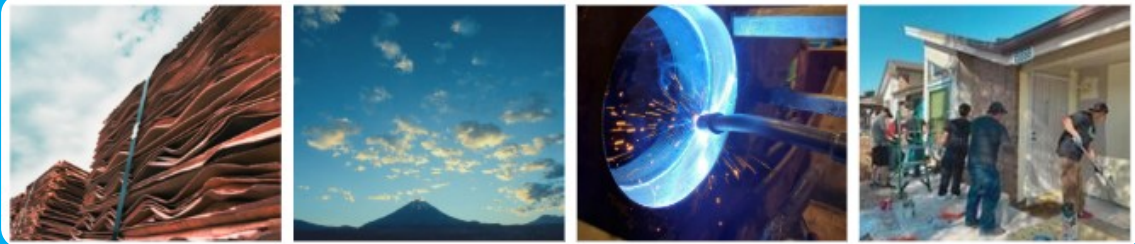


EL PASO CONNECTS: CPP HIGHLIGHTS **SPRING 2026**



This newsletter provides updates from our recent Community Partnership Panel. It is part of our commitment to keeping the community informed about site activities and fostering open and ongoing dialogue.

Learn more about our commitment to communities:

[Freeport In My Community](#)

✓ IN THIS EDITION...

Operations: [Refinery and Automation Projects](#)

Social Performance: [Local Site Investment Funding Requests](#), [Social Investment Fund](#)

SITE OPERATIONS UPDATE

Employment Update

Site Headcounts

Employment: **480**

Vacancies: **5**

Contractors: **580**

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

**Proudly Creating
Better Futures**

Learn more about the wide range of career opportunities available at Freeport: [FMJobs.com](#)

Key vacancies include: Rod Mill Admin. Assistant, Rod Mill Maintenance Helper, Rod Mill Planner I, Refinery Operations Helper, and Refinery Maintenance Helper

Additional Updates

- **Operational Focus**
 - Focus on safety, reliability, replacing aging infrastructure and reducing operational risk.
 - **Rod Mill Improvements**
 - Replacement of motor control centers (MCCs) originally installed in the 1980s.
 - Installation of forklift crossover bridges to reduce vibration, protect product quality and improve operator safety.
 - Upgraded lifting and handling equipment to improve repeatability and reduce risk.
 - **Refinery and Automation Projects** ✓
 - Major Permanent Capital Technology (PCT) modernization project focused on automation and robotics and replacing labor-intensive processes
 - No layoffs planned; automation supports retirements and reduces physical strain.
 - **Additional Infrastructure Investments**
 - Transition from steel crane cables to fiber rope to reduce electrical risk.
 - Antimony and bismuth removal systems to improve air quality and worker health.
 - Continued turbine rebuilds and upgrades to support reliable on-site power generation, with excess power supplied back to the grid.
 - **Safety Performance**
 - Safety metrics exceeded targets at both the refinery and rod mill.
 - Major project work surpassed 700 days without a reportable incident.
 - Emphasis on engineering and administrative controls, automation, and fatal-energy risk reduction.
-

SITE ENVIRONMENTAL UPDATE

- **Water Stewardship**
 - El Paso operations operates from on-site groundwater wells, not the City of El Paso water system.
 - Completion of the vertical furnace project reduced water use and improved reuse.
 - Former fire-water tank now supports potable and process water.
 - Planning underway to reuse reverse osmosis backwash water previously sent to the sewer.
- **Spill Prevention and Groundwater Protection**

- Secondary containment upgrades at the electrowinning plant using stainless steel containment to reduce corrosion risk.
 - **Air Quality and Emissions**
 - Planned rod mill scrubber replacement to further improve emissions control.
 - Furnace projects designed to capture steam and improve worker and ambient air conditions.
 - **Permitting and Compliance**
 - Turbine air permit renewal in progress.
 - Public notice period completed with no public comments received.
 - Permit in final review.
 - **Environmental Grievance Response**
 - One stormwater-related issue affecting a neighboring property was resolved, including repairs and preventative improvements.
-

SOCIAL PERFORMANCE UPDATE



Community Investment

- **Local Site Investment Funding Requests** ✓
 - Effective January 2026, Freeport's North American sites have updated the process for requesting site investments, incorporating funding cycles as well as a [new online application](#).
- **Social Investment Fund** ✓
 - The Freeport Social Investment Fund (SIF) is driven by three priority areas: Education and Workforce Development, Economic Opportunity and Capacity and Leadership.
 - The SIF opens May 13 and closes June 26, 2026

- Learn more [here](#).

Community Investment Highlight

- **ProAction Emergency Services Institute Presentation**
 - ProAction provides EMS staffing and medical support for large community events across El Paso and operates an accelerated EMT training program (4 – 5 months) creating rapid career pathways.
 - Graduates are often hired before program completion due to high local demand.
 - Through Immunize El Paso, ProAction supports the delivery of vaccinations to approximately 50,000 people annually.
 - ProAction also provides in-home vaccinations for elderly and mobility-limited residents, improving access to care.
 - Freeport support funded 12 EMT scholarships, with strong completion and job placement outcomes.

Community Engagement

- **El Paso Human Rights Assessment Planned for 2026**
 - **Purpose**
 - Proactively assess potential human rights risks and impacts associated with operations.
 - Strengthen alignment with Freeport-McMoRan's Human Rights commitments and international standards.
 - **Scope**
 - Covers workforce, contractors, and community-related human rights considerations.
 - Focus areas include health and safety, labor practices, community impacts, and access to grievance mechanisms.
 - **Stakeholder Engagement**
 - Planned engagement with internal teams and external stakeholders, including community representatives.
 - Designed to gather perspectives on potential risks, impacts, and opportunities for improvement.
 - **Grievance Linkages**
 - Assessment will inform continuous improvement of grievance mechanisms.
 - Reinforces transparency, responsiveness, and clear escalation pathways.
 - **Timing and Next Steps**
 - Stakeholder engagement anticipated in the coming months.
 - Findings to be used to guide mitigation actions, management plans and ongoing monitoring.
-

GRIEVANCE MANAGEMENT

Freeport maintains a formal Grievance Management System allowing community stakeholders to share concerns directly with company officials. Learn more about our Grievance Management process at [FreeportInMyCommunity.com](https://www.freeportinmycommunity.com).

The topics of concern received included

- Stormwater

Grievance Report

Q4 2025: 1

YTD Active: 0

YTD Closed: 0

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.

COMPANY UPDATE



Freeport Reports Fourth-Quarter And Year Ended 2025 Results

[Read more](#)

The Quarter in Copper/Molybdenum

- 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).
- The shortage of cathode in other regions is causing the spot CMX price to become slightly lower than international prices.
- Global prices continue to trend upwards due to expectations about global electrification, AI, EVs, and renewable energy.
- Copper supply is challenged to increase at a quick enough pace.

We want to hear from you!

We value your feedback. Please share your thoughts on the CPP by completing this quick survey.

[CPP Feedback Survey](#)

Thanks for reading! Join us for the next CPP in **October 2026**.



Freeport-McMoRan

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You've received this newsletter because you are on our CPP mailing list. Please direct any questions to your Social Performance Manager.

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