The blessing ceremony at the area known to USIB and LSIB as sn-stawnqinaʔxən'-tn (The Place of Little Toe) was led by USIB and LSIB to honour the land, recognize past disturbance, and affirm the site's designation as a USIB and LSIB research and learning area guiding reclamation activities.

## Water Management Initiatives

We continually assess our water stewardship and watershed activities. While water recycling currently stands at about 80%, further efforts to improve efficiency and reduce waste are driven by climate change and potential water scarcity.

Tailings and water systems management at Copper Mountain was consolidated in 2025 to improve oversight and advance the water management strategy for all contact water on the mine property. The new group has 38 members, with additional hiring planned for 2026. An audit guided some early safety and environmental initiatives and identified opportunities for continuous improvement. Work in 2025 included improving interception of dam seepage, installing fibre-optic connections to pump systems and mill operation controls, and preparing to pump down the water volume in the New Ingerbelle pit.

Copper Mountain met with the Independent Water Review Board and received recommendations and feedback on our water stewardship practices.

## Biodiversity and Wildlife Management

Copper Mountain actively supports biodiversity and manages wildlife populations within and around its operations. We collaborate with First Nations to monitor our efforts, and this approach provides critical insights into local biodiversity and our management of local plants and animals. See our feature story on [page 81](#) to learn more.

In 2025, our support for wild sheep research included engagement with the BC Wild Sheep Society and a financial contribution to its work.

As part of the proposed permanent bridge abutments and riprap scour protection to support the single clear-span bridge crossing the Similkameen River, impacts to the fish and fish habitat are mitigated through a planned fish habitat offset area. A 755 square-metre pool will be constructed on the west side of the river to create a high-water refuge, overwintering, and rearing habitat for fish. Offsetting measures will be carried out under the direction of a Qualified Environmental Professional and according to the measures set out in the detailed Offsetting Plan, developed in collaboration with USIB and LSIB.

## Looking Ahead

More vigorous biodiversity conservation work will commence as the New Ingerbelle project moves forward. This will include bird nest, bear den, reptile and snake habitat assessments and possibly salvages.

# Arizona and Nevada

Copper World became fully permitted in 2025, and as we proceed with our feasibility study and advance towards a sanctioning decision, environmental stewardship remains at the forefront of our plans. We believe copper has a vital role in supporting the clean energy transition, and our development plans prioritize protecting the region’s water resources and biodiversity.

## Environmental Stewardship

Our commitment to minimizing environmental impacts at Copper World drives our efforts to manage our approaches to air, land and water sustainability.

We have taken proactive steps to address dust and air quality concerns on South Santa Rita Road that predate our project (see feature story on [page 66](#)). Hudbay seeks to reduce GHG emissions across all of our operations. In Arizona, we are assessing the feasibility of sourcing or developing renewable energy locally and of using autonomous or electric haul trucks.

We are pursuing diverse post-reclamation land uses while completing closures of former mine features, ensuring that legacy impacts from historic mining activities are mitigated before work commences on new earthworks. Surveys create inventories and plans that will help preserve environmental integrity, enable us to identify and relocate sensitive plant species and support the protection of animal populations. We are also investigating the acquisition of additional private land for dry-stack tailings deposition, which would significantly reduce water consumption, a key consideration for the region.

The project is designed to be net-neutral as a water user, recharging 100% of the water it extracts back into the local aquifer. Monitoring and reporting protocols, mandated by our operating permits, ensure compliance with all water quality and environmental standards.

Hudbay continues its commitment to help address declining aquifer levels in the Green Valley and Sahuarita region through its support for Project Renew. As part of its dedication to water recharge conservation in the area and in preparation for Copper World operations, the Company has agreed to fund a project to construct a 36-inch-diameter pipeline to deliver Colorado River water to the local aquifer. In partnership with the Community Water Company of Green Valley, we are advancing design and construction plans to transport the Central Arizona Project (CAP) water from the CAP terminus to a local recharge facility on Old Nogales Highway.

## Water Stewardship at Mason

Preparation for the Mason project pre-feasibility study is underpinned by our understanding of water-related concerns raised in our engagements with local government and other key stakeholders. While we work to obtain water rights for the project, we have also initiated a comprehensive groundwater model to understand groundwater systems better and support informed water management decisions.

To ensure transparency and build trust, we signed a memorandum of understanding with concerned stakeholder groups in 2025 and are funding an independent consultant to review the groundwater modelling work. This process enables us to engage with potential project opponents and better identify shared priorities as the project advances.



We are pursuing diverse post-reclamation land uses while completing closures of former mine features, ensuring that legacy impacts from historic mining activities are mitigated before work commences on new earthworks.



# Sustainability Performance

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# Basis of Reporting

All financial information is presented in US dollars except where otherwise indicated. All operating data is reported using the metric system. Some metrics are reported on both an absolute basis and an intensity basis against key drivers of efficiency at our operations. Safety data frequency rates are measured per 200,000 hours worked.

## Data Measurement Techniques

Data is measured or estimated, and operations are asked to explain significant deviations in year-over-year trends. The performance data is reported at both the operational and corporate levels. Data is checked and approved at the site level and reviewed for consistency by the corporate team.

We provide safety and environmental incident definitions so that all operations report incidents consistently. Greenhouse gas (GHG) emissions are calculated using internationally accepted and publicly available factors for emissions.

Most of the performance data for water and energy is metered. We purchase all our electricity from local grids. Utility grid statistics are therefore used to compile GHG numbers related to purchased electricity.

Data for the financial and human resources indicators are collected and compiled from information submitted on a standard template by each site. Environmental and societal data are collected and compiled using a software system. We provide instruction and criteria for indicators based on applicable GRI, SASB and CSDS 2 standards and related metrics, and TSM protocols and frameworks. While basic details relating to the Company's climate-related governance, strategy, risks and performance are included in this report, further details can be found in our separate [Climate-Related Disclosure Supplement](#).



Data is measured or estimated, and operations are asked to explain significant deviations in year-over-year trends. The performance data is reported at both the operational and corporate levels.

# Key Performance Data

CLIMATE CHANGE INTENSITY METRICS <sup>1</sup>	2025	2024	2023	2022
<b>Business unit performance</b>				
<b>Peru</b>				
Distance trucked (kilometres)	3,696,623	3,725,976	3,667,033	3,331,084
Scope 1 GHG emissions (kilotonnes of CO <sub>2</sub> equivalent)	156	156	159	149
<b>Peru GHG intensity (tonnes of Scope 1 GHG emissions per kilometre)</b>	<b>0.042</b>	0.042	0.043	0.045
Ore processed (million tonnes)	30.3	31.9	30.7	30.5
Scope 2 GHG emissions (kilotonnes of CO <sub>2</sub> equivalent)	160	155	125	123
<b>Peru GHG intensity (tonnes of Scope 2 GHG emissions per kilotonne of ore processed)</b>	<b>5.264</b>	4.859	4.072	4.033
<b>Snow Lake<sup>2</sup></b>				
Distance trucked (kilometres)	186,121	230,720	218,139	255,499
Scope 1 GHG emissions (kilotonnes of CO <sub>2</sub> equivalent)	18	25	26	30
<b>Snow Lake GHG intensity (tonnes of Scope 1 GHG emissions per kilometre)</b>	<b>0.097</b>	0.107	0.121	0.118
Ore processed (million tonnes)	1.2	1.6	1.6	1.5
Scope 2 GHG emissions (kilotonnes of CO <sub>2</sub> equivalent)	0.4	0.3	0.2	0.2
<b>Snow Lake GHG intensity (tonnes of Scope 2 GHG emissions per kilotonne of ore processed)</b>	<b>0.333</b>	0.158	0.148	0.157
<b>British Columbia</b>				
Distance trucked (kilometres)	2,794,380	2,168,930	1,471,732	N/av
Scope 1 GHG emissions (kilotonnes of CO <sub>2</sub> equivalent)	122	105	67	N/av
<b>British Columbia GHG intensity (tonnes of Scope 1 GHG emissions per kilometre)</b>	<b>0.044</b>	0.048	0.046	N/av
Ore processed (million tonnes)	11.0	12.7	13.6 <sup>3</sup>	N/av
Scope 2 GHG emissions (kilotonnes of CO <sub>2</sub> equivalent)	8	7	8	N/av
<b>British Columbia GHG intensity (tonnes of Scope 2 GHG emissions per kilotonne of ore processed)</b>	<b>0.691</b>	0.555	0.588	N/av

<sup>1</sup> Please refer to the [Glossary](#) on page 145 for definitions of Scope 1 and Scope 2 GHG emissions. These metrics may vary from site-level reporting as we use internationally accepted emissions factors for the data in this report. In addition, kilometre results may vary depending on the amount of uphill versus downhill hauling and other material movement. Explanation of variations in emissions intensities is provided in the [Climate Change](#) section on page 84.

<sup>2</sup> These numbers include the Snow Lake operation only and exclude the impact of the Flin Flon operations prior to its closure in 2022. These numbers may vary from total Manitoba data shown elsewhere in this report.

<sup>3</sup> 2023 ore processed in British Columbia represents the full year of operations. Hudbay acquired the operations in June 2023.

<b>ECONOMIC</b> (in \$ millions, unless otherwise stated)	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Direct economic value generated and distributed</b>					
Profit (loss) before tax	\$ <b>912.0</b>	\$ 251.6	\$ 152.0	\$ 95.8	\$ (217.4)
Revenues	\$ <b>2,211.0</b>	\$ 2,021.2	\$ 1,690.0	\$ 1,461.4	\$ 1,501.6
<b>Operating costs<sup>1</sup></b>					
Canada	<b>627.7</b>	638.2	470.4	350.1	706.2
United States	<b>2.1</b>	9.9	3.8	108.8	39.4
Peru	<b>548.3</b>	549.6	527.1	448.9	379.9
Total	\$ <b>1,178.1</b>	\$ 1,197.8	\$ 1,001.3	\$ 909.5	\$ 1,125.8
<b>Employee wages and benefits</b>					
Canada	<b>282.1</b>	212.3	173.7	176.2	183.1
United States	<b>16.0</b>	8.4	7.6	9.0	5.5
Peru	<b>116.0</b>	102.1	75.8	52.9	60.8
Total	\$ <b>414.1</b>	\$ 322.8	\$ 257.1	\$ 238.1	\$ 249.4
<b>Payments to government</b>					
Taxes paid					
Canada	<b>67.5</b>	8.5	2.6	3.5	2.7
United States	<b>0.0</b>	0.0	0.0	0.0	0.1
Peru	<b>200.9<sup>2</sup></b>	129.0	56.3	36.3	28.0
Total	\$ <b>268.4</b>	\$ 137.5	\$ 58.9	\$ 39.9	\$ 30.8

<sup>1</sup> 2024 and 2022 operating costs have been restated to include exploration and evaluation expenses, to ensure consistency and comparability of economic value distributed across all reported years.

<sup>2</sup> Increase mainly due to increased income tax.

