

**HUDBAY MINERALS INC.**  
(the “Company”)

**POSITION DESCRIPTION**

**CHIEF EXECUTIVE OFFICER**

This position description describes the appointment, role and responsibilities of the Chief Executive Officer (“CEO”) of the Company. It should be read together with the Company’s Corporate Governance Guidelines.

The Board of Directors shall appoint the CEO on terms and conditions it considers appropriate. The CEO shall report to the Board of Directors on a regular, periodic basis and otherwise as the Board of Directors may request.

**RESPONSIBILITIES OF THE CHIEF EXECUTIVE OFFICER**

**General**

The CEO shall have responsibility for providing strategic leadership and vision to the Company by working with the Board of Directors and the senior management team to establish, implement and over-see the long-range goals, strategies, plans and policies of the Company, subject to the direction and oversight of the Board of Directors.

**Specific Responsibilities**

In addition, the CEO shall have responsibility to:

- lead the growth of the Company as a profitable, sustainable and leading mining, metallurgical processing and refining and exploration company,
- encourage and promote a culture of entrepreneurial, innovative and ethical decision-making and business conduct,
- lead the strategic planning process for the Company and, with senior management, recommend to the Board of Directors goals for the Company’s business and, when approved by the Board, successfully implement corresponding strategic, operational and profit plans,
- meet regularly with, the Board of Directors and, as required, with all Committees of the Board of Directors and arrange to provide to the Board of Directors (or the relevant Committee) management’s recommendations and all information and access to senior management and advisors to the Company necessary to permit the Board of Directors or the relevant Committee to fulfil its statutory and other legal obligations on a timely basis,
- motivate, lead and mentor a high-performance management team, including attracting and retaining individuals with the requisite skills and experience,

- consider and recommend top level organizational structure, staffing and succession planning to the Board of Directors and arrange for the implementation of decisions arrived at with and by the Board of Directors’,
- together with the Chief Financial Officer, oversee the development for consideration and approval by the Board of Directors of policies regarding the Company’s public disclosure and ensure that communications with stakeholders (including the Company’s shareholders), the investment community, media, governments and their agencies, employees, commercial counterparties and the general public are managed and effected optimally and in accordance with applicable legal and regulatory requirements,
- together with the Chief Financial Officer, establish, maintain and ensure the implementation of the Company’s disclosure controls and procedures, internal controls over financial reporting, and processes for the certification of the public disclosure documents required under applicable legislation, regulatory requirements and policies of the Canadian Securities Administrators concerning such reporting and disclosure, and
- assume such other appropriate responsibilities as are assigned to him or her by the Board of Directors.

### **Information Flow to the Board of Directors**

The CEO will arrange for the delivery of information to, and access to senior management by, directors on a timely basis to keep the directors fully apprised of all matters that are, or may reasonably be considered to be, material to the directors or otherwise relevant to, or necessary for, the discharge by the directors of their duties.

The CEO will coordinate with the Chairman as required to ensure that information requested by any director is provided and meets the needs of that director.