



Last updated: October 2025

HOW WE MANAGE HEALTH AND SAFETY

This fact sheet is one of a series describing Capstone's management approach to material topics. For information on recent developments in our management approach and current performance, see our [2024 Sustainability Report](#).

This topic covers the health and safety of our employees, contractors and communities. It includes occupational safety, health and wellness, and security.

Impacts and Risks

We identify health and safety impacts and risks through assessments, monitoring and engagement including hazard identification and risk assessments, job safety analyses, inspections and audits, incident reporting and investigations, and joint employee-management committees.

Health and safety risks are inherent to mining operations due to the physical nature of the work, the use of heavy machinery, exposure to hazardous materials and challenging environmental conditions. Our most significant safety risks include ground falls and seismic events in underground operations, as well as machinery interactions across all sites.

Occupational health risks are also a concern, with prolonged exposure to dust, noise, vibration, and chemicals posing a threat to long-term worker health. Hearing loss and respirable particulates are the most significant occupational health issues in our underground mines. These risks can result in serious incidents, including injuries, fatalities and/or chronic health conditions for workers, their families and local communities. Regional security challenges, particularly in areas with elevated criminal activity or violence, may further impact the safety of our workforce and local communities, as well as the security of our assets.

Poor health and safety performance can result in regulatory non-compliance, financial penalties, reputational damage, lost productivity, operational disruptions and human impact—all of which can have direct and indirect costs for the company.

Governance and Accountability

Capstone's health and safety governance framework establishes clear roles, responsibilities, accountability and oversight for health and safety decisions at both the corporate and site levels.

Board oversight. The Board of Directors delegates oversight of health and safety risks and impacts to the Technical and Operational Performance (TOP) Committee, which oversees policies, activities and results related to the health, safety and security of people and operations.

Executive accountability and support. The Chief Operating Officer (COO) is the senior executive accountable for health, safety and environmental risk management. The COO is supported in this capacity by the Vice President, Health, Safety and Environment (HSE) and two corporate HSE team members. The Vice President, Health, Safety and Environment (HSE), via the COO, provides monthly performance dashboards and quarterly reports to the TOP Committee on health and safety-related matters. The HSE Managers Working Group, comprised of corporate and site-level HSE leaders, supports implementation of the HSE Management

System (HSE-MS) and monitors performance related to HSE targets and objectives. The group meets regularly to review progress.

Site management. The mine General Manager (GM) is accountable to the COO for management of health and safety impacts and risks. HSE managers support implementation of corporate policies, standards and guidelines to improve HSE performance and comply with applicable legislation and permit conditions. Each site also has a dedicated HSE team and health providers focused on executing HSE programs and procedures.

Stakeholder Engagement

Stakeholder engagement on health and safety takes place at the site level. Key stakeholders include workers, unions, permitting authorities and other government agencies, contractors, suppliers and local communities. Sites adhere to regulatory requirements and environmental impact assessment (EIA) conditions, which consider health and safety impacts on workers and communities. Sites also engage with stakeholders on emergency management and security issues through formal plans, consultations, training and communication protocols.

All sites have joint management-worker safety committees responsible for conducting audits, reviewing high-potential incidents, and gathering safety concerns and improvement ideas from the workforce. These committees, which meet monthly, are empowered to implement strategies to address identified issues and concerns. On-site contractors are subject to the HSE-MS and site-level systems and protocols. They meet regularly with site management to report on their activities, including safety performance. Contractors can also provide safety-related feedback and raise concerns with committee representatives.

Policy Commitments

Our Values and policy commitments guide our approach to health and safety.

Safety is one of Capstone's four core values. For us, safety is non-negotiable. We believe that making safe choices ensures, and can improve, the health and well-being of our people, contractors and communities. Zero harm is the ultimate goal.

Our [Code of Conduct](#) (COC) reiterates our value of safety and sets out our commitment to the protection of all employees and ensuring systems are in place to identify, eliminate or control of workplace hazards.

Our [Integrated Health Safety Environment and Community Policy](#) commits us to proactively identify and manage our impacts on the environment, people and communities. It also commits us to mitigate negative impacts we cause or contribute to, using preventive or remedial actions as required.

Our policy commitments include:

- Providing safe and healthy working conditions that prevent work-related injuries and illnesses
- Executing our health, safety and environment (HSE) and sustainability frameworks and implementing recognized industry standards in compliance with applicable laws and regulations
- Investigating incidents to identify root causes and implementing effective preventative and remedial actions
- Maintaining strong emergency preparedness and response capabilities

Our [Supplier Code of Conduct](#) (SCC) outlines expectations that suppliers will have rigorous health and safety practices and procedures, adhere to Capstone's values and standards, and operate in compliance with applicable laws and regulations.

These policies apply to all Capstone employees, subsidiaries and suppliers (as defined in the SCC). HSE Policy commitments are embedded in our HSE-MS. We communicate all policies to new Board members, executives, and employees as part of the onboarding process. Annual training on the COC and supporting policies is provided to all employees at both the corporate and site levels. In addition, Board members, executives, and employees are required to review the COC and supporting policies annually and formally acknowledge their commitment to uphold them. As new policies are introduced, we provide targeted training to relevant roles to facilitate effective implementation. Procurement teams are responsible for communicating the SCC requirements to suppliers, who agree to comply by signing our supplier agreement. All policies are available on Capstone's [website](#).

