



ENVIRONMENTAL, HEALTH AND SAFETY POLICY (August 2025)

Hudbay Minerals Inc. (“**Hudbay**”), British Columbia Business Unit (“**Copper Mountain**” or “**Copper Mountain mine**”) is committed to exploration, mining, milling and producing metals in a safe, healthy, productive and environmentally conscientious manner. We are deeply tied to our values that govern our culture, conduct and decision-making.



Management at all levels will demonstrate these values including personal commitments for:

- providing safe and healthy working conditions for the prevention of work related injury and ill health
- complying with, or surpassing relevant legal and subscribed requirements including our LIFE SAVING RULES;
- protecting people by eliminating hazards and reducing health and safety risks;
- protecting the environment including preventing and/or minimizing pollution to air, water and soil to mitigate adverse effects on plants, animals and humans;
- continually improving the effectiveness of our management systems and our health, safety and environmental performance,
- encouraging consultation and participation of people at all levels of the organization,
- setting specific objectives for reducing risk to people, conserving fresh water, and conserving energy,
- ensuring that our tailings storage facility is designed, constructed, monitored and operated responsibly to protect public health and safety and minimize harm, and
- applying the Toward Sustainable Mining protocols of the Mining Association of Canada.

(signed) John Ritter

John Ritter
Vice President, British Columbia Business Unit
Hudbay Minerals Inc.