

# Key Performance Data

| Economic (in \$ millions, unless otherwise stated)     | 2021       | 2020       | 2019       | 2018       | 2017       |
|--|------------|------------|------------|------------|------------|
| <b>Direct economic value generated and distributed</b> |            |            |            |            |            |
| Profit (loss) before tax                               | \$ (217.4) | \$ (144.6) | \$ (452.8) | \$ 170.8   | \$ 198.7   |
| Revenues   | \$ (59.9)  | \$ 1,088.7 | \$ 1,237.4 | \$ 1,472.3 | \$ 1,362.6 |
| <b>Operating costs</b>                                 |            |            |            |            |            |
| Canada   | 706.2      | 450.0      | 448.3      | 458.5      | 439.0      |
| US   | 39.4       | 6.1        | 29.7       | 1.8        | 0.5        |
| Peru   | 379.9      | 311.3      | 375.9      | 374.7      | 297.7      |
| Chile  | 0.3        | 0.3        | 5.5        | 5.8        | 3.9        |
| Total  | \$ 1,125.8 | \$ 767.7   | \$ 859.4   | \$ 840.8   | \$ 741.1   |
| <b>Employee wages and benefits</b>                     |            |            |            |            |            |
| Canada   | 183.1      | 168.2      | 150.8      | 161.3      | 174.0      |
| US   | 5.5        | 4.0        | 5.9        | 6.2        | 5.7        |
| Peru   | 60.8       | 50.6       | 45.4       | 47.3       | 41.8       |
| Chile  | 0.0        | 0.0        | 0.0        | 0.0        | 0.0        |
| Total  | \$ 249.4   | \$ 222.8   | \$ 202.1   | \$ 214.8   | \$ 221.5   |
| <b>Payments to government</b>                          |            |            |            |            |            |
| Taxes paid   |            |            |            |            |            |
| Canada   | 2.7        | 2.2        | 5.8        | 9.6        | 9.1        |
| US   | 0.1        | 0.0        | 0.0        | 0.2        | 0.2        |
| Peru   | 28.0       | 24.1       | 32.9       | 47.6       | 23.5       |
| Chile  | 0.0        | 0.0        | 0.0        | 0.0        | 0.0        |
| Total  | \$ 30.8    | \$ 26.3    | \$ 38.7    | \$ 57.4    | \$ 32.8    |

| <b>Economic (in \$ millions, unless otherwise stated)</b>    | <b>2021</b>        | <b>2020</b> | <b>2019</b> | <b>2018</b> | <b>2017</b> |
|--|--------------------|-------------|-------------|-------------|-------------|
| Municipal taxes and grants                                   |                    |             |             |             |             |
| Canada   | <b>14.4</b>        | 10.9        | 6.6         | 5.7         | 6.9         |
| US   | <b>0.3</b>         | 0.2         | 0.0         | 0.0         | 0.1         |
| Peru   | <b>12.2</b>        | 10.5        | 9.7         | 2.9         | 3.5         |
| Chile  | <b>0.0</b>         | 0.0         | 0.0         | 0.0         | 0.0         |
| Total  | <b>\$ 30.8</b>     | \$ 21.6     | \$ 16.3     | \$ 8.6      | \$ 10.5     |
| Penalties and interest paid                                  |                    |             |             |             |             |
| Canada   | <b>0.0</b>         | 0.0         | 0.0         | 0.0         | 0.0         |
| US   | <b>0.0</b>         | 0.0         | 0.0         | 0.0         | 0.0         |
| Peru   | <b>0.0</b>         | 0.1         | 2.1         | 0.0         | 0.4         |
| Chile  | <b>0.0</b>         | 0.0         | 0.0         | 0.0         | 0.0         |
| Total  | <b>\$ 0.0</b>      | \$ 0.1      | \$ 2.1      | \$ 0.0      | \$ 0.4      |
| <b>Payments to providers of capital</b>                      |                    |             |             |             |             |
| Dividends paid   | <b>\$ 4.1</b>      | \$ 3.8      | \$ 3.9      | \$ 4.0      | \$ 3.7      |
| Interest payments made to providers of loans                 | <b>\$ 84.4</b>     | \$ 81.5     | \$ 74.8     | \$ 74.8     | \$ 52.7     |
| Financing fees paid  |                    |             |             |             |             |
| Canada   | <b>8.5</b>         | 4.7         | 1.7         | 3.6         | 6.6         |
| Peru   | <b>11.2</b>        | 11.5        | 24.4        | 17.0        | 20.0        |
| Total  | <b>\$ 19.6</b>     | \$ 16.2     | \$ 26.1     | \$ 20.6     | \$ 26.6     |
| <b>Capital expenditures – cash flow basis</b>                | <b>\$ 377.4</b>    | \$ 361.2    | \$ 259.2    | \$ 190.9    | \$ 249.8    |
| <b>Payments – local communities for land use (in \$000s)</b> |                    |             |             |             |             |
| Canada   | <b>3.1</b>         | 0.0         | 0.0         | 0.0         | 0.0         |
| US   | <b>0.0</b>         | 0.0         | 0.0         | 0.0         | 0.0         |
| Peru   | <b>26,195.0</b>    | 98,322.0    | 3,355.0     | 1,062.0     | 2,149.0     |
| Total land use payments                                      | <b>\$ 26,198.1</b> | \$ 98,322.0 | \$ 3,355.0  | \$ 1,062.0  | \$ 2,149.0  |