Strategy

Our business strategy addresses health and safety impacts and risks. We set health and safety performance targets as part of our corporate scorecard. The leadership team sets annual health and safety targets, which consist of both leading and lagging indicators. Each site establishes corresponding core objectives. Targets are reviewed and adjusted annually to encourage desired behaviours and continuous improvement. HSE performance influences bonus calculations for all Capstone employees, with KPIs tied to leadership incentives.

We pursue The Copper Mark award as part of our strategy to embed sustainability across operations. The Copper Mark includes the Occupational Health and Safety performance criterion. Mantos Blancos and Mantoverde were awarded The Copper Mark in 2023. Pinto Valley was awarded The Copper Mark in 2025, and Cozamin signed a letter of commitment to participate in The Copper Mark Assurance Process.

Our HSE Strategy outlines our philosophy and three-year action plan. We are focused on rolling out the HSE-MS; creating common, Capstone-wide HSE performance standards, language and messaging; enhancing Visible Felt Leadership skills; and refining our critical risk management approach.

Management of Impacts and Risks

We manage health and safety risks through our Enterprise Risk Management (ERM) Framework. The ERM Framework establishes a consistent and systematic methodology for identifying, assessing and managing both risks and opportunities. Health and safety risks identified at the technical and operational levels are further evaluated, managed and reported through the ERM process.

We are rolling out a global, integrated approach to health, safety and environment management. Corporate systems and standards help create a shared understanding of sustainability priorities within our decentralized business model aligning site-level efforts with Capstone's broader goals and policy objectives. Based on a Plan-Do-Check-Act cycle, the HSE-MS outlines steps needed to ensure employees and contractors have the knowledge and skills to perform tasks in line with Capstone's standards and regulatory requirements. We are currently developing guidelines for each of the eight HSE-MS pillars. Each operation will be expected to enhance the HSE-MS with standards, policies and procedures tailored to its daily operations. All Capstone employees and contractors are covered by the HSE-MS.



We follow industry best practices. Our HSE-MS aligns with international standards – including ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety) and ISO 9001 (Quality Management) – and exceeds regulatory requirements in all operating jurisdictions. Mantoverde, Mantos Blancos and Pinto Valley have received The Copper Mark award, which requires sites to have an SMS equivalent to ISO 45001. Cozamin has signed a letter of commitment to participate in The Copper Mark Assurance Process.

We apply the hierarchy of controls to systematically identify and eliminate work-related hazards.

Employees and contractors are trained to take personal accountability for their own safety, assess risks before starting any task and complete hazard reports that are reviewed by supervisors. Workers are actively involved in implementing any required corrective actions. We identify all high-consequence risks – those with the potential to cause serious injury or fatality – such as falls from height, confined space entry, rockfalls, vehicle incidents and electrocution, and take appropriate actions to reduce risk and eliminate hazards. Workers have the right to refuse work they believe to be unsafe and to remove themselves from situations they believe could cause injury or ill health, without fear of reprisal. This right is embedded in site-level health and safety management systems.

We report and investigate incidents. We categorize incidents according to actual and potential severity, in line with our Incident Management Performance Standard. All significant incidents, high-potential near misses and incidents with important learning opportunities are investigated using the Incident Cause Analysis Method (ICAM). This structured, systems-based approach helps us identify root causes, focus on systemic improvements and implement appropriate controls. We use the findings to update procedures and improve control measures.

We are standardizing our incident management reporting process with the introduction of a centralized HSE reporting platform, which will enhance consistency in reporting, track corrective actions and facilitate the sharing of lessons learned across sites.

We emphasize safety leadership. Visible Felt Leadership is a key component of our approach. It emphasizes consistent, proactive engagement by leaders – both in the field and in everyday interactions – to demonstrate a genuine commitment to the health and safety of our workforce. We provide targeted training to provide senior leaders, managers and supervisors with the skills needed to lead by example and create an

environment that encourages proactive conversations. Sites provide additional training for leaders and supervisors and implement site-specific programs and processes.

We provide workers with the necessary skills and training to do their jobs safely. Our globally applicable HSE-MS is intended to prevent incidents related to high-consequence risks by reinforcing essential skills and controls. New employees receive site induction training that covers fundamental requirements and site-specific hazards. In addition, we train them to safely perform their tasks and identify, report and correct hazards. Workers receive targeted training to manage high-risk scenarios such as entrapment, confined space entry and working at heights. At our underground sites, specialized ground support training enables workers to identify and address unstable conditions, install support systems and respond effectively to ground hazards, promoting a safer mining environment. Regular safety communication is a key part of our approach and includes daily shift and management meetings, supervisor interactions, targeted campaigns and information-sharing tools such as bulletin boards and monitors.