<b>ECONOMIC</b> (in \$ millions, unless otherwise stated)	<b>2025</b>	2024	2023	2022	2021
Municipal taxes and grants					
Canada	<b>75.7</b>	71.9	28.1	13.6	14.4
United States	<b>0.5</b>	1.3	0.1	0.5	0.3
Peru	<b>18.0</b>	17.6	9.9	19.2	12.2
Total	<b>\$ 94.2</b>	\$ 90.8	\$ 38.1	\$ 33.4	\$ 30.8
Penalties and interest paid <sup>1</sup>					
Canada	<b>0.0</b>	0.0	0.0	0.0	0.0
United States	<b>0.0</b>	0.0	0.0	0.0	0.0
Peru	<b>0.0</b>	0.4	0.1	0.1	0.0
Total	<b>\$ 0.0</b>	\$ 0.4	\$ 0.1	\$ 0.1	\$ 0.0
<b>Payments to providers of capital</b>					
Dividends paid	<b>5.6</b>	5.5	\$ 4.5	\$ 4.0	\$ 4.1
Interest payments made to providers of loans	<b>58.4</b>	67.9	\$ 74.0	\$ 63.8	\$ 84.4
Financing fees paid					
Canada	<b>8.0</b>	10.5	5.3	4.5	8.5
Peru	<b>3.7</b>	2.4	6.9	7.8	11.2
Total	<b>\$ 11.7</b>	\$ 12.9	\$ 12.2	\$ 12.3	\$ 19.6

<sup>1</sup> The total penalties paid in 2025 amounted to \$0.01 million. This includes \$590 for a late payment and \$8,410 for an alleged breach of occupational health and safety obligations. Please note that we have challenged the latter penalty before the judiciary.

<b>ECONOMIC</b> (in \$ millions, unless otherwise stated)	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Capital expenditures – cash flow basis</b>	<b>\$ 466.7</b>	\$ 347.1	\$ 281.0	\$ 309.0	\$ 377.4
<b>Payments – local communities for land use (in \$000s)</b>					
Canada	<b>35.0</b>	0.0	19.8	27.9	3.1
United States	<b>0.0</b>	0.0	0.0	0.0	0.0
Peru	<b>12,000.0</b>	5,470.0	10,476.0	35,232.0	26,195.0
Total land use payments	<b>\$ 12,035.0</b>	\$ 5,470.0	\$ 10,495.8	\$ 35,259.9	\$ 26,198.1
<b>Public benefit</b>					
Community investments and charitable donations (in \$000s)					
Canada	<b>1,100.9</b>	406.3	357.9	449.2	702.8
United States	<b>62.3</b>	26.5	32.6	38.4	94.5
Peru	<b>15,000.0<sup>1</sup></b>	14,191.0	8,891.0	9,599.0	8,480.0
Total community investments and donations <sup>2</sup>	<b>\$ 16,163.1</b>	\$ 14,623.8	\$ 9,281.5	\$ 10,086.6	\$ 9,277.3
Resettlement investment (Peru) (in \$000s)	<b>\$ 393.0</b>	\$ 0.0	\$ 199.0	\$ 1,288.0	\$ 43.0

<sup>1</sup> Includes \$1 million allocated to Works for Taxes projects.

<sup>2</sup> Political donations are included in this total; however, in accordance with Hudbay policy, political donations were \$0.

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Total workforce</b>					
Full-time employees					
Manitoba	<b>943</b>	946	933	974	1,323
Corporate	<b>90</b>	91	74	75	75
Arizona	<b>88</b>	57	43	42	60
British Columbia	<b>807</b>	666	547	N/av	N/av
Peru	<b>894</b>	868	865	833	787
Total full-time employees	<b>2,822</b>	2,628	2,462	1,924	2,245
<b>Employment</b>					
Part-time employees					
Manitoba	<b>10</b>	0	0	0	34
Corporate	<b>0</b>	1	0	1	0
Arizona	<b>0</b>	1	2	2	0
British Columbia	<b>0</b>	0	0	N/av	N/av
Peru	<b>0</b>	0	0	0	0
Total part-time employees	<b>10</b>	2	2	3	34
Contract (term) employees					
Manitoba	<b>35</b>	39	36	47	56
Corporate	<b>1</b>	2	2	3	2
Arizona	<b>0</b>	0	0	16	45
British Columbia	<b>0</b>	15	0	N/av	N/av
Peru	<b>187</b>	209	183	247	139
Total contract employees	<b>223</b>	265	221	313	242

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Co-op and summer students hired					
Manitoba	4	3	3	4	26
Corporate	2	0	0	0	0
Arizona	0	0	2	0	3
British Columbia	18	15	15	N/av	N/av
Peru	16	58	18	42	33
Total co-op/summer students	40	76	38	46	62
Employees represented by collective bargaining agreements	1,657	1,181	1,182	1,089	1,332
Percentage of employees represented by trade unions (includes all full-time and part-time employees)	59%	45%	55%	57%	58%
<b>Number of strikes or lockouts exceeding one week</b>					
Manitoba	0	0	0	0	0
Corporate	0	0	0	0	0
Arizona	0	0	0	0	0
British Columbia	0	0	0	N/av	N/av
Peru	0	0	0	0	0
Total	0	0	0	0	0
<b>Employee turnover (voluntary and involuntary, unless noted; includes all full-time employees)</b>					
Manitoba	121	96	139	469	254
Corporate	15	16	14	10	13
Arizona	23	15	29	29	46
British Columbia	115	87	97	N/av	N/av
Peru	112	96	78	93	81
Total	386	310	357	601	394

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Employee turnover – age distribution					
<30	<b>25%</b>	30%	26%	27%	29%
30–50	<b>44%</b>	42%	47%	44%	45%
>50	<b>31%</b>	28%	27%	29%	26%
Employee turnover – gender					
Male	<b>79%</b>	80%	75%	76%	80%
Female	<b>21%</b>	20%	25%	24%	20%
Voluntary turnover rate (Hudbay total)	<b>8%</b>	7%	9%	9%	14%
Involuntary turnover rate (Hudbay total)	<b>5%</b>	4%	5%	22%	2%
<b>New employee hires</b>					
Manitoba	<b>111</b>	98	52	78	189
Corporate	<b>18</b>	30	9	11	13
Arizona	<b>45</b>	26	15	32	35
British Columbia	<b>239</b>	216	127	N/av	N/av
Peru	<b>116</b>	131	128	194	112
Total	<b>529</b>	501	331	315	349
New hires – age distribution					
<30	<b>30%</b>	22%	44%	45%	45%
30–50	<b>51%</b>	52%	41%	46%	44%
>50	<b>19%</b>	9%	14%	9%	11%
New hires – gender					
Male	<b>79%</b>	77%	78%	71%	68%
Female	<b>21%</b>	23%	22%	29%	32%

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Net number of full-time employees added (decreased)</b>					
Canada	<b>286</b>	654	505	(419)	(70)
United States	<b>45</b>	15	1	14	32
Peru	<b>29</b>	35	32	94	48
Total	<b>360</b>	704	538	(311)	10
<b>Senior management from local community</b>					
	<b>14<sup>1</sup></b>	7	10	2	5
<b>Number of contractor full-time equivalent staff</b>					
Manitoba	<b>258</b>	284	249	553	710
Peru	<b>2,911</b>	2,621	2,662	2,389	2,838
British Columbia	<b>296</b>	89	53	N/av	N/av
Arizona	<b>69</b>	19	13	117	37
<b>Person-hours of work (including contractors)</b>					
North America	<b>4,637,900</b>	3,931,325	5,384,923	5,157,627	5,583,816
South America	<b>8,900,044</b>	8,220,752	6,191,724	6,364,413	7,551,957
Total person-hours	<b>13,537,944</b>	12,152,077	11,576,647	11,522,040	13,135,773
<b>Employees receiving regular performance and career development reviews (includes all full-time employees)</b>					
Percentage reviewed	<b>61%</b>	56%	55%	75%	62%
<b>Hudbay total workforce age distribution (includes all full-time employees)</b>					
<30	<b>12%</b>	12%	13%	14%	16%
30–50	<b>63%</b>	62%	61%	62%	59%
>50	<b>25%</b>	25%	26%	24%	25%

<sup>1</sup> This only includes Peru, British Columbia and Arizona. Data is unavailable for Manitoba and Corporate.

**EMPLOYEES**

**2025**   2024   2023   2022   2021

**Composition of employees**

Workforce diversity (includes all full-time employees)

Female

Manitoba	<b>18%</b>	19%	18%	17%	19%
Corporate	<b>38%</b>	40%	41%	38%	42%
Arizona	<b>23%</b>	26%	28%	27%	29%
British Columbia	<b>18%</b>	19%	18%	N/av	N/av
Peru	<b>12%</b>	15%	16%	15%	10%
<b>Total</b>	<b>17%</b>	18%	18%	17%	17%
Percentage of workforce that are Indigenous (MBU and BCBU only)	<b>16%</b>	14%	14%	13%	16%
Percentage of workforce that are disabled (MBU only)	<b>3%</b>	2%	2%	2%	2%
Percentage of workforce that are visible minorities (MBU only)	<b>7%</b>	7%	7%	6%	7%

**Composition of executive management and corporate governance bodies**

Board of Directors (ratio male to female)	<b>1.5:1</b>	1.8:1	1.4:1	2.7:1	2.3:1
Age distribution					
<30	<b>0%</b>	0%	0%	0%	0%
30–50	<b>0%</b>	0%	9%	9%	10%
>50	<b>100%</b>	100%	91%	91%	90%
Executive management (ratio male to female)	<b>9.0:1</b>	11.0:1	14.0:1	5.5:1	6.0:1
Age distribution					
<30	<b>0%</b>	0%	0%	0%	0%
30–50	<b>50%</b>	45%	57%	45%	47%
>50	<b>50%</b>	55%	43%	55%	53%

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Ratio of annual compensation of highest paid individual to mean total compensation</b>					
Canada (MBU)	<b>3.1:1</b>	5.4:1	4.7:1	3.5:1	7.4:1
Canada (BCBU)	<b>8.8:1</b>	6.0:1	3.7:1	N/av	N/av
Canada (including business units and corporate office)	<b>91:1<sup>1</sup></b>	26.0:1	19.2:1	24.4:1	30.8:1
Peru	<b>6.1:1</b>	10.7:1	11.5:1	29.1:1	16.1:1
United States (ABU)	<b>24.5:1</b>	17.7:1	5.4:1	10.8:1	32.5:1
<b>Workforce represented in formal joint management–worker Health and Safety Committees</b>					
Percentage represented	<b>100%<sup>2</sup></b>	98%	99%	98%	97%
<b>Health and safety performance (per 200,000 hours worked, except where noted)</b>					
Lost time injury frequency (LTI)					
Manitoba	<b>0.0</b>	0.9	0.8	1.4	0.6
Manitoba contractors	<b>0.4</b>	0.0	0.0	0.0	0.1
British Columbia	<b>0.3</b>	3.0	0.3	N/av	N/av
British Columbia contractors	<b>0.0</b>	0.0	0.0	N/av	N/av
Peru	<b>0.0</b>	0.1	0.0	0.1	0.0
Peru contractors	<b>0.0</b>	0.0	0.1	0.0	0.0
Arizona	<b>0.0</b>	0.0	0.0	0.0	0.0
Arizona contractors	<b>0.0</b>	0.0	0.0	0.0	0.0
Other North America (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other North America contractors (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America contractors (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
<b>Total</b>	<b>0.04</b>	0.4	0.2	0.3	0.2

<sup>1</sup> The increase in ratio is due to share-based compensation of the highest paid individual and the increase in share price.

<sup>2</sup> The Arizona Business Unit formed a management–worker Health and Safety Committee in 2025.

