

Bisbee 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: **14**

Vacancies: **1**

Contractors: **14**

*Counts are an approximation based on date of meeting

Careers at Freeport

**Proudly Creating
Better Futures**

Learn more about careers at
FMJobs.com



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.

Economic Impact



2024 Economic Impact Report

Freeport's Arizona operations generated more than **\$4.6 billion** in economic benefits for Arizona in 2024.

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](#).

Operations Update

- **Thickener Project**
 - This project is nearing completion. Final drainage channels are being constructed to stabilize the slope for drainage and prevent future erosion. The site was reseeded in Q22025. With the recent rains, vegetation growth has been observed.
- **Lowell Site**
 - Freeport retained an independent contractor to inspect all Freeport owned buildings in Lowell for structural stability. A report on this inspection is pending.
 - Pit stability study is ongoing, and a report is pending.
 - Fence repairs around the pit are underway based on structural inspection recommendations.
- **Engineering Studies**
 - Studies are ongoing to assess high wall slope stabilization on Hwy. 80 and to upgrade the fire flow system inside the Copper Queen property.

Environmental Update

- **Soil Remediation Project:**
 - The soil remediation project has been completed for yards whose owners signed up that were not previously remediated.
 - In all, 22 yards were remediated in Bisbee and 22 in Douglas in this last phase, for a total of 44 yards.
 - Outreach began in 2023 with letters and open house events, followed by sampling in the second quarter of 2024.
 - The program saw collaboration from community members and reported zero safety incidents.
 - The community can expect continued reporting and monitoring of environmental projects, including vegetation growth on the thickener project.

Social Performance Updates

SOCIAL PERFORMANCE MATTERS

Learn more about Social
Performance at:
FreeportInMyCommunity.com

Funding Updates

Community/Social Investment Funds

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: **8**

Mini-Grants for Education

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

Application Updates:

- Application Opened:
July 2
- Application Closed:
September 5
- Awards Announced:
October 10

Women's Development Fund

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

Transforming tomorrow together

Social Performance Updates

Community Investment

- Community Montessori of Bisbee: Workforce Pipeline Program – \$5,000

Community Engagement

- **In-Kind Donations**
 - Two vehicles were donated – one to Bisbee Unified School District for maintenance needs and one to Bisbee Coalition for the Homeless to support food security efforts.
- **Youth Engagement**
 - Summer programs included science and reclamation activities with the Boys and Girls Club and a biodiversity day at the library led by a Freeport intern, engaging children and families in environmental education.

Resilience Plan

- The implementation team continues to meet quarterly to advance strategies in infrastructure, housing, employment, economy, and education. Updates will be provided in future meetings.

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



Register Now for Training Opportunities!

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.

Virtual sessions will be held biweekly starting in October on Wednesdays from 9 a.m. – 12 p.m. Arizona time.

- **Wed., 10/1** [Communicating with Purpose](#)
- **Wed., 10/15** [Becoming a Champion of Change](#)
- **Wed., 10/29** [Improving Employee Retention and Minimizing Burnout](#)
- **Wed., 11/12** [Tell Your Story Boot Camp](#)
- **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](#)

Click the links above for more information and to register for a session.

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** signage, flyers and mailers, posts and advertising on social media, Bisbee Observer, local Facebook pages, radio, and information available in high-traffic areas, including the library and Bisbee Science Café.
- **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: **2**

YTD Active: **0**

YTD Closed: **2**

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: December 11, 2025

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Social Performance Manager.