


# GRI and SASB Content Index



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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	Our Company (see page 13) Business and Financial Review (see page 25) Website > About Us		
2-2	Entities included in the organization's sustainability reporting	About This Report (see page 140) Annual Information Form (see page 5)		
2-3	Reporting period, frequency and contact point	About This Report (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	CEO Message (see page 3) Business and Financial Review (see page 25) Business and Financial Review > Business Activities (see page 29) Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 50) Sustainability Approach > Responsible Supply Chain > Products (see page 50) About This Report > About Hudbay (see page 143)	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products
2-7	Employees	Sustainability Performance > Key Performance Data (see page 101)	EM-MM-000.B	Total number of employees, percentage contractors
2-8	Workers who are not employees	Sustainability Performance > Key Performance Data (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	Our Company > Corporate Governance (see page 16) Our Company > Board of Directors (see page 17) Our Company > Management Team (see page 24) Sustainability Approach > Sustainability Governance (see page 34) Management Information Circular Website > About Us > Board Website > About Us > Governance Website > Disclosure Centre > Committees		
2-10	Nomination and selection of the highest governance body	Management Information Circular Website > About Us > Governance Website > Disclosure Centre > Committees		
2-11	Chair of the highest governance body	Our Company > Corporate Governance (see page 16) Our Company > Board of Directors (see page 17) Management Information Circular Website > About Us > Board		
2-12	Role of the highest governance body in overseeing the management of impacts	Our Company > Corporate Governance (see page 16) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Stakeholder Engagement (see page 41) Communities > Our Approach (see page 68) Corporate Governance Guidelines and Board Charter		
2-13	Delegation of responsibility for managing impacts	Our Company > Corporate Governance (see page 16) Sustainability Approach > Sustainability Governance (see page 34)		
2-14	Role of the highest governance body in sustainability reporting	Environmental, Health, Safety and Sustainability Committee Charter The EHSS (Board-level) Committee reviews and approves the content within the Annual Report.		
2-15	Conflicts of interest	Our Company > Business Conduct (see page 19) Sustainability Approach > Sustainability Governance (see page 34)		

GRI STANDARD	DISCLOSURE	RESPONSE, PAGE NUMBER(S) AND/OR URL(S)	SASB CODE	SASB METRIC
2-16	Communication of critical concerns	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Stakeholder Engagement (see page 41) Sustainability Approach > Human Rights and Security (see page 45) Sustainability Performance > Key Performance Data (see page 109) Whistleblower Policy		
2-17	Collective knowledge of the highest governance body	Annual Information Form (see page 62) Website > About Us > Board		
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines and Board Charter		
2-19	Remuneration policies	Management Information Circular Compensation and Human Resources Committee Charter		
2-20	Process to determine remuneration	Management Information Circular		
2-21	Annual total compensation ratio	Sustainability Performance > Key Performance Data (see page 106) Management Information Circular		
<b>4. Strategy, Policies and Practices</b>				
2-22	Statement on sustainable development strategy	CEO Message (see page 3)		
2-23	Policy commitments	Our Company > Values and Purpose (see page 15) Our Company > Business Conduct (see page 19) Our Company > Risk Management > Precautionary Approach (see page 22)		
2-24	Embedding policy commitments	Sustainability Approach > Sustainability Governance > Sustainability Management Framework (see page 35) Sustainability Approach > Human Rights and Security (see page 45) Sustainability Approach > Responsible Supply Chain (see page 49)		
2-25	Processes to remediate negative impacts	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20)		
2-26	Mechanisms for seeking advice and raising concerns	Our Company > Business Conduct (see page 19) Sustainability Approach > Responsible Supply Chain (see page 49) Sustainability Performance > Key Performance Data (see page 111) Website > Disclosure Centre > Policies		
2-27	Compliance with laws and regulations	Sustainability Performance > Key Performance Data (see page 111)		
2-28	Membership associations	Sustainability Approach > Sustainability Governance > Industry Involvement (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	Sustainability Approach > Stakeholder Engagement (see page 41)		
2-30	Collective bargaining agreements	Sustainability Performance > Key Performance Data (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	Sustainability Approach > Materiality (see page 38)		
3-2	List of material topics	Sustainability Approach > Materiality > Summary of Our Material Topics and Priority Issues (see page 39)		
<b>GRI 200: ECONOMIC STANDARDS SERIES</b>				
<b>Economic Performance</b>			<b>Economic Impact/Business Ethics and Transparency</b> 	
<b>GRI 3: Material Topics</b>				
3-3 (14.9.1)	Management of material topics	CEO Message (see page 3) Our Company > Strategy (see page 23) Communities > Our Approach (see page 68) Sustainability Performance > 2025 Targets and Achievements (see page 119) Sustainability Performance > 2026 Targets (see page 120) Annual Information Form (see page 7)		
<b>GRI 201: Economic Performance</b>				
201-1 (14.9.2) (14.23.2)	Direct economic value generated and distributed	Sustainability Performance > Key Performance Data (see page 98)		
201-2	Financial implications and other risks and opportunities due to climate change	Climate-Related Disclosure Supplement > Assessing Climate Risks and Opportunities (see page 11) Management's Discussion and Analysis		
201-3	Defined benefit plan obligations and other retirement plans	Management's Discussion and Analysis		