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Lost time injury severity (SEV)					
Manitoba	<b>21.6</b>	25.2	29.3	42.2	8.8
Manitoba contractors	<b>10.0</b>	0.0	0.0	0.0	826.5
British Columbia	<b>25.1</b>	67.9	7.3	N/av	N/av
British Columbia contractors	<b>0.0</b>	0.0	0.0	N/av	N/av
Peru	<b>0.0</b>	15.5	0.0	0.0	0.0
Peru contractors	<b>0.0</b>	0.0	0.4	7.0	0.2
Arizona	<b>0.0</b>	0.0	0.0	0.0	0.0
Arizona contractors	<b>0.0</b>	0.0	0.0	0.0	0.0
Other North America (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other North America contractors (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America contractors (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
<b>Total</b>	<b>5.6</b>	13.4	4.9	11.0	94.9

**EMPLOYEES**

	2025	2024	2023	2022	2021
Total recordable injury frequency					
Manitoba	<b>1.4</b>	3.4	5.0	3.8	2.8
Manitoba contractors	<b>4.8</b>	1.7	5.0	4.0	5.7
British Columbia	<b>2.5</b>	4.4	1.7	N/av	N/av
British Columbia contractors	<b>3.6</b>	3.2	1.8	N/av	N/av
Peru	<b>0.1</b>	0.2	0.1	0.1	0.1
Peru contractors	<b>0.2</b>	0.1	0.3	0.2	0.4
Arizona	<b>0.0</b>	0.0	0.0	6.6	5.2
Arizona contractors	<b>2.8</b>	0.0	7.6	0.8	0.0
Other North America (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	1.3	0.0	0.0
Other North America contractors (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America contractors (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
Total	<b>0.9</b>	1.1	1.2	1.3	1.4

<b>EMPLOYEES</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
First aid (FA) frequency					
Manitoba	<b>15.4</b>	18.3	17.8	17.0	14.0
Manitoba contractors	<b>15.6</b>	16.6	12.3	17.4	14.5
British Columbia	<b>20.6</b>	26.5	13.6	N/av	N/av
British Columbia contractors	<b>7.5</b>	7.6	10.8	N/av	N/av
Peru	<b>0.1</b>	0.2	0.7	0.2	0.2
Peru contractors	<b>0.3</b>	0.4	0.3	1.0	0.8
Arizona	<b>1.5</b>	4.6	4.5	9.9	2.6
Arizona contractors	<b>0.0</b>	9.9	0.0	0.0	1.2
Other North America (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	9.3	0.0
Other North America contractors (not including MBU, BCBU and ABU)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
Other South America contractors (not including Peru)	<b>0.0</b>	0.0	0.0	0.0	0.0
<b>Total</b>	<b>5.1</b>	6.3	4.5	5.7	4.9
Fatality	<b>0</b>	0	0	0	1
Reportable occurrences (defined as EHS incidents required by Hudbay policy to be reported to our Board of Directors)	<b>70</b>	72	95	67	61

<b>SOCIETY</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Total number of incidents of discrimination (and actions taken)</b>	<b>3</b>	0	1	0	0
<b>Land use disputes</b>	<b>1</b>	0	0	0	2
<b>Resettlements</b>					
Number of households (Peru only)	<b>36</b>	0	0	0	0
Number of individuals (Peru only)	<b>156</b>	0	0	0	0
<b>Number and percentage of operations assessed for corruption risks<sup>1</sup></b>					
Number – operations	<b>5</b>	5	5	4	4
Percentage	<b>100%</b>	100%	100%	100%	100%
<b>Employees that anti-corruption policies have been communicated to</b>					
Number	<b>1,486</b>	1,410	1,242	1,162	354
Percentage	<b>53%<sup>2</sup></b>	54%	50%	47%	58%
<b>Governance body members that anti-corruption policies have been communicated to</b>					
Number	<b>10</b>	10	12	11	10
Percentage	<b>100%</b>	100%	100%	100%	100%
<b>Governance body members that received training on anti-corruption<sup>3</sup></b>					
Number	<b>10</b>	10	12	11	10
Percentage	<b>100%</b>	100%	100%	100%	100%
<b>Security practices (security personnel training)</b>					
Hudbay security personnel trained on human rights policies and procedures					
Number	<b>21</b>	12	17	18	16
Percentage	<b>100%</b>	100%	100%	100%	89%
Contractor security personnel trained on human rights policies and procedures					
Number	<b>378</b>	111	118	181	129
Percentage	<b>100%</b>	100%	100%	100%	100%

<sup>1</sup> The number of operations assessed for corruption risks has been restated to 5 (previously reported as 4). This update accurately reflects the total number of operations assessed since the acquisition of Copper Mountain mine in 2023.

<sup>2</sup> Hudbay's anti-corruption training varies from year to year. On an annual basis, all directors, officers and employees with Hudbay email addresses, accounting for approximately 50% of our workforce this year, are required to read and sign off on our compliance policies (including our Whistleblower Policy, Code of Business Conduct and Ethics, Statement on Anti-Corruption, and Confidentiality and Insider Trading Policy).

<sup>3</sup> Board directors are required to complete the same annual certification process as our employees with respect to our key compliance policies. In addition, our directors are encouraged to attend third-party educational programs, particularly with the Institute of Corporate Directors, where they have access to educational materials and are invited to training seminars throughout the year. For more information, see our Management Information Circular.

<b>SOCIETY</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Value of fines or sanctions for non-compliance with laws and regulations</b>	<b>\$9,000</b>	\$0	\$0	\$0	\$0
<b>Grievances about impacts on society</b>					
Number filed through formal grievance mechanisms	<b>39</b>	68	61	85	55
Number addressed during reporting period	<b>39</b>	68	61	85	55
Number resolved during reporting period	<b>20</b>	52	38	75	46
Number filed prior to the reporting period that were resolved during the reporting period	<b>15</b>	21	0	0	0
Details of total concerns					
Environment	<b>5</b>	3	7	5	3
Labour and commercial practices	<b>120<sup>1</sup></b>	200	252	235	132
Resettlement/livelihood	<b>4</b>	2	0	3	1
Human rights	<b>0</b>	0	2	0	1
Other	<b>11</b>	9	5	11	48
<b>Closure plans</b>					
Total number of sites	<b>8</b>	8	6	5	6
Number of company sites that have closure plans	<b>8</b>	8	6	5	6
Percentage of total sites with closure plans	<b>100%</b>	100%	100%	100%	100%
Number of advanced exploration projects that have closure plans	<b>3</b>	3	3	2	4
Percentage of advanced exploration projects that have closure plans	<b>100%</b>	100%	100%	100%	100%
Overall financial provision representing the present value of future cash flows relating to estimated closure costs per Canadian Generally Accepted Accounting Principles (in \$000s)	<b>\$318,400</b>	\$296,900	\$315,341	\$276,402	\$467,800
<b>Report whether operations have implemented local community engagement, impact assessments and development programs in line with the Stakeholder Engagement Standard</b>					
Manitoba	<b>Yes</b>	Yes	Partial	Partial	Yes
British Columbia	<b>Yes</b>	Yes	Yes	N/av	N/av
Arizona	<b>Yes</b>	Yes	Yes	Yes	Yes
Peru	<b>Yes</b>	Yes	Yes	Yes	Yes

<sup>1</sup> This includes labour grievances filed through the union complaints mechanism. As per accepted definitions of grievance mechanisms on society, these are not included in the data above for the number filed through formal grievance mechanisms, but are considered separately through our unions.

<b>SOCIETY</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Report whether operations are taking place in or adjacent to Indigenous peoples' territories</b>					
Manitoba	<b>Yes</b>	Yes	Yes	Yes	Yes
British Columbia	<b>Yes</b>	Yes	Yes	N/av	N/av
Arizona	<b>Yes</b>	Yes	Yes	Yes	Yes
Peru	<b>Yes</b>	Yes	Yes	Yes	Yes
<b>Artisanal/small-scale and informal mining</b>					
Manitoba	<b>No artisanal/ small-scale or informal mining</b>	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining
British Columbia	<b>No artisanal/ small-scale or informal mining</b>	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining	N/av	N/av
Arizona	<b>No artisanal/ small-scale or informal mining</b>	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining	No artisanal/ small-scale or informal mining
Peru <sup>1</sup>	<b>Yes</b>	Yes	Yes	Yes	Yes

<sup>1</sup> Artisanal mining in Pampacancha will resume after April 2026 by community agreement. Hudbay has identified safe zones for mining activities and will grant mining contracts in these areas and also provide professional support for the formalization process.

<b>ENVIRONMENT</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Direct energy consumption by primary energy source (terajoules)</b>					
Propane	223	259	580	749	544
Diesel	3,978	3,807	2,986	2,049	1,815
Gasoline	44	42	10	17	19
Other	0	0	0	0	0
Total	4,246	4,109	3,576	2,815	2,378
<b>Direct energy consumption by business unit (terajoules)</b>					
Manitoba	294	401	440	962	760
Peru	2,227	2,230	1,981	1,853	1,618
British Columbia	1,725	1,478	1,156	N/av	N/av
<b>Indirect energy consumption by business unit (terajoules)</b>					
Manitoba	656	798	764	1,843	3,222
Peru	2,587	2,624	2,594	2,553	2,555
British Columbia	1,648	1,819	1,968	N/av	N/av
Total electricity consumed	4,891	5,241	5,326	4,396	5,777
<b>Indirect energy sold/credits (terajoules)</b>					
Electricity	0.00	0.00	0.00	0.00	0.00
Total indirect energy consumed by organization (terajoules)	4,891	5,241	5,326	4,396	5,777
<b>Total direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions (kilotonnes of CO<sub>2</sub> equivalent)<sup>1</sup></b>					
Scope 1: Direct CO <sub>2</sub> e emissions					
Manitoba	19	26	28	61	48
Peru	156	156	159	149	130
British Columbia	122	105	116	N/av	N/av
Total direct CO <sub>2</sub> e emissions	297	287	303	210	178

<sup>1</sup> GHG emissions reporting may differ from site-level reporting because we use emissions factors sourced from internationally accepted, publicly available information in this report. Sites may use different emissions factors approved by their regional governments. Reported GHG emissions include biogenic emissions from renewable diesel.

<b>ENVIRONMENT</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Scope 2: Indirect CO <sub>2</sub> e emissions <sup>1</sup>					
Manitoba	<b>0.4</b>	0.4	1	1	3
Peru	<b>160</b>	155	125	123	123
British Columbia	<b>8</b>	7	8	N/av	N/av
Total indirect CO <sub>2</sub> e emissions	<b>168</b>	162	134	124	126
Total Scope 1 and Scope 2 emissions	<b>465</b>	449	388	333	304
<b>NO<sub>x</sub>, SO<sub>x</sub> and other significant air emissions (in kilotonnes)</b>					
NO <sub>x</sub> , SO <sub>x</sub>					
Manitoba	<b>0.00</b>	0.00	0.00	0.00	0.00
British Columbia	<b>0.00</b>	0.00	0.00	N/av	N/av
Peru	<b>0.00</b>	0.00	0.00	0.00	0.00
Arizona	<b>0.00</b>	0.00	0.00	0.00	0.00
Total	<b>0.00</b>	0.00	0.00	0.00	0.00
Particulate <sup>2</sup>					
Manitoba	<b>0.51</b>	0.78	0.55	0.37	0.69
British Columbia	<b>8.9</b>	6.5	6.8	N/av	N/av
Peru	<b>0.00</b>	0.00	0.00	0.00	0.00
Arizona	<b>0.00</b>	0.00	0.00	0.00	0.00
Total	<b>0.51</b>	0.78	0.55	0.37	0.69

<sup>1</sup> We report location-based energy consumption, not market-based. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emissions factor data).