| Economic (in \$ millions, unless otherwise stated)         | 2021              | 2020       | 2019       | 2018       | 2017       |
|--|-------------------|------------|------------|------------|------------|
| <b>Public benefit</b>                                      |                   |            |            |            |            |
| Community investments and charitable donations (in \$000s) |                   |            |            |            |            |
| Canada   | 702.8             | 552.3      | 373.8      | 395.6      | 287.5      |
| US   | 94.5              | 93.0       | 162.0      | 204.5      | 178.7      |
| Peru   | 8,480.0           | 4,633.0    | 7,572.0    | 4,499.7    | 5,941.2    |
| Chile  | 0.0               | 0.0        | 0.0        | 0.0        | 0.0        |
| Total community investments and donations <sup>1</sup>     | \$ 9,277.3        | \$ 5,278.4 | \$ 8,107.8 | \$ 5,099.8 | \$ 6,407.4 |
| Resettlement investment (Peru) (in \$000s)                 | \$ 43.0           | \$ 0.0     | \$ 0.0     | \$ 130.0   | \$ 98.0    |
| <b>Production (contained metal in concentrate)</b>         |                   |            |            |            |            |
| Manitoba   |                   |            |            |            |            |
| Copper (000 tonnes)  | 21.7              | 22.2       | 23.4       | 32.4       | 37.4       |
| Zinc (000 tonnes)  | 93.5              | 11.8       | 119.1      | 115.6      | 135.2      |
| Gold (000 ounces)  | 143.5             | 112.2      | 95.0       | 95.7       | 91.0       |
| Silver (000 ounces)  | 1,072.5           | 1,127.9    | 1,080.6    | 1,224.6    | 113.3      |
| Peru   |                   |            |            |            |            |
| Copper (000 tonnes)  | 77.8              | 73         | 113.8      | 122.2      | 121.8      |
| Gold (000 ounces)  | 50.3              | 12.4       | 19.7       | 24.2       | 17.6       |
| Silver (000 ounces)  | 1,972.9           | 1,623.0    | 2,504.8    | 2,729.9    | 2,374.0    |
| Molybdenum (000 ounces)                                    | 1.1               | 1.2        | 1.3        | 0.9        | 0.5        |
| Total  |                   |            |            |            |            |
| Copper (000 tonnes)  | 92.2              | 95.3       | 137.2      | 154.6      | 159.2      |
| Zinc (000 tonnes)  | 96.4              | 118.1      | 119.1      | 115.6      | 135.2      |
| Gold (000 ounces)  | 168.4             | 124.6      | 114.7      | 119.9      | 108.6      |
| Silver (000 ounces)  | 3,045.5           | 2,750.9    | 3,585.3    | 3,954.5    | 3,487.3    |
| Molybdenum (000 ounces)                                    | 1.1               | 1.2        | 1.3        | 0.9        | 0.5        |
| <b>Metal production</b>                                    |                   |            |            |            |            |
| Zinc (000 tonnes)  | 89.6 <sup>2</sup> | 111.6      | 103.3      | 102.1      | 107.9      |

<sup>1</sup> Political donations are included in this total; however, in accordance with Hudbay policy, political donations were \$0.

<sup>2</sup> Zinc metal production is the final product made from the zinc metal in concentrate. We neither sold nor bought zinc concentrate in the reporting year.

| Employees  | 2021  | 2020  | 2019  | 2018  | 2017  |
|--|-------|-------|-------|-------|-------|
| <b>Total workforce</b>   |       |       |       |       |       |
| Full-time employees  |       |       |       |       |       |
| Manitoba   | 1,323 | 1,392 | 1,411 | 1,382 | 1,332 |
| Corporate  | 75    | 76    | 69    | 74    | 70    |
| Arizona  | 60    | 28    | 25    | 33    | 35    |
| Peru   | 787   | 739   | 728   | 690   | 304   |
| Total full-time employees  | 2,245 | 2,235 | 2,233 | 2,179 | 1,741 |
| <b>Employment</b>  |       |       |       |       |       |
| Part-time employees  |       |       |       |       |       |
| Manitoba   | 34    | 31    | 14    | 13    | 20    |
| Corporate  | 0     | 0     | 1     | 0     | 0     |
| Arizona  | 0     | 4     | 2     | 2     | 4     |
| Peru   | 0     | 0     | 0     | 0     | 0     |
| Total part-time employees  | 34    | 35    | 17    | 15    | 24    |
| Contract (term) employees  |       |       |       |       |       |
| Manitoba   | 56    | 51    | 64    | 34    | 19    |
| Corporate  | 2     | 1     | 2     | 4     | 2     |
| Arizona  | 45    | 1     | 1     | 1     | 1     |
| Peru   | 139   | 165   | 130   | 165   | 444   |
| Total contract employees   | 242   | 218   | 197   | 211   | 516   |
| Co-op and summer students hired  |       |       |       |       |       |
| Manitoba   | 26    | 20    | 13    | 27    | 26    |
| Corporate  | 0     | 4     | 5     | 3     | 3     |
| Arizona  | 3     | 0     | 0     | 3     | 1     |
| Peru   | 33    | 30    | 23    | 12    | 12    |
| Total co-op/summer students  | 62    | 54    | 41    | 45    | 42    |
| Employees represented by collective bargaining agreements  | 1,332 | 1,389 | 1,238 | 1,370 | 1,313 |
| Percentage of employees represented by trade unions (includes all full-time and part-time employees) | 58%   | 61%   | 55%   | 58%   | 59%   |

