

Freeport-McMoRan is committed to “Transforming Tomorrow Together” which means working with communities where we operate to build resiliency and wellbeing that helps ensure communities and people can thrive over the life of our mines and beyond. Our approach for delivering on this commitment is based on three priority areas and respective social impacts to help us determine success.

Education and Workforce Development → *Resilient People*

Increase educational attainment and skills necessary to drive inclusive economic participation and mobility, and adaptation to a changing future of work that can be sustained or transferred beyond mining.

Economic Opportunity → *Resilient Economies*

Strengthen local supports critical to driving economic opportunities, growth, and diversification, ultimately decreasing dependency and increasing resilience

Capacity and Leadership → *Resilient Organizations and Systems*

Increase individual and institutional ability to lead and implement efforts that maximize the benefits of mining, create resilience to socio-economic and environmental disruptions, and plan for the future.

Social Impacts and Definitions

A project must address one of the Social Impacts identified below to be eligible to receive investment from Freeport-McMoRan.

- **Children gain school readiness:** *Number of children that achieve kindergarten readiness*
- **People improve academic performance:** *Number of people who demonstrate improvement in their academic skills.*
- **Progress to the next grade on time:** *Number of children promoted to next grade or without summer learning loss*
- **Access post-secondary education:** *Number of students that matriculate in two- or four-year colleges or professional credentialing programs*
- **Earn a post-secondary degree or credential:** *Number of students that earn a degree, certification or credential from a two- or four-year colleges or professional credentialing program*
- **Improve income:** *Number of beneficiaries that substantially improve their income*
- **Attained, retained or improved employment:** *Number of beneficiaries that gain or sustain a job with a defined threshold for salary, retention, upward mobility, and/or other traits*
- **Jobs created or saved:** *Number of jobs created, or protected against disappearing*
- **Businesses created, saved or strengthened:** *Number of businesses created, saved or materially strengthened (eg, through expansion or increased revenues)*
- **People sustain and revitalize cultural heritage:** *People preserve their cultural heritage by learning their native language, history, and customs.*
- **Acres of land protected, restored:** *Total amount of land (in acres) that achieve the targeted amount of improvement or protection*
- **Miles of riverways protected, restored:** *Total amount of riverways (in miles) that achieve the targeted amount of improvement or protection*
- **Species are protected or experience improved wellbeing:** *Number of species that improve or retain health or wellbeing*
- **Ecosystems protected, restored:** *Number of ecosystems that improve or retain health and function*
- **Attained, retained or improved housing:** *The number of target beneficiaries (each representing a single household) that obtained affordable housing, avoided eviction or foreclosure, or materially improved their housing conditions*
- **Protected or improved health:** *Number of beneficiaries that improve or protect their physical or mental health, or avoid disease or injury*
- **People experience increased safety:** *Number of people who improve or avoid harm to their safety or well-being*
- **Achieve or improve food security:** *Number of beneficiaries that eliminate or substantially reduce limitations in food intake; quality, variety, or desirability of diet; or anxiety about food sufficiency or access*
- **Community leaders activated, strengthened:** *Number of program participants that became community leaders/civic activists - or significantly improved their skills, resources, or general capacity as existing community leaders - to promote civic improvement*
- **Strengthened civic engagement:** *Number of people that become engaged in the public interest of their community, or have their engagement strengthened*
- **Gain improved community resources (including disaster preparedness and recovery):** *The number of people who gain community resources such as services, infrastructure, or access to information that meaningfully improves their quality of life*

Below you will find some social impacts, the definition of the impact, successful examples of how to demonstrate that programming achieves the impact and how that will be measured. Be sure to reference these when completing the **Impact Statement** question in your Letter of Intent.

People gain school readiness: *Number of children that achieve kindergarten readiness*

- We expect 23 students to enter school ready to learn. Entering school ready to learn is tracked by mastery of skills from the 5 domains of New Mexico Early Learning Guidelines as appropriate for their age levels.
 - *Measurement:* We plan to directly measure the mastery of skills through the New Mexico Early Learning Guidelines assessment tool. Our teachers will conduct an assessment every 6 months.

(Based on Community Partnership for Children, Families As First Teachers Program)

Progress to the next grade on time: *Number of children promoted to next grade or without summer learning loss*

- We expect 32 scholars to enter the next grade at the same level of math comprehension that they completed the school year by providing four workshops (12 hours) over the summer.
 - *Measurement:* Student math comprehension will be measured by a Galileo assessment at the start and end of the workshops.