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	Sustainability Approach > Responsible Supply Chain (see page 49) Communities > Our Approach (see page 68) Communities > Our Approach > Economic Contributions (see page 70) Communities > Peru (see page 71) Communities > Manitoba (see page 74) Communities > British Columbia (see page 76) Communities > Arizona and Nevada (see page 78)		
GRI 203: Indirect Economic Impacts				
203-2 (14.9.4)	Significant indirect economic impacts	Sustainability Approach > Responsible Supply Chain > Supply Chain Performance (see page 50) Communities (see page 65)		
<b>Procurement Practices</b>				<b>Economic Impact</b> 
GRI 3: Material Topics				
3-3 (14.9.1)	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Responsible Supply Chain (see page 49) Communities > Our Approach > Local Hiring and Procurement (see page 70) Supplier Code of Conduct and Ethics		
GRI 204: Procurement Practices				
204-1 (14.9.5)	Proportion of spending on local suppliers	Sustainability Approach > Responsible Supply Chain (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	Our Company > Business Conduct (see page 19) Our Company > Business Conduct > Compliance Training (see page 19) Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Responsible Supply Chain (see page 49) Statement on Anti-Corruption Supplier Code of Conduct and Ethics	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	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Sustainability Performance > Key Performance Data (see page 110)		
205-2 (14.22.3)	Communication and training about anti-corruption policies and procedures	Sustainability Performance > Key Performance Data (see page 110)		
205-3 (14.22.4)	Confirmed incidents of corruption and actions taken	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20)  Hudbay 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	Communities > Our Approach > Economic Contributions (see page 70)		
GRI 207: Tax				
207-4 (14.23.7)	Country-by-country reporting	Sustainability Performance > Key Performance Data (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	Sustainability Approach > Sustainability Governance (see page 34) Planet > Our Approach > Climate Change (see page 84)		
GRI 302: Energy				
302-1 (14.1.2)	Energy consumption within the organization	Sustainability Performance > Key Performance Data (see page 113) Climate-Related Disclosure Supplement > Decarbonizing Our Operations and Supply Chain (see page 8)	EM-MM-130a.1	Total energy consumed
		Sustainability Performance > Key Performance Data (see page 113) Climate-Related Disclosure Supplement > Decarbonizing Our Operations and Supply Chain (see page 8)	EM-MM-130a.1	Percentage grid electricity
		Sustainability Performance > Key Performance Data (see page 113) Climate-Related Disclosure Supplement > Decarbonizing Our Operations and Supply Chain (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	Sustainability Approach > Sustainability Governance (see page 34) Planet > Our Approach > Water (see page 86) Sustainability Performance > 2025 Targets and Achievements (see page 119)		
GRI 303: Water and Effluents				
303-1 (14.7.2)	Interactions with water as a shared resource	Planet > Our Approach > Water (see page 86)		
303-2 (14.7.3)	Management of water discharge–related impacts	Planet > Our Approach > Water (see page 86)		
303-3 (14.7.4)	Water withdrawal	Sustainability Performance > Key Performance Data (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	Sustainability Performance > Key Performance Data (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	Sustainability Performance > Key Performance Data (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

## Biodiversity

### GRI 3: Material Topics

3-3 (14.4.1)	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Sustainability Governance > International Systems and Performance Standards (see page 36) Sustainability Approach > Tailings Stewardship (see page 47) Planet > Our Approach (see page 83) Planet > Our Approach > Land and Biodiversity (see page 83) Planet > Our Approach > Closure and Reclamation (see page 86) Environmental, Health, Safety and Sustainability Policy	EM-MM-160a.1	Description of environmental management policies and practices for active sites
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### 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	Planet > Our Approach > Land and Biodiversity (see page 83) Sustainability Performance > Key Performance Data (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	Planet > Our Approach > Land and Biodiversity (see page 83)		
304-3	Habitats protected or restored	Sustainability Performance > Key Performance Data (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	Sustainability Performance > Key Performance Data (see page 118)		
		Planet > Our Approach > Waste and Tailings (see page 86)	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is predicted to occur
		Planet > Our Approach > Waste and Tailings (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	Sustainability Performance > Key Performance Data (see page 118)		
<b>Emissions</b>				
<b>GRI 3: Material Topics</b>				
3-3 (14.1.1)	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Planet > Our Approach > Climate Change (see page 84) Sustainability Performance > 2025 Targets and Achievements (see page 119) Sustainability Performance > 2026 Targets (see page 120) Note: Percentage covered under emissions-limiting regulations not available. Climate-Related Disclosure Supplement > Governance (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	Sustainability Performance > Key Performance Data (see page 113) Climate-Related Disclosure Supplement > Metrics (see page 14)	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
		Planet > Our Approach > Climate Change (see page 84) Climate-Related Disclosure Supplement > Metrics (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	Sustainability Performance > Key Performance Data (see page 114) Climate-Related Disclosure Supplement > Metrics (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>
		Sustainability Performance > Key Performance Data (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	Sustainability Approach > Sustainability Governance (see page 34) Planet > Our Approach > Waste and Tailings (see page 86) Environmental, Health, Safety and Sustainability Policy		

