HUDBAY MINERALS INC.  
(the “Company”)

POSITION DESCRIPTION

CHIEF EXECUTIVE OFFICER

This position description describes the appointment, role and responsibilities of the Chief Executive Officer (“CEO”) of the Company. It should be read together with the Company’s Corporate Governance Guidelines.

The Board of Directors shall appoint the CEO on terms and conditions it considers appropriate. The CEO shall report to the Board of Directors on a regular, periodic basis and otherwise as the Board of Directors may request.

RESPONSIBILITIES OF THE CHIEF EXECUTIVE OFFICER

General

The CEO shall have responsibility for providing strategic leadership and vision to the Company by working with the Board of Directors and the senior management team to establish, implement and over-see the long-range goals, strategies, plans and policies of the Company, subject to the direction and oversight of the Board of Directors.

The CEO shall have responsibility for creating value for the Company’s shareholders over the long term (i.e., a 5 to 20 year time frame) while ensuring that the Company’s critical short term performance goals are met and are met in a way that optimizes the Company’s ability to create value over the long term.

Specific Responsibilities

The CEO shall lead the Company to sustainable long term commercial success and shall be accountable for the following:

- **Deliver long term value:** Lead the growth of the Company as a leading profitable and sustainable mining, metallurgical processing and refining, and exploration company, by:
  - Building the capability to identify, acquire and exploit growth opportunities;
  - Finding, developing and operating mines and metallurgical operations profitably and responsibly; and
  - Determining and executing upon the best use of the Company’s capital to optimize the creation of long term value for the Company and its shareholders.

- **Set and adjust the Company’s strategic vision for achieving the Company’s long term goals in a global industry:** Lead the strategic planning process for the Company and, with senior management, recommend to the Board of Directors goals and objectives.
for the Company and, when approved by the Board, successfully implement corresponding strategic, operational and profit plans, through:

- Active promotion of the Company’s strategic vision throughout the organization;
- Implementing robust strategic and operational planning and reporting processes;
- Developing and implementing strategies for major transactions including mergers and acquisitions, partnerships and divestments, as well as organic growth;
- Continuously evaluating industry trends and events that may affect strategy;
- Creating a corporate structure designed to best implement strategic action plan; and
- Managing and integrating business units as appropriate.

- **Shape organizational culture to position the Company for success:** Encourage and promote a culture of entrepreneurial, innovative and ethical decision-making and business conduct. Among other things:

  - Lead key initiatives that promote and enhance desired organizational values, including integrity, leadership skills, safety, environmental and social responsibilities and the development and motivation of key employees;
  - Establish the conditions for effective leadership among management;
  - Ensure that the key values are understood and promoted at all levels of the organization and govern all business activity ensuring that business unit managers follow the lead of the CEO, and
  - Achieve shared commitment throughout the Company to these values and the Company’s strategic vision.

- **Ensure a robust talent management system to meet business requirements and achievable strategic results:** Motivate, lead and mentor a high-performance management team, including attracting and retaining individuals with the requisite skills and experience, aligned with the foregoing values. Establish a top level organizational structure and staffing and make recommendations on succession planning to the Board of Directors. Arrange for the implementation of decisions arrived at with and by the Board of Directors. Among other things:

  - Develop a management review process to provide assurance to the Board that effective succession plans are in place;
  - Select and manage the appointment and, where necessary, the replacement of senior management;

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- Ensure that senior management, whether or not reporting directly to the CEO have clear roles aligned with the Company’s strategic vision and that senior management has the requisite skills to anticipate and address any requirements necessary to deliver upon strategic objectives; and

- Establish the conditions, policies, opportunities and compensation structures to attract and retain highly capable people through the organization.

- **Disclosure and Investor Relations:** Together with the Chief Financial Officer and other senior management, as appropriate, oversee the development for consideration and approval by the Board of Directors of policies regarding the Company’s public disclosure and ensure that communications with stakeholders (including the Company’s shareholders), the investment community, media, governments and their agencies, employees, commercial counterparties and the general public are managed and effected optimally and in accordance with applicable legal and regulatory requirements.

- **Risk Management and Controls:** Together with the Chief Financial Officer and other senior management, as appropriate, establish, maintain and ensure the implementation of the Company’s disclosure controls and procedures, internal controls over financial reporting, and processes for the certification of the public disclosure documents required under applicable legislation, regulatory requirements and policies of the Canadian Securities Administrators concerning such reporting and disclosure. Also:

  - Ensure that appropriate budgeting, internal controls and reporting and disclosure systems are established and maintained to provide accurate and complete financial reporting for management purposes and to ensure that reporting to the Board, investors and regulators is of the highest quality and integrity; and

  - Ensure that effective systems are in place to identify and manage business risks and that such risks are within acceptable levels.

- **Ensure the Company continues to meet its ‘license to operate’:**

  - Implement appropriate standards and systems and ensure compliance with applicable regulations and safety standards;

  - Ensure effective leadership and continuous improvement in the establishment of appropriate internal controls for employees’ health and safety and appropriate government relations communicated regularly with shareholders, potential investor, governmental and regulatory authorities and others (e.g., though industry associations, meetings with government officials etc., meetings with investors, etc.).

- **Manage the Board and senior management interface to achieve a productive, effective and harmonious relationship to enable the Board to effectively fulfill its governance function:**

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Meet regularly with, the Board of Directors and, as required, with all Committees of the Board of Directors and arrange to provide to the Board of Directors (or the relevant Committee) management’s recommendations and all information and access to senior management and advisors to the Company necessary to permit the Board of Directors or the relevant Committee to fulfill its statutory and other legal obligations on a timely basis, and communicate the views of the Board to senior management, and

Maintain a strong working relationship with the Chairman and build productive relationships with individual Board members.

**Other Responsibilities:** Assume such other appropriate responsibilities as are assigned to the Chief Executive Officer by the Board of Directors from time to time.

**Information Flow to the Board of Directors**

The CEO will arrange for the delivery of information to, and access to senior management by, directors on a timely basis to keep the directors fully apprised of all matters that are, or may reasonably be considered to be, material to the directors or otherwise relevant to, or necessary for, the discharge by the directors of their duties.

The CEO will coordinate with the Chairman as required to ensure that information requested by any director is provided and meets the needs of that director.

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