| Employees  | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|------|------|------|------|------|
| <b>Operational changes</b>   |      |      |      |      |      |
| Minimum number of weeks provided before operational changes (MBU only) | 2    | 2    | 2    | 2    | 2    |
| Negotiated into collective agreements (MBU only)                       | Yes  | Yes  | Yes  | Yes  | Yes  |
| Number of strikes or lockouts exceeding one week                       |      |      |      |      |      |
| Manitoba   | 0    | 0    | 0    | 0    | 0    |
| Corporate  | N/ap | N/ap | N/ap | N/ap | N/ap |
| Arizona  | N/ap | N/ap | N/ap | N/ap | N/ap |
| Peru   | 0    | 0    | 0    | 0    | 0    |
| Total  | 0    | 0    | 0    | 0    | 0    |
| <b>Employee turnover (includes all full-time employees)</b>            |      |      |      |      |      |
| Manitoba   | 254  | 179  | 168  | 189  | 192  |
| Corporate  | 13   | 10   | 18   | 7    | 8    |
| Arizona  | 46   | 10   | 18   | 10   | 8    |
| Peru   | 81   | 104  | 84   | 108  | 128  |
| Total  | 394  | 303  | 288  | 314  | 336  |
| Employee turnover – age distribution                                   |      |      |      |      |      |
| <30  | 29%  | 21%  | 18%  | 25%  | 20%  |
| 30–50  | 45%  | 42%  | 47%  | 44%  | 45%  |
| >50  | 26%  | 37%  | 35%  | 31%  | 35%  |
| Employee turnover – gender   |      |      |      |      |      |
| Male   | 80%  | 82%  | 79%  | 76%  | 79%  |
| Female   | 20%  | 18%  | 21%  | 24%  | 21%  |
| Voluntary turnover rate (Hudbay total)                                 | 14%  | 9%   | 9%   | 10%  | 13%  |
| Involuntary turnover rate (Hudbay total)                               | 2%   | 5%   | 4%   | 4%   | 6%   |

| Employees  | 2021       | 2020       | 2019       | 2018      | 2017       |
|--|------------|------------|------------|-----------|------------|
| <b>New employee hires</b>  |            |            |            |           |            |
| Manitoba   | 189        | 172        | 233        | 222       | 220        |
| Corporate  | 13         | 8          | 13         | 15        | 13         |
| Arizona  | 35         | 16         | 8          | 3         | 6          |
| Peru   | 112        | 146        | 98         | 227       | 238        |
| Total  | 349        | 342        | 352        | 467       | 477        |
| <b>New hires – age distribution</b>  |            |            |            |           |            |
| <30  | 45%        | 36%        | 39%        | 35%       | 39%        |
| 30–50  | 44%        | 54%        | 45%        | 59%       | 52%        |
| >50  | 11%        | 11%        | 16%        | 12%       | 9%         |
| <b>New hires – gender</b>  |            |            |            |           |            |
| Male   | 68%        | 80%        | 78%        | 81%       | 81%        |
| Female   | 32%        | 20%        | 22%        | 19%       | 19%        |
| <b>Net number of full-time employees added (decreased)</b>   |            |            |            |           |            |
| Canada   | (70)       | (12)       | 24         | 54        | 16         |
| US   | 32         | 3          | (8)        | (2)       | (5)        |
| Peru   | 48         | 11         | 38         | 386       | 74         |
| Total  | 10         | 2          | 54         | 438       | 85         |
| <b>Senior management from local community</b>  | 5          | 5          | 4          | 6         | 5          |
| <b>Number of contractor full-time equivalent staff</b>   |            |            |            |           |            |
| Manitoba   | 710        | 456        | 407        | 429       | 284        |
| Peru   | 2,838      | 1,774      | 2,283      | 1,737     | 2,780      |
| Arizona  | 37         | 14         | 15         | 13        | 9          |
| <b>Person-hours of work (including contractors)</b>  |            |            |            |           |            |
| North America  | 5,583,816  | 3,902,648  | 3,750,575  | 3,701,855 | 3,232,379  |
| South America  | 7,551,957  | 6,257,428  | 7,146,600  | 5,992,125 | 7,867,939  |
| Total person-hours   | 13,135,773 | 10,160,076 | 10,897,175 | 9,693,980 | 11,100,318 |
| <b>Employees receiving regular performance and career development reviews (includes all full-time employees)</b> |            |            |            |           |            |
| Percentage reviewed  | 62%        | 59%        | 53%        | 46%       | 40%        |

| Employees   | 2021  | 2020   | 2019   | 2018  | 2017  |
|---|-------|--------|--------|-------|-------|
| <b>Hudbay total workforce age distribution (includes all full-time employees)</b> |       |        |        |       |       |
| <30   | 16%   | 16%    | 17%    | 17%   | 15%   |
| 30–50   | 59%   | 66%    | 64%    | 62%   | 53%   |
| >50   | 25%   | 26%    | 27%    | 31%   | 33%   |
| <b>Composition of employees</b>   |       |        |        |       |       |
| Workforce diversity (Includes all full-time employees)                            |       |        |        |       |       |
| Female  |       |        |        |       |       |
| Manitoba  | 19%   | 18%    | 16%    | 15%   | 15%   |
| Corporate   | 42%   | 41%    | 48%    | 43%   | 47%   |
| Arizona   | 29%   | 32%    | 28%    | 45%   | 49%   |
| Peru  | 10%   | 12%    | 12%    | 12%   | 25%   |
| Total   | 17%   | 17%    | 16%    | 16%   | 18%   |
| Percentage of workforce that are female (MBU only)                                | 16%   | 16%    | 16%    | 16%   | 18%   |
| Percentage of workforce that are Indigenous (MBU only)                            | 16%   | 15%    | 15%    | 15%   | 14%   |
| Percentage of workforce that are disabled (MBU only)                              | 2%    | 2%     | 4%     | 4%    | 5%    |
| Percentage of workforce that are visible minorities (MBU only)                    | 7%    | 5%     | 6%     | 6%    | 6%    |
| <b>Composition of executive management and corporate governance bodies</b>        |       |        |        |       |       |
| Board of Directors (ratio male to female)   | 2.3:1 | 2.3:1  | 2.7:1  | 2.5:1 | 2.3:1 |
| Age distribution  |       |        |        |       |       |
| <30   | 0%    | 0%     | 0%     | 0%    | 0%    |
| 30–50   | 10%   | 10%    | 9%     | 0%    | 0%    |
| >50   | 90%   | 90%    | 91%    | 100%  | 100%  |
| Executive management (ratio male to female)                                       | 6:1   | 13.0:1 | 13.0:1 | 7:1   | 5:1   |
| Age distribution  |       |        |        |       |       |
| <30   | 0%    | 0%     | 0%     | 0%    | 0%    |
| 30–50   | 47%   | 43%    | 43%    | 30%   | 29%   |
| >50   | 53%   | 57%    | 57%    | 70%   | 71%   |