We promote workforce health and well-being. Occupational health and safety is embedded in the HSE-MS. All sites provide occupational health supports for workers and have programs in place to minimize exposures to workplace hazards. Employees and contractors at operating sites have access to on-site health care professionals. Additional wellness services, such as mental health experts, are also available. Employees undergo regular health checks, in line with regulatory requirements. During these visits, employees can also raise any personal health issues. Our health teams support employees in advocating for their own health by helping them access company health benefits and public health programs. These include on-site flu vaccine clinics and programs for weight loss, smoking cessation and other personal health goals. Health teams also coordinate with public health agencies to address the major non-work-related health risks at each site.

Sites facilitate access to mental health services. Cozamin employees can access a psychologist as needed. Mantos Blancos and Mantoverde have contracted with an independent psychologist to provide mental health services both on and off site. They also have a Psychosocial Risk Committee to address actions identified by an external consultant and provide direct support to workers and their families. Pinto Valley provides mental health services as needed.

We prepare and plan for emergencies. Emergency response is a pillar of our HSE-MS. Each site has a mine rescue team or brigade trained to respond to a range of emergency scenarios, including first aid response, rope rescues, firefighting, extractions, and petroleum and chemical spills. Drills are routinely conducted to test personnel and equipment. Lessons learned are incorporated into site-level emergency preparedness and response plans. In the event of an incident, sites activate their emergency response plan, notify local authorities and take appropriate action. All sites have implemented a duty card model, which clearly defines roles and responsibilities in emergency situations. For an example of our emergency response plan in action, see our [Tailings Fact sheet](#).

Security is a key component of our management approach. We maintain full-time, unarmed security staff at all sites. Gated entrances at our operations maintain secure access, and only authorized personnel are granted entry to Capstone sites. Other security systems include cameras, patrols and the use of GPS locators and security badges. Our corporate locations have controlled access points.

Regional violence near Cozamin in Zacatecas, Mexico – and to a lesser extent near Mantos Blancos in Chile’s Antofagasta region – may pose risks to employees and their families and impact our supply chain. Cozamin’s security program addresses criminal activity and violence through risk assessments, technology and training in personal safety, defensive driving and commute planning. The security team receives additional training as needed, and we maintain strong relations with government authorities. Mantos Blancos has a Contingency Committee and contingency plan to address conflict related to social unrest. The plan, which is

communicated to all mine personnel, defines three conflict levels, each with corresponding response actions and clearly assigned responsibilities.

We consider health and safety in our supply chain. We assess contractor organizations based on their past health and safety performance and assess whether they meet our standards and expectations. Once on site, contractors are required to adhere to both the HSE-MS and site-level standards and protocols. We provide contractor onboarding to orient them to our operations, coach their workforce on how to provide services in a safe manner and provide an internal contact for ongoing guidance. For product suppliers, we evaluate material safety data sheet information to assess potential risks and implement appropriate controls as needed.

Monitoring and Continuous Improvement

We monitor our performance and assess the effectiveness of our management system. Continuous improvement is central to our HSE-MS. We strengthen our controls by incorporating insights and lessons learned from incident investigations into the HSE-MS. To measure and monitor performance, we use a combination of leading and lagging indicators. Leading indicators help us promote proactive safety behaviours focused on critical risks and response. Leading metrics include Programmed HSE Training completion, Visible Felt Leadership program participation and HSE Actions closed. Lagging metrics include LTIFR, TRIFR and Environmental Events impact. We conduct periodic maturity assessments to help us benchmark our practices against recognized frameworks and industry best practices and identify gaps and opportunities. All sites conduct regular health and safety audits and implement corrective actions to drive performance improvements.

We are improving our HSE reporting systems. We have improved data quality by standardizing definitions, classifications and measurement methods to facilitate consistent and comparable reporting across all sites. We are rolling out a centralized HSE software system to improve data visibility, enhance incident and corrective action management, and strengthen our risk management processes.

We have processes for responding to stakeholder concerns. Stakeholders, including workers, can report ethical and compliance concerns through our confidential [Whistleblower Hotline](#) or site-level grievance procedures and seek remedy for negative impacts. Employees can also raise concerns with their supervisors or Human Resources team. Employees covered by collective bargaining agreements can provide feedback through their unions. We work diligently with our unions to resolve any grievances.

Our HSE Managers Working Group functions as a vehicle for continuous improvement. Group participants share good practices and learnings, which facilitates knowledge transfer across sites. Additionally, we hold regular whole-of-business team calls to update the wider HSE team on performance and progress on initiatives.

We track and report our performance on an annual basis. Please refer to our [2024 Sustainability Report](#) and [Data Book](#) for health and safety performance data.

Metrics

Health and safety indicators reported at the site and consolidated levels include:

- Medical aid
- Lost Time Incidents (LTI)
- Restricted duty
- High consequence work-related injuries
- High consequence work-related injury rate
- Fatalities
- Fatality rate
- Lost Time Injury Frequency Rate (LTIFR)
- Total Recordable Injury Frequency Rate (TRIFR)
- Near misses
- Near-miss frequency rate
- Number of fatalities as a result of work-related ill health
- Number of cases of recordable work-related ill health
- Average hours of health, safety, and emergency response training for full-time and contract employees