



---

## 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:

Specialist, Risk & Insurance

## Position Summary:

Reporting to the Director, Risk & Insurance, the Specialist, Risk & Insurance will be responsible for expertly managing and administering Capstone's global risk, insurance, and surety programs. This role involves providing advice and support to global internal stakeholders on all matters relating to risk management and insurance coverage, and promoting Capstone to external stakeholders, such as global broker business partners and insurance markets.

## Position Responsibilities (including but not limited to):

### Risk & Insurance

- Champion innovative solutions that optimize risk management and improve insurance and surety coverages, ensuring maximum value of risk transfer programs.
- Collaborate with internal and external stakeholders to create logical, cost-effective solutions to complex insurance and risk management challenges.
- Lead the day-to-day support to global operations and corporate functions, offering expert guidance and technical advisory on all matters relating to risk, insurance, and surety.
- Design, negotiate, and manage top-tier insurance programs in collaboration with brokers and captive partners.
- Take ownership of the global insurance program, identifying opportunities for improvement in insurance terms, coverage options, and program efficiency.
- Ensure accuracy and completeness of coverage and documentation, and timely administration and payment of premiums.
- Drive the insurance renewal process, ensuring all critical deadlines and timelines are met.
- Prepare underwriting market submissions and gather and analyze vital underwriting information.
- Coordinate and attend annual risk control visits at Capstone's mine sites, monitor and follow-up on recommendations to ensure our operations stay ahead of risk improvement plans.



- Monitor and report on claims management activities, providing insights and analysis for continuous improvement of our coverage strategies.
- Collaborate with stakeholders to review and revise contract clauses related to risk and insurance, ensuring compliance and timely execution for all parties involved.
- Assist in preparing public filing disclosures, with a focus on ESG and climate-related disclosures.
- Manage requests for COIs, liaising with brokers and sites to ensure smooth, timely processing.
- Coordinate risk management activities in accordance with the Enterprise Risk Management Framework, to stay ahead of emerging risks and manage Capstone's material risks.
- Oversee risk reporting from all sites and key areas, play a key role in identifying, quantifying, and evaluating Capstone's material risks, and provide strategic insights to mitigate risks and enhance site safety, ensuring we stay ahead of potential challenges.

#### Other Support Duties & General Projects

- Lead in developing and maintaining governance documents relating to risk, insurance and claims management, including policies, standards, and procedures to ensure organizational success.
- Drive process efficiencies and support training sessions and workshops to ensure engagement.
- Support with impactful projects, including the Climate Risk & Opportunity Assessment and Scenario Analysis to advance Capstone's Sustainable Development Strategy.
- Organize meetings and craft engaging presentations, materials, and documents with style.
- Stay current with industry best practices to fuel innovation and stay ahead of the curve.
- Any other projects/duties that may arise from time to time as required by the role and/or at the request of the Director, Risk & Insurance.

### **The Ideal Candidate:**

#### Knowledge

- Minimum of 5 years of experience in insurance and/or risk management, preferably within a global organization or mining industry focus.
- Bachelor's degree in Business, Insurance, Risk Management, Actuarial Sciences, or a related field, and/or an insurance or risk designation (e.g., CIP, CRM, CAIB), or equivalent experience.
- Knowledge of risk and insurance coverages, terms, and fundamentals is required.
- Strong proficiency using computer applications, including Microsoft Office Suite.
- Fluency in Spanish is an asset.

#### Key Competencies / Skills

- Self-motivated, independent, and driven with the ability to thrive in a fast-paced environment.
- Ability to maintain high attention to detail and effectively respond to urgent matters while prioritizing competing priorities.
- Strong communication and interpersonal skills, with the ability to work collaboratively amongst multi-national internal and external stakeholders.
- Ability to develop and maintain clear and professional presentations, memos, policies, procedures, and templates to streamline processes.

#### Work Environment

- This position will be based in the Vancouver Head Office, with the potential for hybrid work.
- Some travel to Capstone's operating mines and ports facilities will be required.
- Potential opportunities for travel to annual industry conferences or industry meetings.



- Given the international nature of our operations, flexibility to answer calls and queries outside of normal working hours is expected.

### How to Apply:

- Please send your cover letter and resume to [HumanResources@capstonecopper.com](mailto:HumanResources@capstonecopper.com) and include Specialist, Risk & Insurance in the subject line of your e-mail response.

.....

### 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.