| Employees   | 2021             | 2020   | 2019   | 2018   | 2017   |
|---|------------------|--------|--------|--------|--------|
| <b>Ratio of annual compensation of highest paid individual to mean total compensation (includes all full-time employees, and Peru contract employees)</b> |                  |        |        |        |        |
| Canada (MBU, excluding Corporate office)  | 7.4:1            | 7.1:1  | 4.1:1  | 5.8:1  | 6.8:1  |
| Canada (including Corporate office)   | 30.8:1           | 23.0:1 | 26.4:1 | 28.3:1 | 23.4:1 |
| Peru  | 16.1:1           | 14.5:1 | 17.8:1 | 19.1:1 | 19.5:1 |
| US (ABU)  | 32.5:1           | 8.8:1  | 4.4:1  | 5.5:1  | 4.8:1  |
| <b>Workforce represented in formal joint management-worker Health and Safety Committees</b>   |                  |        |        |        |        |
| Percentage represented  | 97% <sup>1</sup> | 99%    | 99%    | 100%   | 100%   |
| <b>Health and safety performance (per 200,000 hours worked, except where noted)</b>   |                  |        |        |        |        |
| Lost time injury (LTI) frequency  |                  |        |        |        |        |
| Manitoba  | 0.6              | 0.6    | 0.7    | 0.9    | 1.0    |
| Manitoba contractors  | 0.1              | 0.2    | 0.0    | 0.0    | 0.7    |
| Peru  | 0.0              | 0.1    | 0.1    | 0.1    | 0.1    |
| Peru contractors  | 0.0              | 0.0    | 0.0    | 0.1    | 0.0    |
| Arizona   | 0.0              | 0.0    | 0.0    | 0.0    | 0.0    |
| Arizona contractors   | 0.0              | 0.0    | 0.0    | 0.0    | 0.0    |
| Chile   | 0.0              | 0.0    | 0.0    | 0.0    | N/av   |
| Chile contractors   | 0.0              | 0.0    | 0.0    | 2.6    | N/av   |
| Other North America (not including MBU and ABU)   | 0.0              | 0.0    | 0.0    | 0.0    | 0.0    |
| Other North America contractors (not including MBU and ABU)   | 0.0              | 0.0    | 0.0    | 0.0    | 0.0    |
| Other South America (not including Peru and Chile)  | 0.0              | 0.0    | 0.0    | 0.0    | 0.0    |
| Other South America contractors (not including Peru and Chile)  | 0.0              | 0.0    | 0.0    | 0.0    | 0.0    |
| Total   | 0.2              | 0.2    | 0.2    | 0.3    | 0.3    |

<sup>1</sup> Hubday's Arizona employees are currently not covered because the size of their office does not require it.



| Employees   | 2021               | 2020 | 2019 | 2018  | 2017 |
|---|--------------------|------|------|-------|------|
| Lost time injury severity (SEV)                       |                    |      |      |       |      |
| Manitoba  | 8.8                | 10.5 | 5.5  | 41.3  | 34.4 |
| Manitoba contractors                                  | 826.5 <sup>1</sup> | 6.1  | 0.0  | 0.0   | 13.9 |
| Peru  | 0.0                | 0.0  | 9.4  | 2.5   | 0.5  |
| Peru contractors                                      | 0.2                | 0.0  | 1.6  | 3.3   | 0.0  |
| Arizona   | 0.0                | 0.0  | 0.0  | 0.0   | 0.0  |
| Arizona contractors                                   | 0.0                | 0.0  | 0.0  | 0.0   | 0.0  |
| Chile   | 0.0                | 0.0  | 0.0  | 0.0   | N/av |
| Chile contractors                                     | 0.0                | 0.0  | 0.0  | 178.7 | N/av |
| North America (not including MBU and ABU)             | 0.0                | 0.0  | 0.0  | 0.0   | 0.0  |
| North America contractors (not including MBU and ABU) | 0.0                | 0.0  | 0.0  | 0.0   | 0.0  |
| South America (not including Peru)                    | 0.0                | 0.0  | 0.0  | 0.0   | 0.0  |
| South America contractors (not including Peru)        | 0.0                | 0.0  | 0.0  | 0.0   | 0.0  |
| Total   | 94.9               | 3.4  | 4.1  | 13.1  | 8.4  |
| Total recordable injury frequency                     |                    |      |      |       |      |
| Manitoba  | 2.8                | 2.7  | 3.1  | 3.7   | N/av |
| Manitoba contractors                                  | 5.7                | 3.4  | 4.3  | 2.3   | N/av |
| Peru  | 0.1                | 0.2  | 0.3  | 0.2   | N/av |
| Peru contractors                                      | 0.4                | 0.4  | 0.3  | 0.3   | N/av |
| Arizona   | 5.2                | 4.2  | 0.0  | 0.0   | N/av |
| Arizona contractors                                   | 0.0                | 0.0  | 0.0  | 0.0   | N/av |
| Chile   | 0.0                | 0.0  | 0.0  | 0.0   | N/av |
| Chile contractors                                     | 0.0                | 0.0  | 4.4  | 2.6   | N/av |
| North America (not including MBU and ABU)             | 0.0                | 0.0  | 1.3  | 0.0   | N/av |
| North America contractors (not including MBU and ABU) | 0.0                | 0.0  | 0.0  | 0.0   | N/av |
| South America (not including Peru)                    | 0.0                | 0.0  | 0.0  | 0.0   | N/av |
| South America contractors (not including Peru)        | 0.0                | 0.0  | 0.0  | 0.0   | N/av |
| Total   | 1.4                | 1.3  | 1.3  | 1.3   | N/av |