<sup>2</sup> Total Particulate Matter (TPM)

<b>ENVIRONMENT</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Total water withdrawal (000 cubic metres)<sup>1</sup></b>					
Surface water	<b>7,435</b>	6,359	6,556	6,317	11,478
Groundwater	<b>6,063</b>	5,055	5,058	5,190	4,704
Rainwater collected directly and stored by the organization	<b>7,352</b>	10,486	5,901	7,223	8,479
Waste water from another organization	<b>0</b>	2,469	0	0	0
Municipal water supplies	<b>0</b>	0	0.41	0.25	0.20
Total water withdrawal	<b>20,849</b>	24,369	17,516	18,730	24,661
Total water consumed	<b>94,933</b>	101,226	75,148	83,616	83,930
<b>Percentage and total volume of water recycled and reused</b>					
Total volume (000 cubic metres)	<b>80,061</b>	82,982	57,632	64,885	59,242
Percentage	<b>84%</b>	82%	77%	78%	71%
<b>Total water discharged (000 cubic metres)</b>					
Flin Flon Creek	<b>16</b>	906	526	8,241	11,521
Wekusko Lake	<b>2,860</b>	3,470	5,662	2,411	1,685
Woosey Creek	<b>924</b>	1,407	1,293	1,398	1,462
Namew Lake	<b>35</b>	40	30	30	40
Herblet Lake	<b>1</b>	339	243	435	473
Similkameen River	<b>0</b>	22	16	N/av	N/av
Chilloroya River	<b>3,198</b>	2,470	1,820	2,591	2,445
Snow Lake	<b>2</b>	0	0	0	0
Total water discharged	<b>7,036</b>	8,653	9,590	15,106	17,627
<b>Total number of significant spills<sup>2</sup></b>	<b>0</b>	0	0	0	0
Volume (liquid) (m <sup>3</sup> )	<b>0</b>	0	0	0	0
Volume (solid) (tonnes)	<b>0</b>	0	0	0	0

<sup>1</sup> Variations in water withdrawal are mainly due to enhanced rain and waste water collection in Peru.

<sup>2</sup> We define a significant spill as anything that causes a moderate or higher impact on the physical or biological environment, which may include limited impairment of ecosystem function, impact to surface or groundwater, or impact to drinking water supply.

<b>ENVIRONMENT</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Hazardous waste disposed of at external facility (tonnes)</b>	<b>1,241</b>	1,007	758	726	660
<b>Total amounts of waste (tonnes)</b>					
Overburden	<b>37,050,675</b>	2,761,886	1,033,993	116,237	299,498
Waste rock	<b>104,848,808</b>	69,426,370	87,553,953	38,700,044	35,408,474
Tailings	<b>41,936,493</b>	45,483,586	45,174,643	31,120,463	31,694,502
<b>Total amounts of waste recycled (tonnes)</b>					
Waste rock used as backfill	<b>42,956,605</b>	15,879,691	26,684,642	583,730	0
Waste rock used for tailings structures	<b>10,855,474</b>	9,332,528	7,616,782	5,528,824	6,783,750
Tailings used for backfill	<b>308,479</b>	331,111	363,698	722,570	726,428
Tailings used for tailings structures	<b>3,438,271</b>	4,618,228	N/av	N/av	N/av
Total	<b>57,558,829</b>	30,161,558	34,665,122	6,835,124	7,510,178
<b>Number of fines or sanctions for non-compliance with environmental laws and regulations</b>	<b>0</b>	3	0	2	2
<b>Land use (hectares) – mineral tenure</b>					
Manitoba and Saskatchewan	<b>373,329</b>	550,731	594,168	645,861	611,642
British Columbia	<b>17,194</b>	N/av	N/av	N/av	N/av
Nunavut	<b>21</b>	21	21	21	21
Total Canada	<b>390,543</b>	550,752	594,189	645,882	505,908
Arizona	<b>11,619</b>	11,619	11,619	11,619	11,575
Nevada	<b>14,394</b>	14,394	14,394	14,394	14,394
New Mexico	<b>0</b>	0	1,917	1,917	1,917
Total United States	<b>26,013</b>	26,013	27,930	27,929	28,960
Peru	<b>159,545</b>	159,545	162,045	161,245	160,845
Total South/Central America	<b>159,545</b>	159,545	162,045	162,776	9,462
Total	<b>576,101</b>	736,310	784,164	836,587	515,371

<b>ENVIRONMENT</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Land use (hectares) – surface rights</b>					
Manitoba and Saskatchewan	<b>7,875</b>	7,813	7,829	7,819	7,724
British Columbia	<b>898</b>	N/av	N/av	N/av	N/av
Nunavut	<b>0</b>	0	0	0	0
Total Canada	<b>8,774</b>	7,813	7,829	7,819	7,724
Arizona	<b>3,771</b>	3,755	3,755	3,646	3,251
Nevada	<b>86</b>	86	86	86	86
New Mexico	<b>0</b>	0	0	0	0
Total United States	<b>3,857</b>	3,841	3,841	3,731	4,347
Peru	<b>5,548</b>	5,547	9,462	9,462	9,462
Total South/Central America	<b>5,548</b>	5,547	9,462	9,462	9,462
Total	<b>18,178</b>	17,200	21,133	21,013	21,533
<b>Land use (hectares) – disturbed land</b>					
Manitoba and Saskatchewan	<b>1,711</b>	1,661 <sup>1</sup>	1,661	1,649	N/av
British Columbia	<b>1,619</b>	N/av	N/av	N/av	N/av
Nunavut	<b>0</b>	0	0	0	0
Total Canada	<b>3,330</b>	1,661	1,661	1,649	N/av
Arizona	<b>367</b>	47	23	251	N/av
Nevada	<b>0</b>	0	0	0	N/av
New Mexico	<b>0</b>	0	0	0	N/av
Total United States	<b>367</b>	47	23	251	N/av
Peru	<b>1,929</b>	1,886	1,850	1,790	1,709
Total South/Central America	<b>1,929</b>	1,886	1,850	1,790	1,709
Total	<b>5,625</b>	3,594	3,533	3,690	1,709

<sup>1</sup> 2024 disturbed land for the Manitoba Business Unit has been restated to 1,661 hectares (previously reported as 1,746 hectares) to correct an oversight in data aggregation.

<b>ENVIRONMENT</b>	<b>2025</b>	2024	2023	2022	2021
<b>Sites requiring biodiversity management plans</b>					
Number of sites legally requiring plans	<b>1</b>	1	1	2	2
Number of sites with voluntary plans in place	<b>3</b>	3	5	2	2
<b>Habitats protected or restored (hectares)</b>					
Protected	<b>49</b>	49	49	49	49
Restored	<b>108</b>	102	24	88	107
Partnerships exist	<b>No</b>	No	No	No	No
Status at close of reporting period	<b>Monitoring</b>	Monitoring	Monitoring	Monitoring	Monitoring
<b>IUCN Red List species and National Conservation List species</b>					
Critically endangered	<b>2</b>	0	3	3	2
Endangered	<b>9</b>	9	11	7	11
Vulnerable	<b>30</b>	26	35	23	26
Near threatened	<b>17</b>	8	26	32	16
Least concern	<b>416</b>	392 <sup>1</sup>	335	329	351

<sup>1</sup> 2024 IUCN Red List species of least concern have been restated to 392 (previously reported as 526). To enhance year-over-year comparability, the Peru Business Unit reviewed and updated the IUCN Red List species to include only those present within the mining unit's area of influence instead of species frequenting the area.

# 2025 Targets and Achievements

TARGET	ACHIEVEMENT	DETAILS
<b>Health and Safety</b>		
Match or improve on our three-year total recordable injury frequency average of 1.14 (based on ICMM classification criteria)	Achieved	<ul style="list-style-type: none"> <li>0.8 achieved across the business.</li> </ul>
<b>Community</b>		
Reach agreements with our British Columbia First Nations neighbours and advance New Ingerbelle permitting	Achieved	<ul style="list-style-type: none"> <li>Signed refreshed participation agreements with the Upper Similkameen Indian Band and the Lower Similkameen Indian Band in February 2026.</li> <li>Received permits for the New Ingerbelle project from the British Columbia Major Mines Office in February 2026.</li> </ul>
Reach exploration agreements with Manitoba First Nations	Achieved	<ul style="list-style-type: none"> <li>Signed exploration agreements with Kiciwapa Cree Nation and Mosakahiken Cree Nation in 2025 and with Peter Ballantyne Cree Nation in early 2026.</li> </ul>
Avoid operational shutdowns at our Peru operations due to community/political activity	Partially achieved	<ul style="list-style-type: none"> <li>The site managed through several months of political unrest in 2025 and chose to temporarily suspend operations for two weeks to ensure people’s safety during illegal blockades near the mine site.</li> </ul>
<b>Environment</b>		
Identify further opportunities to reduce GHG emissions and update corporate targets	Achieved	<ul style="list-style-type: none"> <li>We identified further opportunities to reduce our GHG emissions such as by expanding our battery electric vehicle fleet in Manitoba and continuing to use biodiesel to reduce reliance on diesel, and have committed to engaging with key suppliers and customers to understand our Scope 3 emissions.</li> </ul>
Enhance water management systems in British Columbia	Achieved	<ul style="list-style-type: none"> <li>We improved interception of dam seepage, and installed fibre-optic connections to pump systems and mill operation controls.</li> </ul>
<b>Governance</b>		
Add directors to replace departing directors and complete third-party Board governance review	Achieved	<ul style="list-style-type: none"> <li>Added two new directors in 2025.</li> <li>Third-party Board governance review was completed.</li> </ul>
<b>Financial Excellence/Growth</b>		
Production – all metals within public guidance ranges	Partially achieved	<ul style="list-style-type: none"> <li>Achieved for our primary metals: copper and gold. More information is provided in the <a href="#">Management’s Discussion and Analysis</a>.</li> </ul>
Operating cash flow – meet budgeted target	Achieved	<ul style="list-style-type: none"> <li>Exceeded budgeted targets. More information is provided in the <a href="#">Management’s Discussion and Analysis</a>.</li> </ul>

# 2026 Targets

## Health and Safety

- Match or improve on our three-year total recordable injury frequency average of 1.14 (based on ICMM classification criteria)

## Community

- Improve community agreement negotiations process to further enhance relationships with local communities in Peru

## Environment

- Complete a portion of the Anderson tailings dam raise in Manitoba
- Initiate SART plant commissioning in Manitoba
- Implement winter tailings cyclone management in BC


## Governance

- Establish a special committee of the Board to oversee and provide recommendations to the Board on the definitive feasibility study, final investment decision, construction and commissioning of the Copper World project

## Financial Excellence/Growth

- Production – all key metals within public guidance ranges
- Operating cash flow – meet budgeted target


# GRI and SASB Content Index



 Financially material



GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>GRI 2: GENERAL DISCLOSURES</b>				
<b>1. The Organization and Its Reporting Practices</b>				
2-1	Organizational details	<a href="#">Our Company</a> (see page 13) <a href="#">Business and Financial Review</a> (see page 25) <a href="#">Website &gt; About Us</a>		
2-2	Entities included in the organization’s sustainability reporting	<a href="#">About This Report</a> (see page 140) <a href="#">Annual Information Form</a> (see page 5)		
2-3	Reporting period, frequency and contact point	<a href="#">About This Report</a> (see page 140)		
2-4	Restatements of information	Where applicable, restatements of previously reported data, including the reason for such changes, are noted in the footnotes of this Annual Report.		
2-5	External assurance	External assurance was conducted only for the financial data in the 2025 Annual Report, and Hudbay does not have a policy pertaining to external assurance of sustainability data.		
<b>2. Activities and Workers</b>				
2-6	Activities, value chain and other business relationships	<a href="#">CEO Message</a> (see page 3) <a href="#">Business and Financial Review</a> (see page 25) <a href="#">Business and Financial Review &gt; Business Activities</a> (see page 29) <a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Supply Chain Performance</a> (see page 50) <a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Products</a> (see page 50) <a href="#">About This Report &gt; About Hudbay</a> (see page 143)	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products
2-7	Employees	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 101)	EM-MM-000.B	Total number of employees, percentage contractors
2-8	Workers who are not employees	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 101)	EM-MM-000.B	Total number of employees, percentage contractors


GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>3. Governance</b>				
2-9	Governance structure and composition	<a href="#">Our Company &gt; Corporate Governance</a> (see page 16) <a href="#">Our Company &gt; Board of Directors</a> (see page 17) <a href="#">Our Company &gt; Management Team</a> (see page 24) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Management Information Circular</a> <a href="#">Website &gt; About Us &gt; Board</a> <a href="#">Website &gt; About Us &gt; Governance</a> <a href="#">Website &gt; Disclosure Centre &gt; Committees</a>		
2-10	Nomination and selection of the highest governance body	<a href="#">Management Information Circular</a> <a href="#">Website &gt; About Us &gt; Governance</a> <a href="#">Website &gt; Disclosure Centre &gt; Committees</a>		
2-11	Chair of the highest governance body	<a href="#">Our Company &gt; Corporate Governance</a> (see page 16) <a href="#">Our Company &gt; Board of Directors</a> (see page 17) <a href="#">Management Information Circular</a> <a href="#">Website &gt; About Us &gt; Board</a>		
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Our Company &gt; Corporate Governance</a> (see page 16) <a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 41) <a href="#">Communities &gt; Our Approach</a> (see page 68) <a href="#">Corporate Governance Guidelines and Board Charter</a>		
2-13	Delegation of responsibility for managing impacts	<a href="#">Our Company &gt; Corporate Governance</a> (see page 16) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34)		
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Environmental, Health, Safety and Sustainability Committee Charter</a> The EHSS (Board-level) Committee reviews and approves the content within the Annual Report.		
2-15	Conflicts of interest	<a href="#">Our Company &gt; Business Conduct</a> (see page 19) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34)		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
2-16	Communication of critical concerns	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20) <a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 41) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 45) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 109) <a href="#">Whistleblower Policy</a>		
2-17	Collective knowledge of the highest governance body	<a href="#">Annual Information Form</a> (see page 62) <a href="#">Website &gt; About Us &gt; Board</a>		
2-18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines and Board Charter</a>		
2-19	Remuneration policies	<a href="#">Management Information Circular</a> <a href="#">Compensation and Human Resources Committee Charter</a>		
2-20	Process to determine remuneration	<a href="#">Management Information Circular</a>		
2-21	Annual total compensation ratio	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 106) <a href="#">Management Information Circular</a>		
<b>4. Strategy, Policies and Practices</b>				
2-22	Statement on sustainable development strategy	<a href="#">CEO Message</a> (see page 3)		
2-23	Policy commitments	<a href="#">Our Company &gt; Values and Purpose</a> (see page 15) <a href="#">Our Company &gt; Business Conduct</a> (see page 19) <a href="#">Our Company &gt; Risk Management &gt; Precautionary Approach</a> (see page 22)		
2-24	Embedding policy commitments	<a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Sustainability Management Framework</a> (see page 35) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 45) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49)		
2-25	Processes to remediate negative impacts	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20)		
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Our Company &gt; Business Conduct</a> (see page 19) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 111) <a href="#">Website &gt; Disclosure Centre &gt; Policies</a>		
2-27	Compliance with laws and regulations	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 111)		
2-28	Membership associations	<a href="#">Sustainability Approach &gt; Sustainability Governance &gt; Industry Involvement</a> (see page 37)		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>5. Stakeholder Engagement</b>				
2-29	Approach to stakeholder engagement	<a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 41)		
2-30	Collective bargaining agreements	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 102)	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by US and foreign employees
<b>GRI 3: MATERIAL TOPICS</b>				
3-1	Process to determine material topics	<a href="#">Sustainability Approach &gt; Materiality</a> (see page 38)		
3-2	List of material topics	<a href="#">Sustainability Approach &gt; Materiality &gt; Summary of Our Material Topics and Priority Issues</a> (see page 39)		
<b>GRI 200: ECONOMIC STANDARDS SERIES</b>				
<b>Economic Performance</b>			<b>Economic Impact/Business Ethics and Transparency </b>	
GRI 3: Material Topics				
3-3 (14.9.1)	Management of material topics	<a href="#">CEO Message</a> (see page 3) <a href="#">Our Company &gt; Strategy</a> (see page 23) <a href="#">Communities &gt; Our Approach</a> (see page 68) <a href="#">Sustainability Performance &gt; 2025 Targets and Achievements</a> (see page 119) <a href="#">Sustainability Performance &gt; 2026 Targets</a> (see page 120) <a href="#">Annual Information Form</a> (see page 7)		
GRI 201: Economic Performance				
201-1 (14.9.2) (14.23.2)	Direct economic value generated and distributed	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 98)		
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Climate-Related Disclosure Supplement &gt; Assessing Climate Risks and Opportunities</a> (see page 11) <a href="#">Management's Discussion and Analysis</a>		
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Management's Discussion and Analysis</a>		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>Indirect Economic Impacts</b>				<b>Economic Impact</b> 
GRI 3: Material Topics				
3-3 (14.9.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49) <a href="#">Communities &gt; Our Approach</a> (see page 68) <a href="#">Communities &gt; Our Approach &gt; Economic Contributions</a> (see page 70) <a href="#">Communities &gt; Peru</a> (see page 71) <a href="#">Communities &gt; Manitoba</a> (see page 74) <a href="#">Communities &gt; British Columbia</a> (see page 76) <a href="#">Communities &gt; Arizona and Nevada</a> (see page 78)		
GRI 203: Indirect Economic Impacts				
203-2 (14.9.4)	Significant indirect economic impacts	<a href="#">Sustainability Approach &gt; Responsible Supply Chain &gt; Supply Chain Performance</a> (see page 50) <a href="#">Communities</a> (see page 65)		
<b>Procurement Practices</b>				<b>Economic Impact</b> 
GRI 3: Material Topics				
3-3 (14.9.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49) <a href="#">Communities &gt; Our Approach &gt; Local Hiring and Procurement</a> (see page 70) <a href="#">Supplier Code of Conduct and Ethics</a>		
GRI 204: Procurement Practices				
204-1 (14.9.5)	Proportion of spending on local suppliers	<a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49)		


GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>Anti-corruption</b>			<b>Business Ethics and Transparency </b>	
GRI 3: Material Topics				
3-3 (14.22.1)	Management of material topics	<a href="#">Our Company &gt; Business Conduct</a> (see page 19) <a href="#">Our Company &gt; Business Conduct &gt; Compliance Training</a> (see page 19) <a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20) <a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49) <a href="#">Statement on Anti-Corruption</a> <a href="#">Supplier Code of Conduct and Ethics</a>	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain
GRI 205: Anti-corruption				
205-1 (14.22.2)	Operations assessed for risks related to corruption	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 110)		
205-2 (14.22.3)	Communication and training about anti-corruption policies and procedures	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 110)		
205-3 (14.22.4)	Confirmed incidents of corruption and actions taken	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20)  Hubday does not have production in the countries that have the 20 lowest rankings in Transparency International’s Corruption Perceptions Index.	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International’s Corruption Perceptions Index
<b>Tax</b>			<b>Business Ethics and Transparency </b>	
GRI 3: Material Topics				
3-3 (14.23.1)	Management of material topics	<a href="#">Communities &gt; Our Approach &gt; Economic Contributions</a> (see page 70)		
GRI 207: Tax				
207-4 (14.23.7)	Country-by-country reporting	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 98)		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>GRI 300: ENVIRONMENTAL STANDARDS SERIES</b>				
<b>Energy</b>				
GRI 3: Material Topics				
3-3 (14.1.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Planet &gt; Our Approach &gt; Climate Change</a> (see page 84)		
GRI 302: Energy				
302-1 (14.1.2)	Energy consumption within the organization	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 113) <a href="#">Climate-Related Disclosure Supplement &gt; Decarbonizing Our Operations and Supply Chain</a> (see page 8)	EM-MM-130a.1	Total energy consumed
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 113) <a href="#">Climate-Related Disclosure Supplement &gt; Decarbonizing Our Operations and Supply Chain</a> (see page 8)	EM-MM-130a.1	Percentage grid electricity
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 113) <a href="#">Climate-Related Disclosure Supplement &gt; Decarbonizing Our Operations and Supply Chain</a> (see page 8)	EM-MM-130a.1	Percentage renewable
<b>Water</b>				<b>Water Management </b>
GRI 3: Material Topics				
3-3 (14.7.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Planet &gt; Our Approach &gt; Water</a> (see page 86) <a href="#">Sustainability Performance &gt; 2025 Targets and Achievements</a> (see page 119)		
GRI 303: Water and Effluents				
303-1 (14.7.2)	Interactions with water as a shared resource	<a href="#">Planet &gt; Our Approach &gt; Water</a> (see page 86)		
303-2 (14.7.3)	Management of water discharge–related impacts	<a href="#">Planet &gt; Our Approach &gt; Water</a> (see page 86)		
303-3 (14.7.4)	Water withdrawal	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 115)		


GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
303-4 (14.7.5)	Water discharged	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 115)	EM-MM-140a.1	Total fresh water withdrawn, percentage occurring in regions with high or extremely high baseline water stress
303-5 (14.7.6)	Water consumption	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 115)	EM-MM-140a.1	Total fresh water consumed, percentage occurring in regions with high or extremely high baseline water stress
		Not applicable	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations
<b>Biodiversity</b>				
GRI 3: Material Topics				
3-3 (14.4.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Sustainability Governance &gt; International Systems and Performance Standards</a> (see page 36) <a href="#">Sustainability Approach &gt; Tailings Stewardship</a> (see page 47) <a href="#">Planet &gt; Our Approach</a> (see page 83) <a href="#">Planet &gt; Our Approach &gt; Land and Biodiversity</a> (see page 83) <a href="#">Planet &gt; Our Approach &gt; Closure and Reclamation</a> (see page 86) <a href="#">Environmental, Health, Safety and Sustainability Policy</a>	EM-MM-160a.1	Description of environmental management policies and practices for active sites
GRI 304: Biodiversity				
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	<a href="#">Planet &gt; Our Approach &gt; Land and Biodiversity</a> (see page 83) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 118)	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">Planet &gt; Our Approach &gt; Land and Biodiversity</a> (see page 83)		
304-3	Habitats protected or restored	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 118)		


GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 118)		
		<a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted to occur
		<a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is actively mitigated
		If water discharge is potentially contaminated by acid rock drainage, it is contoured to flow to our treatment plant.	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is under treatment or remediation
<b>MM2: Biodiversity</b>				
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number and percentage of those sites with a plan in place	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 118)		
<b>Emissions</b>				
<b>GRI 3: Material Topics</b>				
3-3 (14.1.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Planet &gt; Our Approach &gt; Climate Change</a> (see page 84) <a href="#">Sustainability Performance &gt; 2025 Targets and Achievements</a> (see page 119) <a href="#">Sustainability Performance &gt; 2026 Targets</a> (see page 120) Note: Percentage covered under emissions-limiting regulations not available. <a href="#">Climate-Related Disclosure Supplement &gt; Governance</a> (see page 5)		


GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>GRI 305: Emissions</b>				
305-1 (14.1.5)	Direct (Scope 1) GHG emissions	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 113) <a href="#">Climate-Related Disclosure Supplement &gt; Metrics</a> (see page 14)	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
		<a href="#">Planet &gt; Our Approach &gt; Climate Change</a> (see page 84) <a href="#">Climate-Related Disclosure Supplement &gt; Metrics</a> (see page 14)	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets
305-2 (14.1.6)	Energy indirect (Scope 2) GHG emissions	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 114) <a href="#">Climate-Related Disclosure Supplement &gt; Metrics</a> (see page 14)		Air emissions of the following pollutants:
305-7 (14.3.2)	Nitrogen oxides (NO <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ), and other significant air emissions	Not applicable	EM-MM-120a.1	NO <sub>x</sub> (excluding N <sub>2</sub> O)
		Not applicable	EM-MM-120a.1	SO <sub>x</sub>
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 114)	EM-MM-120a.1	Particulate matter (PM <sub>10</sub> )
		Not applicable	EM-MM-120a.1	CO
		Not applicable	EM-MM-120a.1	Volatile organic compounds (VOCs)
		Not applicable	EM-MM-120a.1	Lead (Pb)
		Not applicable	EM-MM-120a.1	Mercury (Hg)
<b>Waste</b>				
<b>GRI 3: Material Topics</b>				
3-3 (14.5.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86) <a href="#">Environmental, Health, Safety and Sustainability Policy</a>		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>GRI 306: Waste</b>				
306-1 (14.5.2)	Waste generation and significant waste-related impacts	<a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86)		
306-2 (14.5.3)	Management of significant waste-related impacts	<a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86)		
306-3 (14.5.4)	Waste generated	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 116)	EM-MM-150a.4	Total weight of non-mineral waste generated
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 116)	EM-MM-150a.6	Total weight of waste rock generated
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 116)	EM-MM-150a.7	Total weight of hazardous waste generated
306-4 (14.5.5)	Waste diverted from disposal	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 116)	EM-MM-150a.8	Total weight of hazardous waste recycled
306-5 (14.5.6)	Waste directed to disposal	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 116)		
<b>Tailings</b> 				
<b>GRI 3: Material Topics</b>				
3-3 (14.6.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Tailings Stewardship</a> (see page 47) <a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86) <a href="#">Environmental, Health, Safety and Sustainability Policy</a>	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities
<b>GRI 14.6: Tailings</b>				
14.6.2	Report the tailings disposal methods used by the organization	<a href="#">Sustainability Approach &gt; Tailings Stewardship</a> (see page 47) <a href="#">Planet &gt; Our Approach &gt; Waste and Tailings</a> (see page 86)		
14.6.3	List the organization’s tailings facilities, and report the name, location, and ownership status, including whether the organization is the operator	<a href="#">Mine Tailings Disclosure Table</a>	EM-MM-540a.1	Tailings storage facility inventory table
		<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 116)	EM-MM-150a.5	Total weight of tailings produced

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>GRI 400: SOCIAL STANDARDS</b>				
<b>Employment</b>				
GRI 3: Material Topics				
3-3 (14.17.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">People &gt; Our Approach &gt; Culture and Engagement</a> (see page 55) <a href="#">People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 55) <a href="#">People &gt; Peru</a> (see page 56) <a href="#">People &gt; Manitoba</a> (see page 59) <a href="#">People &gt; British Columbia</a> (see page 61) <a href="#">People &gt; Arizona and Nevada</a> (see page 63)		
GRI 401: Employment				
401-1 (14.17.3)	New employee hires and employee turnover	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 103)		
<b>Labour/Management Relations</b>				
GRI 3: Material Topics				
3-3	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">People &gt; Our Approach &gt; Culture and Engagement</a> (see page 55) <a href="#">People &gt; Peru</a> (see page 56) <a href="#">People &gt; Manitoba</a> (see page 59) <a href="#">People &gt; British Columbia</a> (see page 61) <a href="#">People &gt; Arizona and Nevada</a> (see page 63)		
GRI 402: Labour/Management Relations				
402-1	Minimum notice periods regarding operational changes	A minimum of two weeks is provided before operational changes (MBU only).		
MM4: Labour/Management Relations				
MM4 (14.20.3)	Number of strikes and lockouts	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 102)	EM-MM-310a.2	Number and duration of strikes and lockouts

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>Occupational Health and Safety</b>				<b>Health and Safety</b> 
GRI 3: Material Topics				
3-3 (14.16.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">People &gt; Our Approach &gt; Health and Safety</a> (see page 54) <a href="#">Sustainability Performance &gt; 2025 Targets and Achievements</a> (see page 119) <a href="#">Sustainability Performance &gt; 2026 Targets</a> (see page 120) <a href="#">Environmental, Health, Safety and Sustainability Policy</a>		
GRI 403: Occupational Health and Safety				
403-1 (14.16.2)	Occupational health and safety management system	<a href="#">People &gt; Our Approach &gt; Health and Safety</a> (see page 54)		
403-5 (14.16.6)	Worker training on occupational health and safety	<a href="#">People &gt; Peru &gt; Health and Safety</a> (see page 56) <a href="#">People &gt; Manitoba &gt; Safety and Innovation</a> (see page 60) <a href="#">People &gt; British Columbia &gt; Safety</a> (see page 62) <a href="#">People &gt; Arizona and Nevada &gt; Safety Foundation</a> (see page 63)		
<b>Security Practices</b>				
GRI 3: Material Topics				
3-3 (14.14.1)	Management of material topics	<a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Human Rights and Security &gt; Security Practices</a> (see page 46) <a href="#">Environmental, Health, Safety and Sustainability Policy</a> <a href="#">Human Rights Policy</a>		
GRI 410: Security Practices				
410-1 (14.14.2)	Security personnel trained in human rights policies or procedures	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 110)		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>Rights of Indigenous Peoples</b>				<b>Indigenous Relations </b>
GRI 3: Material Topics				
3-3 (14.11.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Stakeholder Engagement</a> (see page 41) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 45) <a href="#">People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 55) <a href="#">Communities &gt; Manitoba &gt; Indigenous Relations</a> (see page 74) <a href="#">Human Rights Policy</a>	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict
GRI 411: Rights of Indigenous Peoples				
411-1 (14.11.2)	Incidents of violations involving rights of Indigenous peoples	There were zero violations in 2025.		
MM5: Rights of Indigenous Peoples				
MM5 (14.11.3)	Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 112)	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land
<b>Human Rights Assessment</b>				
GRI 3: Material Topics				
3-3 (14.18.1) (14.19.1)	Management of material topics	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20) <a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Human Rights and Security</a> (see page 45) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49) <a href="#">People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 55) <a href="#">Human Rights Policy</a>		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>GRI 412: Human Rights Assessment</b>				
412-2	Employee training on human rights policies or procedures	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 110)		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Supplier Code of Conduct and Ethics</a> <a href="#">Customer Code of Conduct and Ethics</a>		
<b>Local Communities</b>				<b>Community Relations</b> 
<b>GRI 3: Material Topics</b>				
3-3 (14.10.1)	Management of material topics	<a href="#">Our Company &gt; Business Conduct &gt; Risks, Issues or Complaints</a> (see page 20) <a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Sustainability Approach &gt; Responsible Supply Chain</a> (see page 49) <a href="#">People &gt; Our Approach &gt; Diversity and Inclusion</a> (see page 55) <a href="#">Communities &gt; Our Approach &gt; Community Relationships</a> (see page 70) <a href="#">Communities &gt; Our Approach &gt; Local Hiring and Procurement</a> (see page 70) <a href="#">Communities &gt; Our Approach &gt; Community Development</a> (see page 70)	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests
<b>GRI 413: Local Communities</b>				
413-2 (14.10.3)	Operations with significant actual and potential negative impacts on local communities	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 111)		
<b>MM6: Local Communities</b>				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 110)	EM-MM-210b.1	Number and duration of non-technical delays
<b>MM7: Local Communities</b>				
MM7 (14.10.4)	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples, and the outcomes	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 111)		

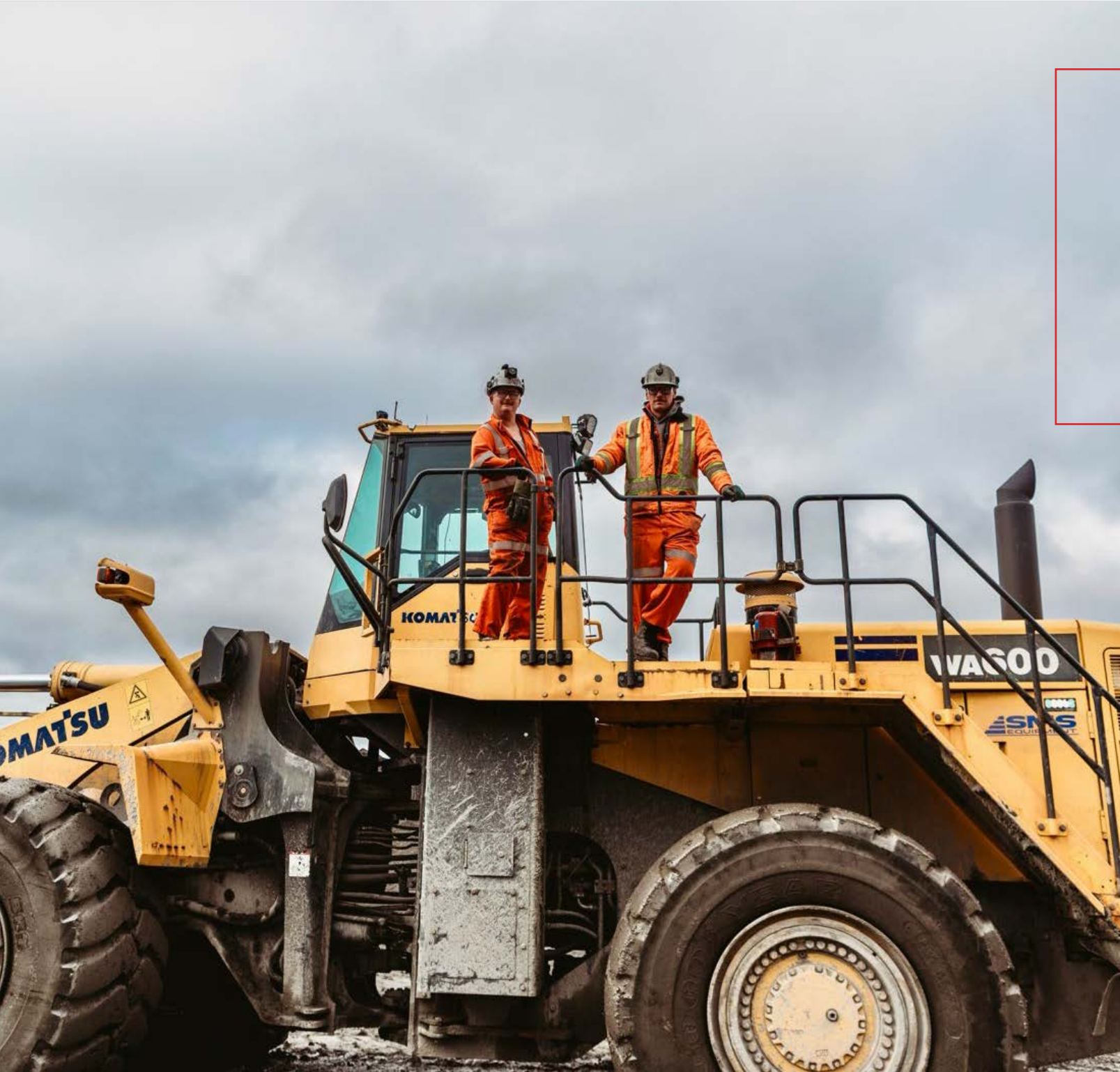
GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
<b>Artisanal and Small-Scale Mining</b>				
MM8: Artisanal and Small-Scale Mining				
MM8 (14.13.2)	Number and percentage of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 112)		
<b>Resettlement</b>				
GRI 3: Material Topics				
3-3	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Communities &gt; Our Approach &gt; Resettlement and Land Use</a> (see page 70)		
MM9: Resettlement				
MM9 (14.12.2)	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 110)		
<b>Closure Planning</b>				
GRI 3: Material Topics				
3-3 (14.8.1)	Management of material topics	<a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34) <a href="#">Communities &gt; Our Approach</a> (see page 68) <a href="#">Planet &gt; Our Approach &gt; Land and Biodiversity</a> (see page 83) <a href="#">Planet &gt; Our Approach &gt; Closure and Reclamation</a> (see page 86) <a href="#">Environmental, Health, Safety and Sustainability Policy</a>		
MM10: Closure Planning				
MM10 (14.8.4) (14.8.8)	Number and percentage of operations with closure plans	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 111)		
MM1: Biodiversity				
MM1 (14.8.6)	Amount of land disturbed or rehabilitated	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 117)		

# CSDS 2 Index

Hudbay's 2025 Annual Report and Climate-Related Disclosure Supplement are informed by Canadian Sustainability Disclosure Standard 2, Climate-related Disclosures (CSDS 2). CSDS 2 was issued by the Canadian Sustainability Standards Board (CSSB) and is based on International Financial Reporting Standards S2, Climate-related Disclosures (IFRS S2). Hudbay has reported the information cited in this CSDS 2 Index for the period January 1 to December 31, 2025.

