



About Us

Capstone Copper Corp. is a premier copper producer operating innovatively in the Americas. From exploration to mine development to operations, we are focused on creating growth and generating value for our investors, employees and communities as we meet the surging global copper demand.

We own and operate the Pinto Valley copper-molybdenum mine located in Arizona, USA, the Cozamin copper-silver-zinc-lead mine located in Zacatecas, Mexico, the Mantos Blancos copper-silver mine located in the Antofagasta region, Chile, and 70% of the Mantoverde copper mine, located in the Atacama region, Chile. In addition, we own the fully permitted Santo Domingo copper-iron-gold project, located approximately 30 kilometres northeast of Mantoverde in the Atacama region, Chile, as well as a portfolio of exploration properties in the Americas. Our head office is located in Vancouver, Canada.

Your journey with Capstone starts here. At Capstone, our people are the heart of our organization. We are focused on growth and are committed to unlocking the full potential of ourselves, our teams and our resources. We invest in our people to develop a skilled and engaged workforce, not only for today, but for the future.

By joining the Capstone Copper team, you will become part of a purposeful, performance-driven and dynamic work environment.

Job Title:

Manager, Investor Relations

Position Summary:

Reporting to the Director, Investor Relations & Strategic Analysis, the Manager, Investor Relations, is responsible for managing Capstone Copper's Investor Relations function, including investor dialogue, investor targeting, media and public relations.

Position Responsibilities (including but not limited to):

Investor Relations

- Assist with all aspects of the Investor Relations function, under the leadership of the Director, Investor Relations & Strategic Analysis.
- Advance the Investor Relations strategy (and propose modifications to the strategy) by performing sector analysis and creating impactful marketing materials.
- Manage dialogue with internal and external stakeholders.
- Draft investor communications materials such as corporate presentations, presentation scripts, news releases, fact sheets, and announcements.
- Arrange for the internal review, approval and distribution of news releases and other external communications.
- Arrange quarterly conference calls, webcasts, and any other quarterly deliverables.
- Provide support in the preparation of presentations for conferences.
- Maintain a database of Street Analyst estimates.
- Leverage Artificial Intelligence (AI) in the preparation of investor relations materials and analysis of quantitative algorithms.

External Communications

- Manage the corporate website, including ad hoc postings, and responsibility for regularly reviewing the website for accuracy, completeness and appropriate communication of strategy and working closely with other internal contributors, including ESG and HR.



- Research, compose, edit, design and produce publications such as newsletters, presentations, brochures, ads, fact sheets and other correspondence.
- Monitor company-wide brand management standards and practices that meet the recognition objectives of the company, including company logos, templates and graphic standards.
- Coordinate media relations, research editorial opportunities and proactively identify media opportunities and opportunities to build relationships with key industry media.
- Maintain Capstone's social media strategy in line with industry best practices, and manage Capstone's social media accounts, including company profile and posts.
- Develop and implement the Company's advertising plan and assist and oversee the site community and recruitment advertising for external brand management.
- Responsible for ongoing oversight of the Crisis Communication portion of the Crisis Management Plan to meet the requirements of the Mining Association of Canada's Towards Sustainable Mining guiding principles.
- Responsible for the organization of the photo library company-wide and assist with the roll out of SharePoint as it relates to the ongoing organization of photos.

Environmental, Social and Governance (ESG) Communications

- Participate in the ESG Committee to support Capstone in addressing and reporting ESG-related issues and integrating a strong ESG program into Capstone's business practices and operations to further enhance shareholder value and promote the sustainable growth of the company.
- Provide editorial support and oversee annual report design and translation in conjunction with the ESG Committee.
- Develop corporate presentations, fact sheets and other materials to tell Capstone's ESG story to our key stakeholders.
- Oversee ESG-related information requests.

Business Development and Other

- Provide input to the Corporate/Business Development function as requested on strategic objectives and opportunities.
- Support the Corporate/Business Development team as required with analysis, company/asset modeling, and opportunity evaluation.
- Provide support to other areas of the Company as required with analysis, insight, strategic thought, etc.

Any other projects/duties that may arise from time to time as required by the role and/or at the request of the Director, Investor Relations & Strategic Analysis.

The Ideal Candidate:

Knowledge

- 5-10 years of experience in capital markets, investor relations, public affairs, or audit.
- Previous experience in the mining industry is required.
- Bachelor's degree in Business, Commerce, Engineering, or a related field.
- Proven ability to build internal and external networks to facilitate message delivery.
- Fluency in Spanish is an asset.

Key Competencies / Skills

- Strong analytical and strategic thinking.
- Excellent interpersonal, written, and oral communication skills for internal/external audiences.
- Attention to detail, strong editing, and proofreading skills.



- Ability to work under pressure and manage several projects simultaneously.
- Shows strong initiative in day-to-day activities and identifies opportunities to add value with minimal direction.
- Team player, ability to work collaboratively and build relationships with all levels of the organization and in diverse communities.
- Confidentiality and judgment in dealing with sensitive information.
- Excellent organization, prioritization, and time management skills.
- Exhibit flexibility based on situations and ability to manage rapidly changing priorities.

Work Environment

- This position is based in the Toronto workspace, with the potential for a hybrid work arrangement and some travel will be required.

How to Apply:

- Please send your cover letter and resume to HumanResources@capstonecopper.com and include Manager, Investor Relations in the subject line of your e-mail response.

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Our Values:

Our values reflect who we are, what we believe in and what sets us apart.

- **Safety** – Safety is non-negotiable. Making safe choices ensures we can improve the health and well-being of our people, contractors and communities. Zero harm is the ultimate goal.
- **Accountability** – We take ownership for ourselves and our work. We act with integrity. We do everything honestly, ethically, fairly and transparently.
- **Excellence** – We strive to excel at all we do. We continuously seek innovative ways to improve the business. We are focused on growth and committed to unlocking the full potential of ourselves, our teams and our resources.
- **Caring** – We develop open and constructive relationships. We embrace diversity. We see ourselves as stewards of resources. We care deeply for our people, the environment and communities.

Women, Indigenous Peoples, visible minorities, members of the LGBTQ+ community, veterans and individuals with disabilities are all encouraged to apply. If you need any accommodations or adjustments at any time during the interview process, please let us know. We are dedicated to ensuring everyone feels included.