<sup>1</sup> Our lost time injury severity in the business unit increased from 2020 to 2021 due to the convention of recording 6,000 days lost in the case of the fatality that occurred in June 2021 at our Lalor operation.

| Employees  | 2021           | 2020 | 2019 | 2018 | 2017 |
|--|----------------|------|------|------|------|
| First aid (FA) frequency   |                |      |      |      |      |
| Manitoba   | 14.0           | 18.1 | 20.8 | 28.9 | 16.8 |
| Manitoba contractors   | 14.5           | 12.6 | 16.6 | 8.7  | 2.4  |
| Peru   | 0.2            | 0.2  | 0.4  | 1.0  | 0.9  |
| Peru contractors   | 0.8            | 0.8  | 0.9  | 1.3  | 0.7  |
| Arizona  | 2.6            | 0.0  | 3.4  | 0.0  | 0.0  |
| Arizona contractors  | 1.2            | 0.0  | 12.5 | 0.0  | 10.5 |
| Chile  | 0.0            | 0.0  | 0.0  | 0.0  | N/av |
| Chile contractors  | 0.0            | 0.0  | 0.0  | 0.0  | N/av |
| North America (not including MBU and ABU)  | 0.0            | 0.0  | 0.0  | 1.4  | 0.0  |
| North America contractors (not including MBU and ABU)  | 0.0            | 0.0  | 0.0  | 0.0  | 0.0  |
| South America (not including Peru)   | 0.0            | 0.0  | 0.0  | 0.0  | 0.0  |
| South America contractors (not including Peru)   | 0.0            | 0.0  | 0.0  | 0.0  | 0.0  |
| Total  | 4.9            | 6.4  | 6.9  | 8.6  | 4.3  |
| Fatality   | 1 <sup>1</sup> | 0    | 0    | 0    | 0    |
| Absentee rate (as a percentage of hours scheduled to be worked)  | N/av           | N/av | N/av | N/av | N/av |
| Reportable occurrences (defined as EHS incidents required by Hudbay policy to be reported to our Board of Directors) | 61             | 57   | 81   | 79   | 56   |

<sup>1</sup> Tragically, in June 2021 there was a fatal incident at our Lalor underground mine in Manitoba. The incident, a fall from height, occurred during underground mining operations. More information about this incident and the actions following can be found in Fall-from-Heights Incidents Bring Greater Attention to Fatality Risks.

|  | Corporate | MBU             |           | Peru      |           | ABU        |           |
|--|-----------|-----------------|-----------|-----------|-----------|------------|-----------|
| Benefits 2021  | Full time | Full time       | Part time | Full time | Part time | Full time  | Part time |
| Life insurance                                       | Yes       | Yes             | Yes       | Yes       | N/ap      | Yes        | No        |
| Health care  | Yes       | Yes             | Yes       | Yes       | N/ap      | Yes        | No        |
| Disability and invalidity coverage                   | Yes       | Yes             | No        | Yes       | N/ap      | Yes        | No        |
| Parental leave                                       | Yes       | Yes             | No        | Yes       | N/ap      | Yes        | No        |
| Retirement provision                                 | Yes       | Yes             | No        | Yes       | N/ap      | Yes (401k) | No        |
| Stock ownership                                      | Yes       | Yes             | No        | Yes       | N/ap      | Yes        | No        |
| Other – critical illness insurance                   | Yes       | Management only | No        | Yes       | N/ap      | No         | No        |
| Other – accidental death and dismemberment insurance | Yes       | Yes             | No        | Yes       | N/ap      | Yes        | No        |

| Society  | 2021                   | 2020  | 2019  | 2018  | 2017  |
|--|------------------------|-------|-------|-------|-------|
| <b>Total number of incidents of discrimination (and actions taken)</b>                 | <b>0</b>               | 0     | 0     | 1     | 0     |
| <b>Land use disputes</b>   | <b>2</b>               | 0     | 1     | 1     | 2     |
| <b>Resettlements</b>   |                        |       |       |       |       |
| Number of households (Peru only)   | <b>0</b>               | 0     | 0     | 0     | 0     |
| Number of individuals (Peru only)  | <b>0</b>               | 0     | 0     | 0     | 0     |
| <b>Employees trained in anti-corruption policies</b>                                   |                        |       |       |       |       |
| Number – employees   | <b>894</b>             | 1,193 | 1,245 | 1,064 | 952   |
| Percentage of workforce  | <b>40%<sup>1</sup></b> | 53%   | 56%   | 49%   | 55%   |
| Percentage of management   | <b>100%</b>            | 100%  | 100%  | 100%  | 100%  |
| <b>Employees that anti-corruption policies have been communicated to</b>               |                        |       |       |       |       |
| Number – management  | <b>354</b>             | 546   | 562   | 564   | 580   |
| Percentage   | <b>58%</b>             | 90%   | 92%   | 100%  | 100%  |
| Number – non-management  | <b>640</b>             | 1,809 | 1,810 | 1,840 | 1,649 |
| Percentage   | <b>35%</b>             | 98%   | 99%   | 100%  | 100%  |
| <b>Number and percentage of operations assessed for corruption risks</b>               |                        |       |       |       |       |
| Number – operations  | <b>4</b>               | 4     | 4     | 4     | 4     |
| Percentage   | <b>100%</b>            | 100%  | 100%  | 100%  | 100%  |
| <b>Governance body members that anti-corruption policies have been communicated to</b> |                        |       |       |       |       |
| Number   | <b>10</b>              | 10    | 9     | 10    | 10    |
| Percentage   | <b>100%</b>            | 100%  | 100%  | 100%  | 100%  |
| <b>Governance body members that received training on anti-corruption</b>               |                        |       |       |       |       |
| Number   | <b>10<sup>2</sup></b>  | 10    | 9     | 10    | 10    |
| Percentage   | <b>100%</b>            | 100%  | 100%  | 100%  | 100%  |

<sup>1</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 40% 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, and Statement of Anti-Corruption).