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	Planet > Our Approach > Waste and Tailings (see page 86)		
306-2 (14.5.3)	Management of significant waste-related impacts	Planet > Our Approach > Waste and Tailings (see page 86)		
306-3 (14.5.4)	Waste generated	Sustainability Performance > Key Performance Data (see page 116)	EM-MM-150a.4	Total weight of non-mineral waste generated
		Sustainability Performance > Key Performance Data (see page 116)	EM-MM-150a.6	Total weight of waste rock generated
		Sustainability Performance > Key Performance Data (see page 116)	EM-MM-150a.7	Total weight of hazardous waste generated
306-4 (14.5.5)	Waste diverted from disposal	Sustainability Performance > Key Performance Data (see page 116)	EM-MM-150a.8	Total weight of hazardous waste recycled
306-5 (14.5.6)	Waste directed to disposal	Sustainability Performance > Key Performance Data (see page 116)		
<b>Tailings</b> <span style="float: right;">\$</span>				
<b>GRI 3: Material Topics</b>				
3-3 (14.6.1)	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Tailings Stewardship (see page 47) Planet > Our Approach > Waste and Tailings (see page 86) Environmental, Health, Safety and Sustainability Policy	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	Sustainability Approach > Tailings Stewardship (see page 47) Planet > Our Approach > Waste and Tailings (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	Mine Tailings Disclosure Table	EM-MM-540a.1	Tailings storage facility inventory table
		Sustainability Performance > Key Performance Data (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	Sustainability Approach > Sustainability Governance (see page 34) People > Our Approach > Culture and Engagement (see page 55) People > Our Approach > Diversity and Inclusion (see page 55) People > Peru (see page 56) People > Manitoba (see page 59) People > British Columbia (see page 61) People > Arizona and Nevada (see page 63)		
GRI 401: Employment				
401-1 (14.17.3)	New employee hires and employee turnover	Sustainability Performance > Key Performance Data (see page 103)		
<b>Labour/Management Relations</b>				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) People > Our Approach > Culture and Engagement (see page 55) People > Peru (see page 56) People > Manitoba (see page 59) People > British Columbia (see page 61) People > Arizona and Nevada (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	Sustainability Performance > Key Performance Data (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	Sustainability Approach > Sustainability Governance (see page 34) People > Our Approach > Health and Safety (see page 54) Sustainability Performance > 2025 Targets and Achievements (see page 119) Sustainability Performance > 2026 Targets (see page 120) Environmental, Health, Safety and Sustainability Policy		
GRI 403: Occupational Health and Safety				
403-1 (14.16.2)	Occupational health and safety management system	People > Our Approach > Health and Safety (see page 54)		
403-5 (14.16.6)	Worker training on occupational health and safety	People > Peru > Health and Safety (see page 56) People > Manitoba > Safety and Innovation (see page 60) People > British Columbia > Safety (see page 62) People > Arizona and Nevada > Safety Foundation (see page 63)		
<b>Security Practices</b>				
GRI 3: Material Topics				
3-3 (14.14.1)	Management of material topics	Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Human Rights and Security > Security Practices (see page 46) Environmental, Health, Safety and Sustainability Policy Human Rights Policy		
GRI 410: Security Practices				
410-1 (14.14.2)	Security personnel trained in human rights policies or procedures	Sustainability Performance > Key Performance Data (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	Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Stakeholder Engagement (see page 41) Sustainability Approach > Human Rights and Security (see page 45) People > Our Approach > Diversity and Inclusion (see page 55) Communities > Manitoba > Indigenous Relations (see page 74) Human Rights Policy	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	Sustainability Performance > Key Performance Data (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	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Human Rights and Security (see page 45) Sustainability Approach > Responsible Supply Chain (see page 49) People > Our Approach > Diversity and Inclusion (see page 55) Human Rights Policy		