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)
<b>Governance</b>	
<p>The governance body(ies) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities</p>	<p><a href="#">Our Company &gt; Corporate Governance</a> (see page 16)  <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34)  <a href="#">Climate-Related Disclosure Supplement &gt; Board Oversight</a> (see page 5)</p>
<p>Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities</p>	<p><a href="#">Our Company &gt; Management Team</a> (see page 24)  <a href="#">Sustainability Approach &gt; Sustainability Governance</a> (see page 34)  <a href="#">Planet &gt; Our Approach</a> (see page 83)  <a href="#">Climate-Related Disclosure Supplement &gt; Management Responsibilities</a> (see page 5)</p>
<b>Strategy</b>	
<p>The climate-related risks and opportunities that could reasonably be expected to affect the company's prospects</p>	<p><a href="#">Climate-Related Disclosure Supplement &gt; Assessing Climate Risks and Opportunities</a> (see page 11)</p>
<p>Description of the current and anticipated effects of climate-related risks and opportunities on the company's business model and value chain, and where these risks and opportunities are concentrated</p>	<p><a href="#">Climate-Related Disclosure Supplement &gt; Decarbonizing Our Operations and Supply Chain</a> (see page 8)  <a href="#">Climate-Related Disclosure Supplement &gt; Assessing Climate Risks and Opportunities</a> (see page 11)</p>
<p>The effects of climate-related risks and opportunities on the company's strategy and decision-making</p>	<p><a href="#">Our Company &gt; Strategy</a> (see page 23)  <a href="#">Planet &gt; Our Approach &gt; Climate Change</a> (see page 84)  <a href="#">Climate-Related Disclosure Supplement &gt; Strategy and Targets</a> (see page 7)  <a href="#">Climate-Related Disclosure Supplement &gt; Decarbonizing Our Operations and Supply Chain</a> (see page 8)  <a href="#">Climate-Related Disclosure Supplement &gt; Assessing Climate Risks and Opportunities</a> (see page 11)</p>
<p>The current and anticipated effects of climate-related risks and opportunities on the company's financial position, financial performance and cash flows over the short, medium and long term</p>	<p><a href="#">Climate-Related Disclosure Supplement &gt; Assessing Climate Risks and Opportunities</a> (see page 11)</p>
<p>The resilience of the company's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the identified climate-related risks and opportunities</p>	<p><a href="#">Our Company &gt; Strategy</a> (see page 23)  <a href="#">Climate-Related Disclosure Supplement &gt; Scenario Analysis</a> (page 7)  <a href="#">Climate-Related Disclosure Supplement &gt; Key Decarbonization Levers</a> (page 9)</p>

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)
<b>Risk Management</b>	
The processes and related policies the company uses to identify, assess, prioritize and monitor climate-related risks	<a href="#">Climate-Related Disclosure Supplement &gt; Identifying and Assessing Climate-Related Risks and Opportunities</a> (see page 10)
The processes the company uses to identify, assess, prioritize and monitor climate-related opportunities, including information about whether and how it uses climate-related scenario analysis to inform its identification of climate-related opportunities	<a href="#">Our Company &gt; Strategy</a> (see page 23) <a href="#">Climate-Related Disclosure Supplement &gt; Identifying and Assessing Climate-Related Risks and Opportunities</a> (see page 10)
The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the company’s overall risk management process	<a href="#">Our Company &gt; Risk Management</a> (see page 21) <a href="#">Our Company &gt; Risk Management &gt; Climate Risks</a> (see page 22) <a href="#">Sustainability Approach &gt; Materiality</a> (see page 38) <a href="#">Climate-Related Disclosure Supplement &gt; Managing Climate-Related Risks and Opportunities</a> (see page 13)
<b>Metrics and Targets</b>	
Disclose information relevant to the cross-industry metric categories (e.g., greenhouse gases)	<a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 113) <a href="#">Climate-Related Disclosure Supplement &gt; Metrics</a> (see page 14) <a href="#">Climate-Related Disclosure Supplement &gt; Methodology and Basis of Preparation</a> (see page 15)
Disclose the quantitative and qualitative climate-related targets the company has set to monitor progress toward achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets	<a href="#">Planet &gt; Our Approach &gt; Climate Change</a> (see page 84) <a href="#">Sustainability Performance &gt; Key Performance Data</a> (see page 97) <a href="#">Climate-Related Disclosure Supplement &gt; Executive Compensation</a> (see page 6) <a href="#">Climate-Related Disclosure Supplement &gt; GHG Emissions Reduction Targets</a> (see page 7)



# About This Report

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# About This Report

This report presents our approach to operating sustainably and how we have performed across the financial, operational, social, and environmental dimensions. We believe social and environmental performance is as important as financial and operating performance, and that combining these results in a single report presents a holistic account of the Company’s activities.

We published our Management’s Discussion and Analysis of Results of Operations and Financial Condition and the consolidated financial statements for the year ended December 31, 2025, on February 20, 2026. The reports are posted on our website. The [Business and Financial Review](#) section of this report is based upon the financial and operational results disclosed in those documents.

We have produced an annual sustainability report every year since our 2003 report, and this is our 18th, prepared with reference to the Global Reporting Initiative (GRI) Standards, including its Sector Standard for Mining (GRI14). Hudbay also addresses key metrics from both the SASB Metals & Mining Standard and the CSDS 2 Standard in the [Climate-Related Disclosure Supplement](#).

Our report covers all operating and project locations reported under Our Company, during the 2025 calendar year. The sustainability content in this report is based on the findings of our 2024 materiality assessment, which was applied to all of Hudbay’s operating assets.

More information on the scope of our reporting is available in the [Sustainability Performance](#) section of this report.

## Qualified Persons

The scientific and technical information contained in this report related to all material mineral properties other than the Copper Mountain mine has been approved by Olivier Tavchandjian, P. Geo., our Senior Vice President, Exploration and Technical Services. Mr. Tavchandjian is a qualified person pursuant to NI 43-101.

The scientific and technical information contained in this report related to the Copper Mountain mine has been approved by Marc-Andre Brulotte, P. Geo., Executive Director, Global Mineral Resource Evaluation. Mr. Brulotte is a qualified person pursuant to NI 43-101.

For a description of the key assumptions, parameters and methods used to estimate mineral reserves and resources, as well as data verification procedures and a general discussion of the extent to which the estimates may be affected by any known environmental, permitting, legal title, taxation, sociopolitical, marketing or other relevant factors, please see the technical reports for our material properties as filed by us on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and EDGAR at [www.sec.gov](http://www.sec.gov).

## Forward-Looking Information

This Annual Report contains forward-looking information within the meaning of applicable Canadian and United States securities legislation. All information contained in this Annual Report, other than statements of current and historical fact, is forward-looking information. Often, but not always, forward-looking information can be identified by the use of words such as “plans”, “expects”, “budget”, “guidance”, “scheduled”, “estimates”, “forecasts”, “strategy”, “target”, “intends”, “objective”, “goal”, “understands”, “anticipates” and “believes” (and variations of these or similar words) and statements that certain actions, events or results “may”, “could”, “would”, “should”, “might occur” or “be achieved” or “will be taken” (and variations of these or similar expressions). All of the forward-looking information in this Annual Report is qualified by this cautionary note.

Forward-looking information includes, but is not limited to, statements with respect to the Company’s climate change strategies, initiatives and targets, targets related to health and safety, community, environment, governance and financial excellence/growth, anticipated environmental, health and safety performance, anticipated social development programs, expectations regarding environmental regulation and legislation and other government regulation of mining operations or the mining industry, the Company’s ability to effectively and appropriately

engage with local communities and other key stakeholders, the Company’s production, cost and capital and exploration expenditure guidance, Hudbay’s ability to advance and complete the multi-year optimization of the Copper Mountain mine in British Columbia, the implementation of stripping strategies and the expected benefits therefrom, the expected timing and benefits of British Columbia growth initiatives, including with respect to the development timelines associated with New Ingerbelle and any challenges to the New Ingerbelle permits (including the Lower Similkameen Indian Band’s recent application for judicial review), the estimated timelines and prerequisites for sanctioning the Copper World project, including the completion and anticipated results of the definitive feasibility study and potential timing of a project sanctioning decision, expectations regarding the sanctioning of the Copper World project, expectations regarding the potential impact of recent policy decisions from the United States government, the expected benefits of Manitoba growth initiatives, including the use of the exploration drift at the 1901 deposit and the potential utilization of excess capacity at the Stall mill, the ability for Hudbay to complete mill throughput enhancements at its operating business units, the Company’s future deleveraging strategies and its ability to deleverage and repay debt as needed, expectations with respect to the timing and the ability to satisfy the conditions required to close the proposed acquisition of Arizona Sonoran Copper Company Inc. and the expected benefits therefrom, expectations regarding the Company’s

cash balance and liquidity and related cash management strategies, expectations regarding the Company's capital planning strategies, expectations regarding tax synergies, expectations regarding the ability to conduct exploration work and execute on exploration programs on its properties and to advance related drill plans, expectations regarding the prospective nature of the Maria Reyna and Caballito properties and the status of the related drill permit application process, expectations regarding the Company's ability to further reduce greenhouse gas emissions, Hudbay's evaluation and assessment of opportunities to reprocess tailings using various metallurgical technologies, the anticipated impact of brownfield and greenfield growth projects on the Company's performance, anticipated exploration and expansion opportunities and extension of mine life in Snow Lake and the Company's ability to find a new anchor deposit near its Snow Lake operations, anticipated future drill programs and exploration activities and any results expected therefrom, the enhancement of stakeholder engagement and advancement of a pre-feasibility study and related test work at the Mason copper project in Nevada, anticipated mine plans, anticipated metals prices and the anticipated sensitivity of the Company's financial performance to metals prices, events that may affect the Company's operations and development projects, anticipated cash flows from operations and related liquidity requirements, the ability to achieve Hudbay's climate change goals and initiatives, the anticipated effect of external factors on revenue, such as commodity prices, estimation of mineral reserves and resources, mine life projections, reclamation costs, economic

outlook, government regulation of mining operations, and business and acquisition strategies. Forward-looking information is not, and cannot be, a guarantee of future results or events. Forward-looking information is based on, among other things, opinions, assumptions, estimates and analyses that, while considered reasonable by the Company at the date the forward-looking information is provided, inherently are subject to significant risks, uncertainties, contingencies and other factors that may cause actual results and events to be materially different from those expressed or implied by the forward-looking information.