<sup>2</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.

| Society   | 2021       | 2020       | 2019       | 2018       | 2017       |
|---|------------|------------|------------|------------|------------|
| <b>Average hours of training (Peru and Arizona business units only)</b>                   |            |            |            |            |            |
| Males in management   | 26.43      | 26.97      | 32.35      | 65.69      | 60.70      |
| Females in management   | 0.70       | 1.37       | 20.00      | 75.73      | 65.98      |
| Males in non-management   | 0.96       | 52.37      | 42.92      | 118.09     | 100.09     |
| Females in non-management   | 3.04       | 48.53      | 20.14      | 113.48     | 85.82      |
| Average spend (DJSI)  | \$208      | \$466      | \$466      | \$208      | \$362      |
| <b>Security practices (security personnel training)</b>                                   |            |            |            |            |            |
| Hudbay security personnel trained in human rights policies and procedures                 |            |            |            |            |            |
| Number  | 16         | 21         | 16         | 15         | 15         |
| Percentage  | 89%        | 100%       | 100%       | 100%       | 100%       |
| Contractor security personnel trained in human rights policies and procedures             |            |            |            |            |            |
| Number  | 129        | 125        | 116        | 135        | 124        |
| Percentage  | 100%       | 100%       | 100%       | 98%        | 98%        |
| <b>Value of fines or sanctions for non-compliance with laws and regulations</b>           | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> |
| <b>Grievances about impacts on society</b>  |            |            |            |            |            |
| Number filed through formal grievance mechanisms  | 55         | 64         | 78         | 15         | 20         |
| Number addressed during reporting period  | 55         | 64         | 9          | 15         | 20         |
| Number resolved during reporting period   | 46         | 53         | 69         | 1          | 12         |
| Number filed prior to the reporting period that were resolved during the reporting period | 0          | 0          | 6          | 8          | 8          |
| Number of other concerns  |            |            |            |            |            |
| Environment   | 3          | 7          | 5          | 0          | 4          |
| Labour and commercial practices   | 132        | 151        | 152        | 104        | 113        |
| Resettlement/livelihood   | 1          | 9          | 4          | 0          | 2          |
| Human rights  | 1          | 1          | 1          | 0          | 1          |
| Other   | 48         | 26         | 25         | 4          | 1          |

| Society  | 2021   | 2020   | 2019   | 2018   | 2017   |
|--|--|--|--|--|--|
| <b>Closure plans</b>   |  |  |  |  |  |
| Identify total number of operations  | 6  | 4  | 4  | 4  | 5  |
| Number of company operations that have closure plans   | 6  | 4  | 4  | 4  | 5  |
| Percentage of total operations with closure plans  | 100%   | 100%   | 100%   | 1  | 1  |
| Number of advanced exploration projects that have closure plans  | 4  | 2  | 3  | 2  | 1  |
| Percentage of advanced exploration projects that have closure plans  | 100%   | 100%   | 100%   | 1  | 1  |
| Overall financial provision representing the present value of future cash flows relating to estimated closure costs per Canadian Generally Accepted Accounting Principles (000s) | \$467,800  | \$343,132  | \$302,116  | \$202,024  | \$200,000  |
| <b>Report whether operations have implemented local community engagement, impact assessments and development programs in line with the Stakeholder Engagement Standard</b>       |  |  |  |  |  |
| Manitoba   | Yes  | Yes  | Yes  | Yes  | Partially  |
| Arizona  | Yes  | Yes  | Yes  | Yes  | Yes  |
| Peru   | Yes  | Yes  | Yes  | Yes  | Yes  |
| Chile  | Yes  | Yes  | Yes  | Yes  | Yes  |
| <b>Report whether operations are taking place in or adjacent to Indigenous peoples' territories</b>  |  |  |  |  |  |
| Manitoba   | Yes  | Yes  | Yes  | Yes  | Yes  |
| Arizona  | Yes  | Yes  | Yes  | Yes  | Yes  |
| Peru   | Yes  | Yes  | Yes  | Yes  | Yes  |
| Chile  | N/ap   | N/ap   | Yes  | Yes  | Yes  |
| <b>Artisanal/small-scale and informal mining</b>   |  |  |  |  |  |
| Manitoba   | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining |
| Arizona  | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining | No artisanal/<br>small-scale or<br>informal mining |
| Peru   | Yes <sup>1</sup>                                   | Yes  | Yes  | Yes  | Yes  |
| Chile  | Yes <sup>2</sup>                                   | Yes  | Yes  | Yes  | Yes  |

<sup>1</sup> Economic compensation has been negotiated with the informal miners who carry out mining activities within the area of the Pampacancha Pit.

