

December 19, 2025

Mr. Ben Chalmers
Senior Vice President
Mining Association of Canada
1100 – 275 Slater Street
Ottawa, Ontario K1P 5H9

RE: CEO Letter of Assurance

Dear Ben,

Hudbay Minerals Inc. (Hudbay) has a process in place at its operating facilities known as the Manitoba Business Unit (MBU), and Constancia (SABU) to verify the information provided to the Mining Association of Canada (MAC) with respect to our performance relative to MAC's Towards Sustainable Mining (TSM) performance indicators.

The verification process consisted of independent reviews performed by Mr. Robert Duda of Safety Science Management Consulting Inc. with support from Mr. Alvaro Fuentes of E Quelle based in Peru. The team assessed our TSM performance results through document review and follow-up interviews to confirm implementation and in accordance with the *Terms of Reference for Verifiers*.

The verification provides reasonable assurance that the reported results for the period ending December 2024 accurately reflect our Manitoba and Peru operations performance with respect to TSM.

The requirements of the MAC program have been embedded into the management systems. These management systems are certified to the internationally recognized ISO 14001:2015 environmental management system standard and to the ISO 45001:2018 occupational health and safety management system standard.

Sincerely,



Peter Kukielski
President and Chief Executive Officer