The material factors or assumptions that Hudbay has identified and were applied in drawing conclusions or making forecasts or projections set out in the forward-looking information include, but are not limited to:

- the ability to achieve production, cost and capital and exploration expenditure guidance;
- no significant interruptions to Hudbay's operations due to social or political unrest in the regions the Company operates, including the navigation of the complex political and social environment in Peru and the resolution of grievances raised by local communities and their residents;
- no interruptions to the Company's plans for advancing the Copper World project, including with respect to any challenges to the Copper World permits;
- no interruptions to the Company's plans for advancing New Ingerbelle, including with respect to any challenges to the New Ingerbelle permits;

- the Company's ability to successfully advance and complete the optimization of the Copper Mountain operations and develop and maintain good relations with key stakeholders;
- the ability to satisfy the conditions required to close the proposed acquisition of Arizona Sonoran Copper Company Inc.;
- the ability to execute on the Company's exploration plans and to advance related drill plans;
- the ability to advance the exploration program at the Maria Reyna and Caballito properties;
- the success of mining, processing, exploration and development activities;
- the scheduled maintenance and availability of the Company's processing facilities;
- the accuracy of geological, mining and metallurgical estimates;
- anticipated metals prices and the costs of production;
- the supply and demand for metals the Company produces;
- the supply and availability of all forms of energy and fuels at reasonable prices;
- no significant unanticipated operational or technical difficulties;
- no significant interruptions to operations due to adverse effects from extreme weather events, including forest fires that have affected and may continue to affect the regions in which Hudbay operates;
- the execution of the Company's business and growth strategies, including the success of its strategic investments and initiatives;
- the availability of additional financing, if needed;

- the ability to deleverage and repay debt, as needed;
- the ability to complete project targets on time and on budget and other events that may affect the Company's ability to develop its projects;
- the timing and receipt of various regulatory and governmental approvals;
- the availability of personnel for the Company's exploration, development and operational projects and ongoing employee relations;
- maintaining good relations with the employees at the Company's operations;
- maintaining good relations with the labour unions that represent certain of the Company's employees in Manitoba and Peru;
- maintaining good relations with the communities in which the Company operates, including the neighbouring Indigenous communities and local governments;
- no significant unanticipated challenges with stakeholders at the Company's various projects;
- no significant unanticipated events or changes relating to regulatory, environmental, health and safety matters;
- the ability to achieve Hudbay's objectives and targets with respect to climate change initiatives and targets related to health and safety, community, environment, governance and financial excellence/growth;
- no significant unanticipated changes to the various international and national standards we adhere to;
- no significant unanticipated changes to our water usage, emissions intensity or energy intensity;

- no significant unanticipated changes in the political climate in the various jurisdictions in which we currently or plan to explore or operate;
- the ability to contemplate the effects of climate change at our sites, on our operations and on the extractive industry in general;
- no contests over title to the Company's properties, including as a result of rights or claimed rights of Indigenous peoples or challenges to the validity of the Company's unpatented mining claims;
- the timing and possible outcome of pending litigation and no significant unanticipated litigation;
- certain tax matters, including, but not limited to, current tax laws and regulations, changes in taxation policies and the refund of certain value-added taxes from the Canadian and Peruvian governments; and
- no significant and continuing adverse changes in general economic conditions or conditions in the financial markets (including commodity prices and foreign exchange rates).

The risks, uncertainties, contingencies and other factors that may cause actual results to differ materially from those expressed or implied by the forward-looking information may include, but are not limited to, risks related to the failure to effectively advance and complete the optimization of the Copper Mountain mine operations, political and social risks in the regions the Company operates, including the navigation of the complex political and social environment in Peru and potential disruptions to operations arising from community protests and grievances, risks generally associated with the mining industry

and the current geopolitical environment, including future commodity prices, the potential implementation or expansion of tariffs, currency and interest rate fluctuations, energy and consumable prices, supply chain constraints and general cost escalation in the current inflationary environment, uncertainties related to the development and operation of the Company's projects, the risk of an indicator of impairment or impairment reversal relating to a material mineral property, risks associated with the development of new projects, risks associated with acquisitions, investments and other strategic transactions including but not limited to the proposed acquisition of Arizona Sonoran Copper Company Inc., risks related to the Copper World project, including the risk of capital cost escalation, permitting challenges, project delivery risks and financing risks, risks related to the Lalor mine plan, including the ability to convert inferred mineral resource estimates to higher confidence categories, dependence on key personnel and employee and union relations, risks related to political or social instability, unrest or change, risks in respect of Indigenous and community relations, rights and title claims, operational risks and hazards, including the cost of maintaining and upgrading the Company's tailings management facilities and any unanticipated environmental, industrial and geological events and developments and the inability to insure against all risks (including any unanticipated significant interruptions to operations due to adverse effects from extreme weather events), failure of plant, equipment, processes, transportation and other infrastructure to operate as anticipated, compliance with government and environmental

regulations, including permitting requirements and anti-bribery legislation, depletion of the Company's reserves, volatile financial markets and interest rates that may affect the Company's ability to obtain additional financing on acceptable terms, the failure to obtain required approvals or clearances from government authorities on a timely basis, uncertainties related to the geology, continuity, grade and estimates of mineral reserves and resources, and the potential for variations in grade and recovery rates, uncertain costs of reclamation activities, the Company's ability to comply with its pension and other post-retirement obligations, the Company's ability to abide by the covenants in its debt instruments and other material contracts, tax refunds, hedging transactions, cybersecurity risks and risks related to the reliability and security of Hudbay's information technology and operational technology systems, including risks arising from cyber-attacks, ransomware, phishing and other malware, risks associated with the use of artificial intelligence technologies, as well as the risks discussed under the heading "Risk Factors" in the Company's most recent Annual Information Form for the year ended December 31, 2025 and other risks included in the Company's most recent annual Management's Discussion and Analysis for the year ended December 31, 2025 and most recent interim Management's Discussion and Analysis for the period ended March 31, 2026, each available on Hudbay's SEDAR+ profile at [www.sedarplus.ca](http://www.sedarplus.ca) and EDGAR profile at [www.sec.gov](http://www.sec.gov), and other risks referenced throughout this Annual Report.

Should one or more risk, uncertainty, contingency or other factor materialize or should any factor or assumption prove incorrect, actual results could vary materially from those expressed or implied in the forward-looking information. Accordingly, you should not place undue reliance on forward-looking information. Hudbay does not assume any obligation to update or revise any forward-looking information after the date of this Annual Report or to explain any material difference between subsequent actual events and any forward-looking information, except as required by applicable law.

## Note to United States Investors

This Annual Report has been prepared in accordance with the requirements of the securities laws in effect in Canada, which may differ materially from the requirements of United States securities laws applicable to US issuers.

## About Hudbay

Hudbay (TSX, NYSE: HBM) is a copper-focused critical minerals company with three long-life operations and a world-class pipeline of copper growth projects in tier-one mining jurisdictions of Canada, Peru and the United States.

Hudbay's operating portfolio includes the Constancia mine in Cusco (Peru), the Snow Lake operations in Manitoba (Canada) and the Copper Mountain mine in British Columbia (Canada).

Copper is the primary metal produced by the Company, which is complemented by meaningful gold production and byproduct zinc, silver and molybdenum. Hudbay's growth pipeline includes the Copper World project in Arizona (United States), the Mason project in Nevada (United States), the Llaguen project in La Libertad (Peru) and several expansion and exploration opportunities near its existing operations.

The value Hudbay creates and the impact it has is embodied in its purpose statement: "We care about our people, our communities and our planet. Hudbay provides the metals the world needs. We work sustainably, transform lives and create better futures for communities." Hudbay's mission is to create sustainable value and strong returns by leveraging its core strengths in community relations, focused exploration, mine development and efficient operations.

# Contact Us

We invite your comments and questions about this report.

Please contact Candace Brûlé,  
Senior Vice President, Capital Markets and  
Corporate Affairs, (416) 362-8181,  
[investor.relations@hubbay.com](mailto:investor.relations@hubbay.com)

## **Annual and Special Meeting of Shareholders**

May 19, 2026, 2:00 pm ET

# Glossary

**Biodiversity** – short for “biological diversity”; the variety of living organisms, genetic diversity and habitat diversity that creates and sustains variation in the environment

**Community investment** – voluntary investment of funds in the broader community, including for physical infrastructure and social programs

**Conflict-free minerals** – mineral production that does not contribute to serious human rights abuses in regions of armed conflict (drawing on the definitions provided in the *Dodd–Frank Act*)

**Contractor** – one who agrees to perform work or supply items at a certain price or rate

**Donations** – contributions to charities

**Employee** – a person directly employed by Hudbay and/or its subsidiaries

**GHG emissions** – greenhouse gas emissions

**Global Reporting Initiative (GRI)** – an independent institution whose mission is to develop and disseminate globally applicable sustainability reporting guidelines. For more information, visit [www.globalreporting.org](http://www.globalreporting.org)

**GRI Standards** – performance indicators contained in the GRI Sustainability Reporting Standards

**Grant-in-lieu** – an amount paid instead of property taxes

**Injury frequency** – number of injuries per 200,000 hours worked (per approximately 100 full-time employees)

**ISO** – International Organization for Standardization, a non-governmental international organization that develops voluntary management standards

**Lost time injury (LTI)** – a work-related injury that prevents the injured person from returning to work on his/her next scheduled workday after the day the injury occurred, because he/she is unfit to perform any duties

**MAC** – Mining Association of Canada

**Material information** – a fact or a change to the Company that could reasonably be expected to have a significant effect on the market price or value of the securities of the Company

**Materiality** – a process to identify the economic, environmental, governance and social issues most important to stakeholders and our business

**Medical aid injury** – a work-related injury that requires medical treatment based on criteria set out by the International Council on Mining and Metals (ICMM)

**N/ap** – not applicable

**N/av** – not available

**Preliminary economic assessment (PEA)** – an economic analysis of the potential viability of mineral resources taken at an early stage of a project

**Recordable injury** – includes lost time injuries, restricted work injuries and medical aid injuries

**Restricted work** – a work-related injury where a licensed healthcare provider or the employer recommends that the employee not perform one or more routine job functions or not work the usual full workday

**SASB** – Sustainability Accounting Standards Board, a set of standards to guide the disclosure of financially material sustainability information

**SDGs** – the 17 United Nations Sustainable Development Goals that were established in 2015 and aim to achieve a better and more sustainable future for all by 2030

**Scope 1 emissions** – direct greenhouse gas (GHG) emissions from sources that are owned or controlled by an organization

**Scope 2 emissions** – indirect GHG emissions from the generation of purchased electricity, steam, heating and cooling, including from electricity purchased from the grid

**Scope 3 emissions** – indirect GHG emissions not included in Scope 1 or 2 that are generated from activities not owned or controlled by Hudbay but that are included in our value chain

**Tailings** – the fine waste rock that remains after separating the valuable minerals from the ore during mining and processing of mineral resources. Tailings may contain trace quantities of metals found in the host ore, as well as added compounds used to extract the minerals

**TCFD** – Task Force on Climate-related Financial Disclosures, a framework created by the Financial Stability Board to improve and increase reporting of climate-related financial disclosures

**TSM** – Towards Sustainable Mining, an initiative of the Mining Association of Canada

**Work-related injury** – An injury that is work related, and therefore included in Hudbay reporting statistics, according to criteria established by ICMM



# HUDBAY

## 2025 Annual Report

[hudbayminerals.com](https://www.hudbayminerals.com)

Concept and design: [worksdesign.com](https://www.worksdesign.com)