<sup>2</sup> Artisanal mining continues to be active adjacent to the Trilco camp.

| Environment  | 2021  | 2020  | 2019  | 2018  | 2017  |
|--|-------|-------|-------|-------|-------|
| <b>Direct energy consumption by primary energy source (terajoules)</b>                               |       |       |       |       |       |
| Propane  | 544   | 624   | 615   | 793   | 629   |
| Diesel   | 1,815 | 1,393 | 1,794 | 1,778 | 2,019 |
| Gasoline   | 19    | 15    | 15    | 15    | 16    |
| Other  | 0     | 0     | 0     | 0     | 0     |
| Total  | 2,378 | 2,031 | 2,424 | 2,586 | 2,664 |
| <b>Direct energy consumption by business unit (terajoules)</b>                                       |       |       |       |       |       |
| Manitoba   | 760   | 846   | 844   | 1,095 | 950   |
| Peru   | 1,618 | 1,185 | 1,579 | 1,485 | 1,710 |
| <b>Indirect energy consumption by business unit (terajoules)</b>                                     |       |       |       |       |       |
| Manitoba   | 3,222 | 3,422 | 3,381 | 3,289 | 3,372 |
| Peru   | 2,555 | 2,300 | 2,523 | 2,530 | 2,279 |
| Total electricity consumed   | 5,777 | 5,722 | 5,905 | 5,820 | 5,652 |
| <b>Indirect energy sold/credits (terajoules)</b>   |       |       |       |       |       |
| Electricity  | 0.00  | 0.00  | 0.84  | 0.42  | 0.47  |
| <b>Total indirect energy consumed by organization</b>  | 5,777 | 5,722 | 5,904 | 5,819 | 5,652 |
| <b>Energy intensity (terajoules per kilotonne of metal in concentrate and cast zinc)</b>             | 29    | 24    | 23    | 23    | 21    |
| <b>Total direct and indirect greenhouse gas emissions (kilotonnes of CO<sub>2</sub>e equivalent)</b> |       |       |       |       |       |
| Direct CO <sub>2</sub> e emissions   |       |       |       |       |       |
| Manitoba   | 48    | 53    | 53    | 69    | 60    |
| Peru   | 130   | 92    | 110   | 103   | 119   |
| Total direct CO <sub>2</sub> e emissions   | 178   | 144   | 161   | 170   | 177   |
| Indirect CO <sub>2</sub> e emissions   |       |       |       |       |       |
| Manitoba   | 3     | 3     | 3     | 3     | 3     |
| Peru   | 123   | 132   | 139   | 140   | 141   |
| Total indirect CO <sub>2</sub> e emissions   | 126   | 135   | 142   | 143   | 144   |
| Total  | 304   | 279   | 444   | 456   | 465   |

| Environment   | 2021                    | 2020   | 2019   | 2018   | 2017   |
|---|-------------------------|--------|--------|--------|--------|
| <b>GHG intensity (tonnes of GHG emissions per kilotonne of metal in concentrate)</b>      | <b>1.86</b>             | 1.30   | 3.12   | 3.08   | 2.70   |
| <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>   |                         |        |        |        |        |
| MBU   | <b>0.00</b>             | 0.00   | 0.00   | 0.00   | 0.00   |
| 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<sup>1</sup></b> | 0.00   | 0.00   | 0.00   | 0.00   |
| Particulate   |                         |        |        |        |        |
| MBU   | <b>0.69</b>             | 0.43   | 0.65   | 0.54   | 0.62   |
| Peru  | <b>0.00</b>             | N/av   | N/av   | N/av   | N/av   |
| Arizona   | <b>0.00</b>             | 0.00   | 0.00   | 0.00   | 0.00   |
| Total   | <b>0.69<sup>2</sup></b> | 0.43   | 0.65   | 0.54   | 0.62   |
| <b>Total water withdrawal (000 cubic metres)</b>  |                         |        |        |        |        |
| Surface water   | <b>11,478</b>           | 12,093 | 12,693 | 13,770 | 11,058 |
| Groundwater   | <b>4,704</b>            | 4,540  | 4,144  | 4,155  | 2,747  |
| Rainwater collected directly and stored by the organization                               | <b>8,479</b>            | 7,705  | 5,093  | 6,193  | 10,242 |
| Waste water from another organization   | <b>0.00</b>             | 0.00   | 0.00   | 0.00   | 0.00   |
| Municipal water supplies  | <b>0.20</b>             | 0.08   | 0.14   | 0.01   | 0.00   |
| Total water withdrawal  | <b>24,661</b>           | 24,338 | 21,930 | 24,118 | 24,047 |
| <b>Percentage and total volume of water recycled and reused</b>                           |                         |        |        |        |        |
| Total volume (000 cubic metres)   | <b>63,224</b>           | 61,283 | 75,088 | 65,698 | 53,474 |
| Percentage  | <b>256%</b>             | 252%   | 342%   | 272%   | 222%   |

<sup>1</sup> We have had zero SO<sub>x</sub> emissions from stationary sources since we closed the smelter in Manitoba in 2010.

<sup>2</sup> In Manitoba, we collect and report on fugitive dust. Collection and reporting at the same level of detail is not required in Peru. Ambient monitoring is conducted and confirmed to be in compliance with regulatory requirements, but total particulate release data is not collected.