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	Sustainability Performance > Key Performance Data (see page 110)		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supplier Code of Conduct and Ethics Customer Code of Conduct and Ethics		
<b>Local Communities</b>				<b>Community Relations</b> 
<b>GRI 3: Material Topics</b>				
3-3 (14.10.1)	Management of material topics	Our Company > Business Conduct > Risks, Issues or Complaints (see page 20) Our Company > Risk Management (see page 21) Sustainability Approach > Sustainability Governance (see page 34) Sustainability Approach > Responsible Supply Chain (see page 49) People > Our Approach > Diversity and Inclusion (see page 55) Communities > Our Approach > Community Relationships (see page 70) Communities > Our Approach > Local Hiring and Procurement (see page 70) Communities > Our Approach > Community Development (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	Sustainability Performance > Key Performance Data (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	Sustainability Performance > Key Performance Data (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	Sustainability Performance > Key Performance Data (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	Sustainability Performance > Key Performance Data (see page 112)		
<b>Resettlement</b>				
GRI 3: Material Topics				
3-3	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Communities > Our Approach > Resettlement and Land Use (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	Sustainability Performance > Key Performance Data (see page 110)		
<b>Closure Planning</b>				
GRI 3: Material Topics				
3-3 (14.8.1)	Management of material topics	Sustainability Approach > Sustainability Governance (see page 34) Communities > Our Approach (see page 68) Planet > Our Approach > Land and Biodiversity (see page 83) Planet > Our Approach > Closure and Reclamation (see page 86) Environmental, Health, Safety and Sustainability Policy		
MM10: Closure Planning				
MM10 (14.8.4) (14.8.8)	Number and percentage of operations with closure plans	Sustainability Performance > Key Performance Data (see page 111)		
MM1: Biodiversity				
MM1 (14.8.6)	Amount of land disturbed or rehabilitated	Sustainability Performance > Key Performance Data (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>	
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	Our Company > Corporate Governance (see page 16) Sustainability Approach > Sustainability Governance (see page 34) Climate-Related Disclosure Supplement > Board Oversight (see page 5)
Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	Our Company > Management Team (see page 24) Sustainability Approach > Sustainability Governance (see page 34) Planet > Our Approach (see page 83) Climate-Related Disclosure Supplement > Management Responsibilities (see page 5)
<b>Strategy</b>	
The climate-related risks and opportunities that could reasonably be expected to affect the company's prospects	Climate-Related Disclosure Supplement > Assessing Climate Risks and Opportunities (see page 11)
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	Climate-Related Disclosure Supplement > Decarbonizing Our Operations and Supply Chain (see page 8) Climate-Related Disclosure Supplement > Assessing Climate Risks and Opportunities (see page 11)
The effects of climate-related risks and opportunities on the company's strategy and decision-making	Our Company > Strategy (see page 23) Planet > Our Approach > Climate Change (see page 84) Climate-Related Disclosure Supplement > Strategy and Targets (see page 7) Climate-Related Disclosure Supplement > Decarbonizing Our Operations and Supply Chain (see page 8) Climate-Related Disclosure Supplement > Assessing Climate Risks and Opportunities (see page 11)
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	Climate-Related Disclosure Supplement > Assessing Climate Risks and Opportunities (see page 11)
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	Our Company > Strategy (see page 23) Climate-Related Disclosure Supplement > Scenario Analysis (page 7) Climate-Related Disclosure Supplement > Key Decarbonization Levers (page 9)

**DISCLOSURE****PAGE NUMBER(S) AND/OR URL(S)****Risk Management**

The processes and related policies the company uses to identify, assess, prioritize and monitor climate-related risks

Climate-Related Disclosure Supplement > Identifying and Assessing Climate-Related Risks and Opportunities (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

Our Company > Strategy (see page 23)  
Climate-Related Disclosure Supplement > Identifying and Assessing Climate-Related Risks and Opportunities (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

Our Company > Risk Management (see page 21)  
Our Company > Risk Management > Climate Risks (see page 22)  
Sustainability Approach > Materiality (see page 38)  
Climate-Related Disclosure Supplement > Managing Climate-Related Risks and Opportunities (see page 13)

**Metrics and Targets**

Disclose information relevant to the cross-industry metric categories (e.g., greenhouse gases)

Sustainability Performance > Key Performance Data (see page 113)  
Climate-Related Disclosure Supplement > Metrics (see page 14)  
Climate-Related Disclosure Supplement > Methodology and Basis of Preparation (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

Planet > Our Approach > Climate Change (see page 84)  
Sustainability Performance > Key Performance Data (see page 97)  
Climate-Related Disclosure Supplement > Executive Compensation (see page 6)  
Climate-Related Disclosure Supplement > GHG Emissions Reduction Targets (see page 7)