

Bagdad Connects: CPP Highlights Q3 2025

POWERING PROGRESS

Freeport is committed to keeping the community informed about operations and fostering open and ongoing dialogue to develop solutions and address issues. Our Community Partnership Panel (CPP) meetings are one way for us to share updates and solicit input from the community. This newsletter provides updates from our recent meeting.

Company Updates

"We are well positioned for the future, both domestically, as America's copper champion, and internationally, with large-scale production of copper, gold and molybdenum, a highly qualified and experienced team, a portfolio of attractive organic growth opportunities and a strong balance sheet and financial position."

- Kathleen Quirk, President and Chief Executive Officer



Freeport Reports Second-Quarter and Six-Month 2025 Results

[Read more](#)

The Quarter in Copper

- Copper has been declared a critical mineral in the U.S.
- Global demand has been running in a cautious fashion in most markets due to a high level of uncertainty.
- Rising demand driven by infrastructure, decarbonization, electric vehicles, AI/data centers, and general electrification.

- Freeport is leveraging brownfield expansions for faster, cost-effective scaling.



The Civic 50

Freeport-McMoRan has been named one of the 50 most community-minded companies in the United States.

- The Civic 50 list recognizes corporate volunteerism and community engagement, and Freeport has made the list 12 times since its inception in 2012. Learn more [here](#).



AISES Top 50 STEM Workplaces

Freeport has been recognized in the American Indian Science and Engineering Society (AISES) *Winds of Change* magazine as a Top 50 Workplace for Indigenous STEM Professionals.

- The Top 50 is a much-anticipated feature article published annually in *Winds of Change*, AISES's award-winning publication dedicated to advancing Indigenous People in STEM. Learn more [here](#).

Site Operation Updates

Employment Update

Employment By The Numbers

Employment: **1,160**
Vacancies: **80**

*Counts are an approximation based on date of meeting

Careers at Freeport

**Proudly Creating
Better Futures**

Learn more about careers at
FMJobs.com

Housing Updates

- All new housing units (BOXABL and casitas) are completed and most are occupied.

- The housing waitlist is down to around 100 people, mostly seeking smaller units.
- Employment at Bagdad is stable, with a passive headcount reduction plan through attrition.

S U M M E R I N T E R N R E C A P

Nearly 300 interns stepped into roles throughout Freeport's North America sites as part of the company's 2025 summer internship program, gaining real-world experience across a variety of roles and locations. Interns focused on everything from engineering and business administration to metallurgy and geology. The program, designed to offer students and recent graduates hands-on learning, exposed them to the mining industry and provided a chance to build skills and support long-term success.

- The Bagdad summer internship program had **29 interns**, who participated in a wide variety of projects on topics ranging from Geological Modelling to Lifting Adapters Maximum Load Capacity at the SX/EW.

Autonomous Haulage Fleet

- Bagdad mine is expected to become the first U.S. mine with a fully autonomous haulage system.
- To date, Bagdad now operates 33 autonomous haul trucks alongside seven manned trucks.
- Initiative helps alleviate hiring needs and housing challenges by moving drivers into other roles at Bagdad and the company.
- Potential for efficiency gains/productivity improvements including emissions reduction from reduced idle time and improved efficiency.
- Project will position Freeport to capitalize on future technological advancements in electrification.

Economic Impact



2024 Economic Impact Report

Freeport's Bagdad operations generated more than **\$499 million** in economic benefits for Arizona in 2024, which includes over **\$196 million** for Yavapai County.

Learn more [here](#).



Leach to the Last Drop

At the Q3 2025 CPP meetings, we shared about Leach to the Last Drop, a company-wide leaching initiative for existing stockpiles, focused on innovation and sustainability.

Mines have stockpiles that are made up of ore that was previously mined, but technology at the time did not allow for recovery of all available copper. More than **39 billion pounds of copper remain in stockpiles** that we are leaching in North and South America.

Current innovation has allowed us to extract more than 200 million pounds of copper annually that were once believed "unrecoverable."

Additional Benefits:

- Lowers overall carbon footprint by repurposing already mined ore
- Less water usage due to lack of need for concentrating or milling
- Cost savings

Technological Advancements:

- Additional technological advancements will further scale this effort including sensing (temperature, oxygen, etc.) analytics (AI), chemistry optimization and solution heating systems

Watch the brief video shared at the CPP, [here](#).

Bagdad's Contributions to Leach to the Last Drop

- Bagdad is a minor contributor to the initiative due to limited leachable resources compared to sites like Morenci or Chino. However, Bagdad played a key role in early technology trials, helping validate the leach process.

- The site achieved incremental copper recovery (5–20%) from existing stockpiles using new leach technologies. While its total impact is smaller, the process is low-cost and environmentally efficient, leveraging already mined material with minimal carbon footprint.

