

El Paso Connects: CPP Highlights Fall 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

"As a leading global supplier of copper and other metals with large-scale production, significant reserves and resources and an attractive pipeline for future growth, we are focused on the important role we play to provide copper, gold and molybdenum reliably and responsibly to a world with growing demand for metals."

- Kathleen Quirk, President and Chief Executive Officer



Freeport Reports Third-Quarter and Nine-Month 2025 Results

[Read more](#)

The Quarter in Copper

- U.S. copper cathode prices are set through open market trading on Comex (CMX), and usually align closely with prices on the London Metal Exchange (LME) and Shanghai Futures Exchange (SHFE).
- On July 30, the U.S. Administration announced 50% tariffs on semi-fabricated copper products (like rod, wire, tube, plate), but no tariff was

placed on copper cathode.

- The market experienced significant copper price swings driven by tariff expectations and surging demand from AI/data centers. The U.S. price base retreated quickly towards global price levels after no tariffs were applied.
- Copper remains critical for electrification, AI, EVs, and grid infrastructure. Long-term fundamentals are strong despite current volatility.



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](#).



Fortune AIQ 50

Freeport has been named one of the top companies in the Fortune 500 when it comes to generating significant and measurable impact using artificial intelligence.

- The company ranked 31st out of 50 companies in the first annual Fortune AIQ 50 ranking, finishing second in the energy sector. Learn more [here](#).

Site Operation Updates

Employment Update

Employment By The Numbers

Employment: **480**

Vacancies: 5

Contractors: **430**

**Counts are an approximation based on date of meeting*

Careers at Freeport

**Proudly Creating
Better Futures**

Learn more about careers at
[FMJobs.com](https://www.fmjobs.com)

- There are six vacancies at the site, mostly in entry-level and HR roles.
- Turnover is low.
- The site is working on refurbished rest areas and workplace beautification (e.g., employee-created artwork) enhancing morale and engagement.

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.

- Robust paid summer internships span multiple disciplines, with strong ties to local universities and military transition programs. Many full-time hires are former interns.
- El Paso operations had **9 interns** who worked in Operations, Health and Safety, Environmental, Accounting and Human Resources departments.
- El Paso operations also had **1 UTEP Co-Op** who was provided an industrial setting to gain knowledge and experience with Environmental and the Refinery Chemistry Lab.

Economic Impact

2024 Economic Impact Report



Freeport's Texas operations generated nearly **\$969 million** in economic benefits for Texas in 2024, which includes over **\$248 million** for El Paso County.

Learn more [here](#).



Operations Update

- Refinery is on track to produce 472M lbs. of cathode.
- Rod mill projected to produce 750M–1B lbs. of rod.
 - No scrap is used, ensuring high-purity copper for critical applications (medical, electronics, data centers).
- Upgrades include a \$124M Permanent Cathode Technology (PCT) project for modernization, robotics and infrastructure improvements, in collaboration from El Paso Electric.

Environmental Update

- **Health and Safety Improvements**
 - Sodium hydroxide system automated to eliminate manual handling, reducing injury risk.
 - Hydrogen peroxide tank upgraded to prevent chemical mixing incidents, improving safety for operators.
- **Water Management**
 - Commissioned new well for process water ensuring no reliance on city water for operations.
- **Cooling System Upgrade**
 - Completed water-to-air cooling system improvements at the refinery furnace, leading to better water usage efficiency.

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: **5**

Mini-Grants for Education

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

Funding totaling **\$51,600** has been awarded to **80 projects** in **61 schools** for this cycle of mini-grants.

Congratulations!

- Ramona STEM Academy - Building Tomorrow's Innovators Today Project - \$1,000

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.

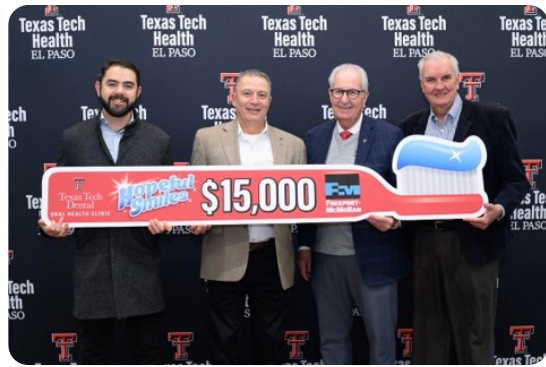
Application Updates:

- Application Opened: **September 3**
- Application Closes: **October 10**
- Awards Announced: **December 5**

Community Investment Spotlight



- **University of Texas El Paso (UTEP)**
 - Awarded \$7M, funding committed over a 7-year period.
 - Investment will support the restart of UTEP's Mining Engineering degree program.
 - UTEP has long served as a pipeline for Freeport employees through internships and full-time employment at sites across Freeport's portfolio.
- **Texas Tech University Health Sciences Center**
 - Presented update on “Hopeful Smiles” project, providing dental care to homeless residents in partnership with Opportunity Center.
 - The program provided dental services to students at Ramona STEM Academy as a result of both organizations partnership with Freeport.
- **El Pasoans Fighting Hunger Food Bank**
 - Received \$40,000 grant to combat food insecurity.
- **ProAction Emergency Services Institute**
 - Received \$15,000 grant to support emergency responder training.
- **Ramona Elementary/STEM Academy**
 - Awarded mini-grant for “Building Tomorrow’s Innovators Today” STEM project.
- **Other Community Partners**
 - **Rebuilding Together El Paso:** Supported through volunteer painting and yard work for disabled residents.
 - **Young Women’s Preparatory School:** Received donation for theater project and technology upgrades.
 - **Children’s Grief Center, El Paso Community College, Make-A-Wish:** Supported through table sponsorships and donations.



United Way Campaign Update

Each year, we partner with United Way to raise funds for a vast network of nonprofit agencies working to advance the common good.

The Freeport-McMoRan Foundation matches employee contributions. For donations of \$25 or more, the Freeport-McMoRan Foundation will double match the first \$1,000 contributed and single match any amount more than \$1,000 (up to an annual maximum of \$40,000).



2025 Campaign Estimates

Employees	Freeport-McMoRan Foundation	Total
\$108,054	\$191,401	\$299,455

2024 Totals Paid To Date
(Paid Out in Q1 & Q2)

\$104,981



Note: The campaign totals provided above are estimations only, and subject to change.

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, 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 fall CPP meeting. During the session, we asked questions about the grievance process for attendee feedback and shared responses from CPPs at other sites.

- **Question:** What are ways we could increase community awareness and proactively publicize our grievance mechanism?
- **Fall CPP attendee responses included** sharing the process via social media, distributing mailers and flyers, providing information on company websites and via posted QR codes.
- **Next steps:** The Freeport Communications department is developing 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](#).

2025 YTD: 0

YTD Active: 0

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: April 2026 (*Date TBA*)

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Social Performance Manager.