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. Capstone's growth pipeline includes 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 team, you will become part of a purposeful, performance-driven and dynamic work environment.

Job Title:

Legal Counsel

Position Summary:

Reporting to the Vice President, Legal & Compliance, the Legal Counsel will provide practical and timely legal support on commercial contracting, corporate matters and day-to-day business advice. This position is ideal for a legally trained professional who brings strong corporate and commercial experience, and a collaborative mindset.

Position Responsibilities (including but not limited to):

- Draft, review, negotiate and advise on a wide range of commercial contracts and agreements, including supply, services, equipment, logistics, offtake, confidentiality and other agreements.
- Advise on contract risk allocation and other legal matters to meet business objectives.
- Provide clear, business-oriented legal advice to internal clients.
- Assist with all aspects of Capstone's continuous disclosure reporting obligations, including the preparation of the annual information form.
- Provide effective support for corporate and commercial transactions, including support with due diligence requests as needed.
- Identify legal and commercial risks and recommend practical mitigation options.
- Support contract processes, playbooks, templates, and continuous improvement of legal workflows.
- Coordinate with external counsel where appropriate and manage scoped advice efficiently.
- Support the Compliance function with company policies, governance requirements, and applicable legal standards, including developing internal policies and training materials to support compliance.
- Monitor legislative developments and governance best practices.
- Assist on disputes, claims, or commercial escalations as required.
- Contribute to cross-functional projects and special assignments as directed.
- Any other projects/duties that may arise from time to time as required by the role and/or at the request of the VP, Legal & Compliance.

The Ideal Candidate:

Knowledge

- Active member in good standing of a law society in Canada with a Bachelor of Laws (LLB) or Juris Doctorate (JD) from a recognized law school.
- Minimum of 4+ years of post-qualification experience in corporate commercial law (law firm and/or in-house).
- Experience in procurement, equipment, construction/services and international commercial arrangements is required.
- Strong commercial contracts experience, including negotiation and risk analysis.
- Familiarity with corporate governance and public company environment.
- Strong proficiency in using computer applications (i.e. Microsoft Office Suite) is required.
- Experience in the mining industry is an asset and/or working for a publicly listed, global organization is an asset.
- Spanish fluency is an asset.

Key Competencies/Skills

- Excellent written and verbal communication skills, including superior drafting skills.
- Strong legal analytical skills, with the ability to translate complex legal issues into practical business advice and recommendations.
- Collaborative and service-oriented, with a strong commitment to supporting internal clients.
- Demonstrates integrity, maintains confidentiality and high professional standards.
- Excellent time management and organization skills, with the ability to manage competing priorities, meet deadlines and maintain attention to detail under pressure.
- Self-motivated and proactive, with a demonstrated ability to take initiative and identify opportunities to add value.

Work Environment

- This position is based in Vancouver and eligible for a hybrid work arrangement. Some travel inside and outside of Canada may be required.

How to Apply:

- Please send your cover letter and resume to HumanResources@capstonecopper.com and include Legal Counsel 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.