Environmental Update

Habitat Enhancement and Recognition

- Bagdad received Wildlife Habitat Council Conservation Certification for its work on the Bridal Creek habitat enhancement area, a project aimed at improving local biodiversity and ecological resilience.
- This gold certification underscores the site's commitment to sustainable land stewardship and habitat restoration.

Permit Updates:

- Arizona Pollutant Discharge Elimination System (discharge) Permit – renewal received from the state.
- Camp Aquifer Protection Permit – public comments received, issuance expected in August.
- Air Permit – renewal process continues, and permit is expected by the end of the year.

Social Performance Updates

**SOCIAL
PERFORMANCE
MATTERS**

Learn more about Social
Performance at:
FreeportInMyCommunity.com

Funding Updates

Community/Social Investment Fund

The Community and Social Investment Funds are driven by three priority areas: Education and Workforce Development, Economic Opportunity, and Capacity and Leadership.

Application Updates:

- Awards Announced: **November 2025**
- Total # of Applications: **122**
- Total # Received From This Community: **3**

Mini-Grants for Education

Women's Development Fund

This fund is designed to support K-12 teachers and schools in communities where Freeport has an operational presence.

Application Updates:

- Application Opens:
July 2
- Application Closes:
September 5
- Awards Announced:
October 10

This fund supports organizations providing women and girls opportunities to advance educational attainment, create and expand businesses, and increase financial capability and employment through education and/or workforce skills training.

Application Updates:

- Application Opens:
September 3
- Application Closes:
October 10
- Awards Announced:
November 14

Community Investment

- Bagdad operations supported the following initiatives and organizations in second quarter 2025:
 - Cowboy Poets Gathering - 37th Annual Gathering
 - Wickenburg Breast Cancer Network – Annual Breast Cancer Walk
 - Hualapai Tribe - Community Health Representative Summit
 - Bagdad Little League - Batting Cage Improvements
 - Aguila Fire District - Polyethylene Tank
 - Yavapai Southern Fire Corps - HVAC for Community Building
 - Prescott Area Habitat for Humanity
 - Yavapai County State of the County - Inaugural Event

Transforming tomorrow together

Tribal Engagement

Introducing Glenna Lee

- Glenna Lee was introduced as the Lead Native American Affairs Specialist for this region.
- A member of the Navajo Tribe, Glenna brings expertise in environmental policy and risk communication, and will engage with several tribes including Hualapai, Hopi, Colorado River Indian Tribe, Yavapai-Apache, and Yavapai Prescott.

Voconiq Local Voices



Freeport has partnered with Voconiq to launch the **Local Voices Community Survey** - a confidential survey designed to better understand the issues, opportunities and behaviors that matter most to communities near our operations.

Learn more [here](#).

ASU Lodestar Center Training



Training Opportunities Coming Soon!

Beginning this fall, Freeport will be partnering with the [Arizona State University Lodestar Center for Philanthropy and Nonprofit Innovation](#) to offer a series of online courses through their Nonprofit Management Institute.

Sessions will be held biweekly starting in October on Wednesdays from 9 a.m. - 12 p.m. AZ time.

- **Wed., 10/1** Communicating with Purpose
- **Wed., 10/15** Becoming a Champion of Change
- **Wed., 10/29** Tell Your Story Boot Camp
- **Wed., 11/12** Improving Employee Retention and Minimizing Burnout
- **Wed., 12/3** Maximizing Human Potential in Nonprofits
- **Wed., 12/17** Engaging and Developing Volunteers
- **Wed., 1/7** Optimizing Nonprofit Resource Fund Development
- **Wed., 1/21** Strategic Planning Boot Camp

**Above schedule is tentative. Registration information with confirmed dates will be forthcoming!*

Grievance Management

Grievance Report

Freeport maintains a formal Grievance Management System allowing community stakeholders to share concerns directly with company officials, which

we reviewed in detail at the Q2 CPP. During the Q3 meeting, we shared the Q2 feedback from CPP attendees, as well as our next steps.

- **Question:** What are ways we could increase community awareness and proactively publicize our grievance mechanism?
- **Q2 CPP attendee responses included** references to Facebook, mailers, and flyers in high-traffic areas.
- **Next steps:** We are working in conjunction with the Freeport Communications department to develop outreach around the grievance management process. Our first campaign will be targeted Facebook ads to reach our communities.

Learn more about our Grievance Management process at FreeportInMyCommunity.com.

Q2 Received: **0**

2025 YTD: **1**

YTD Active: **1**

YTD Closed: **0**

Previous Year Active: **0**

The topics of concern received included:

- N/A



Freeport-McMoRan Community Information & Grievance Line

To share a grievance, ask a question,
or request information, please call:

877-629-2609

24 hours a day, 7 days a week.

Community Feedback

2025 CPP Feedback Survey



We want to hear from you!

We value your feedback. Please share your thoughts on the CPP by completing a quick survey using this QR code, or this [link](#).

Thanks for reading! Join us for the next CPP: November 20, 2025

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