Pay Transparency Report

This Pay Transparency Report (the “Report”) was prepared in accordance with the applicable requirements of *British Columbia’s Pay Transparency Act and Pay Transparency Regulation* (together, the “Act”).

Employer Details

Employer:	Capstone Mining Corp. (a subsidiary of Capstone Copper Corp.)
Address:	2100 - 510 West Georgia Street, Vancouver, BC V6B 0M3
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	21223 – Copper, nickel, lead and zinc ore mining
Number of Employees:	50-299

Data Used in this Report

For the purposes of this Report, Capstone Mining Corp. (“Capstone”) invited employees to voluntarily disclose their gender information through a survey. Employees based in British Columbia or working remotely from British Columbia, including full-time and part-permanent and temporary employees are included in this report.

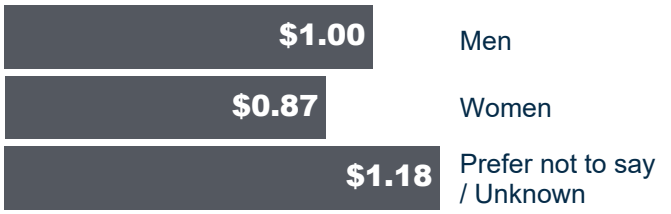
Gender information was unavailable for 36% of employees, who are classified in the "Prefer not to say / Unknown" category for reporting purposes. This category includes employees who chose not to disclose their gender, employees who did not participate in the survey, and employees who were unable to provide consent to participate in data collection because they are no longer employed by Capstone.

To protect employee privacy and in accordance with the Act, data has been suppressed where a gender category or calculation includes fewer than ten (10) individuals.

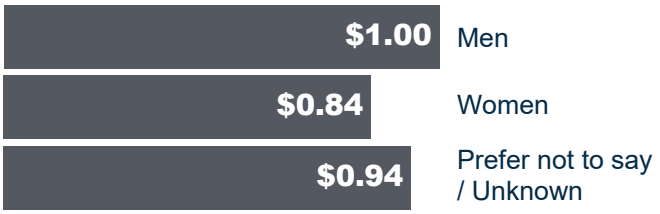
The gender data presented in this Report reflects only the responses received from employees who chose to participate. The reported pay gap figures represent overall differences in pay across the survey respondents, rather than the differences in pay between employees performing the same or similar roles. As a result, the information presented in this Report is incomplete and the reported pay gap figures should be considered in the context of these data limitations.

Hourly pay

Average hourly pay gap[1]



Median hourly pay gap[2]



Women's average hourly wages were 13% less than men's. For every dollar men earned in average hourly wages, women earned 87 cents in average hourly wages. Women's median hourly wages were 16% less than men's. For every dollar men earned in median hourly wages, women earned 84 cents in median hourly wages.

Explanatory Notes

1. "Average hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. This calculation excludes bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. This calculation excludes bonuses and overtime.

Overtime hours

Fewer than 10 employees worked overtime during the reporting period, which is below the minimum reporting threshold set by the Act. As a result, the mean and median differences in overtime hours between men, women and the “Prefer not to say/Unknown” category could not be reported.

Overtime pay

Overtime pay is based on the same employees who worked overtime hours. Fewer than 10 employees worked overtime and received overtime pay during the reporting period, which is below the minimum reporting threshold set by the Act. As a result, the mean and median differences in overtime pay between men, women and the “Prefer not to say/Unknown” category could not be reported.

Bonus pay

Certain bonus pay results could not be reported in accordance with the Act. Although the overall number of employees in the men's gender category met the reporting threshold, fewer than 10 employees in this category received bonus pay. As a result, the differences in the mean and median amounts of bonus pay between men, women and the "Prefer not to say/Unknown" category could not be reported.

Percentage of each gender in each pay quartile

Pay quartile refers to the percentage of each gender within four equal sized groups based on their hourly pay (i.e. upper, upper-middle, lower-middle and lowest quartiles), ranked from the lowest to highest hourly rate of pay.

There were fewer than 10 employees who identified as men and women within each quartile, which is below the minimum reporting threshold set by the Act. As a result, the pay quartile distribution data could not be reported.