| Environment  | 2021                | 2020       | 2019       | 2018       | 2017       |
|--|---------------------|------------|------------|------------|------------|
| <b>Total water discharged (000 cubic metres)</b>   |                     |            |            |            |            |
| To Flin Flon Creek/Ross Lake/Schist Lake   | 11,521              | 14,342     | 12,501     | 15,897     | 13,941     |
| To Anderson Creek/Wekusko Lake   | 1,685               | 4,370      | 4,384      | 4,384      | 9,067      |
| To Moosey Creek/Morgan Lake  | 1,462               | 1,824      | 1,670      | 1,670      | 1,788      |
| Namew Lake   | 40                  | 35         | 30         | 30         | 30         |
| Herblet Lake   | 473                 | 576        | 595        | 5          | 784        |
| To ground  | 0                   | 0          | 0          | 181        | 297        |
| To Chilloroya River (Peru)   | 2,445               | 1,981      | 862        | 1,358      | 294        |
| Total water discharged   | 17,627 <sup>1</sup> | 23,128     | 20,041     | 23,526     | 52,401     |
| <b>Total number of significant spills<sup>2</sup></b>  | 0                   | 1          | 0          | 0          | 3          |
| Volume (liquid) (m <sup>3</sup> )  | 0                   | 50         | 0          | 0          | 286        |
| Volume (solid) (tonnes)  | 0                   | 0          | 0          | 0          | 120        |
| <b>Hazardous waste disposed of at external facility (tonnes)</b>                               | 660                 | 468        | 926        | 1,166      | 1,944      |
| <b>Total amounts of waste (tonnes)</b>   |                     |            |            |            |            |
| Overburden   | 299,498             | 65,738     | 256,454    | 258,288    | 1,302,405  |
| Waste rock   | 35,408,474          | 23,992,684 | 37,005,883 | 37,055,344 | 32,432,669 |
| Tailings   | 31,694,502          | 28,044,090 | 33,211,879 | 32,457,474 | 30,545,163 |
| <b>Total amounts of waste recycled (tonnes)</b>  |                     |            |            |            |            |
| Waste rock used as backfill  | 0                   | 2,770      | 19,530     | 157,622    | 90,900     |
| Waste rock used for tailings structures  | 6,783,750           | 9,385,125  | 10,508,423 | 13,098,446 | 12,750,897 |
| Tailings used for backfill   | 726,428             | 688,613    | 738,743    | 564,212    | 467,098    |
| Total  | 7,510,178           | 10,076,508 | 11,266,696 | 13,820,280 | 13,308,895 |
| <b>Number of fines or sanctions for non-compliance with environmental laws and regulations</b> | 2                   | 0          | 6          | 0          | 0          |

<sup>1</sup> All discharged water is treated according to regulatory water quality requirements prior to discharge.

<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.



| Environment  | 2021    | 2020    | 2019    | 2018    | 2017    |
|--|---------|---------|---------|---------|---------|
| <b>Land use (hectares) – mineral tenure (sub-surface rights)</b> |         |         |         |         |         |
| Manitoba and Saskatchewan  | 505,908 | 603,506 | 518,030 | 241,810 | 121,241 |
| Yukon  | 0       | 0       | 0       | 0       | 583     |
| Nunavut  | 21      | 21      | 21      | 21      | 21      |
| Total Canada   | 505,908 | 603,527 | 518,051 | 241,831 | 121,846 |
| Arizona  | 12,465  | 11,532  | 7,284   | 7,284   | 7,284   |
| Nevada   | 14,578  | 14,394  | 0       | 0       | 0       |
| New Mexico   | 1,917   | 1,917   | 0       | 0       | 0       |
| Total USA  | 28,960  | 16,311  | 0       | 7,284   | 7,284   |
| Chile  | 1,531   | 1,531   | 1,531   | 263,900 | 263,900 |
| Peru   | 9,462   | 160,754 | 139,496 | 99,736  | 99,736  |
| Total South/Central America                                      | 9,462   | 162,285 | 141,027 | 363,636 | 363,636 |
| Total  | 515,371 | 782,123 | 659,078 | 612,751 | 492,765 |
| <b>Land use (hectares) – surface tenure (controlled land)</b>    |         |         |         |         |         |
| Manitoba and Saskatchewan  | 7,724   | 7,718   | 7,711   | 7,647   | 7,314   |
| Yukon  | 0       | 0       | 0       | 0       | 120     |
| Nunavut  | 0       | 0       | 0       | 0       | 0       |
| Total Canada   | 7,724   | 7,718   | 7,711   | 7,647   | 7,434   |
| Arizona  | 4,239   | 3,249   | 0       | 0       | 0       |
| Nevada   | 108     | 86      | 0       | 0       | 0       |
| New Mexico   | 0       | 0       | 0       | 0       | 0       |
| Total USA  | 4,347   | 3,335   | 0       | 0       | 0       |
| Chile  | 0       | 0       | 0       | 0       | 0       |
| Peru   | 1,620   | 1,620   | 1,591   | 1,524   | 1,518   |
| Total South/Central America                                      | 1,620   | 1,620   | 1,591   | 1,524   | 1,518   |
| Total  | 9,344   | 9,338   | 9,302   | 9,172   | 8,952   |

| Environment   | 2021           | 2020       | 2019       | 2018       | 2017       |
|---|----------------|------------|------------|------------|------------|
| <b>Sites requiring biodiversity management plans</b>                |                |            |            |            |            |
| Number of sites legally requiring plans                             | 2              | 2          | 2          | 2          | 2          |
| Percentage of sites with legally required plans in place            | 100%           | 100%       | 100%       | 100%       | 100%       |
| Number of sites with voluntary plans in place                       | 2              | 1          | 1          | 1          | 1          |
| <b>Habitats protected or restored (hectares)</b>                    |                |            |            |            |            |
| Protected   | 0 <sup>1</sup> | 0          | 0          | 0          | 0          |
| Restored  | 107            | 84         | 25         | 1          | 0          |
| Partnerships exist  | No             | No         | Yes        | Yes        | Yes        |
| Status at close of reporting period                                 | Monitoring     | Monitoring | Monitoring | Monitoring | Monitoring |
| <b>IUCN Red List species and National Conservation List species</b> |                |            |            |            |            |
| Critically endangered   | 2              | 2          | 3          | 3          | 2          |
| Endangered  | 11             | 6          | 6          | 5          | 2          |
| Vulnerable  | 26             | 26         | 29         | 25         | 19         |
| Near threatened   | 16             | 24         | 24         | 22         | 12         |
| Least concern   | 351            | 342        | 388        | 89         | 4          |

<sup>1</sup> Forested areas and wetlands are located in Grass River and Clearwater Lake Provincial Parks in Manitoba, where we have mineral but no surface rights.