Access post-secondary education: *Number of students that matriculate in two- or four-year colleges or professional credentialing programs, within defined parameters as relevant*

- 28 women will access post-secondary education through the delivery of academic support services alongside weekly leadership development classes, civic engagement projects and a highly coveted paid summer internship.

- *Measurement:* Success will be defined as the number of students who enrolled in college courses during the fall of each academic year.

(Based on Neighborhood Ministries, Emerging Leaders)

Earn a post-secondary degree or credential: *Number of students that earn a degree, certification, or credential from a two- or four-year colleges or professional credentialing program, within defined parameters as relevant*

- We expect 1,559 (or 83%) of all Earn to Learn students to graduate within 6 years. The students to be served are Pell eligible. As a point of comparison, the national 6-year graduation rate for the Pell eligible target population is less than 40%.

- *Measurement:* We plan to directly measure the number of students who graduate within 6 years through our own tracking and follow up process coordinated by our Program Director.

(Based on Earn to Learn)

Improve income: *Number of beneficiaries that substantially improve their income.*

- We expect 32 people to improve their income to at least 80% of the local median income. Last year, 86.36% reported improving the revenue of the business (19). 56.52% reported improving their personal income, the amount they pay themselves (13).

- *Measurement:* We will measure this outcome through a survey of all four cohorts to measure long term program impact.

(Based on Thunderbird School of Global Management, Project Dream Catcher)

Attained, retained or improved employment: *The number of beneficiaries that gain or sustain a job with a defined threshold for salary, retention, upward mobility, and/or other traits.*

- Based on other program evaluation results, we expect 120 people (80% of workforce training program graduates) will be placed in full time employment within 60 days of program completion.

- *Measurement:* Our Impact Specialist will be responsible for tracking employment information 60 days after a participant's program completion and documenting it in Apricot.

(Based on Fresh Start Women's Foundation, Fresh Start Impact Program)

Jobs created or saved: *Number of jobs created, or protected against disappearing, as a result of the program.*

- Based on past outcomes, we expect to create 5 new jobs per business equaling 30 new jobs. These positions will be a combination of higher wage, technical positions, requiring technical skill set and entry to semi-skilled positions.

- *Measurement:* Six months post programming we will inquire with businesses on number of higher wage/increased skilled jobs created.

Businesses created, saved or strengthened: *Number of businesses created, saved, or materially strengthened (e.g., through expansion or increased revenues)*

- We expect to strengthen 32 businesses by the end of this program period.

- *Measurement:* To be considered "strengthened" businesses will need to demonstrate that their business is making a profit after one year of participation in the program and/or have demonstrated an increase in revenue during that same period.

(Based on Ciudad Nueva Small Business Incubator Program)

Acres of land protected, restored: *Total amount of land (in acres) that achieve the targeted amount of improvement or protection as a result of this program*

- We will implement best practices to thin 50K acres of forests in Northern Arizona's 2M acres of Ponderosa Pine Forest.

- *Measurement:* As forest acres are treated, data is transmitted in real time from TNC developed technology in contractors' harvesters to USFS, mapping progress of acres thinned toward scale. We will ensure 50K acres are thinned by program end.

(Based on The Nature Conservancy, Future Forests - Power of Nature Campaign: Healthy Forests, Healthy Watersheds)

Miles of riverways protected, restored: *Total amount of riverways (in miles) that achieve the targeted amount of improvement or protection as a result of this program*

- The Stony-Brook Millstone Watershed is 265 square miles, covering 26 towns in parts of 5 counties. We monitor the water quality in these regions through scientific testing and identify problems and propose solutions. All of the waterways benefit from our advocacy, science and educational programs that teach and inform people about why caring for our waterways and land is so important.
 - *Measurement:* We will measure the protection of the river in our community by establishing sampling stations to monitor water quality in the receiving waters and to help assess the impact of the treated effluent on water quality. Sampling will be carried out twice weekly, for BOD, NH3-N, TDS and fecal coliforms. Dissolved oxygen levels and coliform bacteria will also be monitored. *(Based on the Jenny-Ann Kreshner Watershed Sponsorship and Restoration Project)*

Species protected or experience improved wellbeing: *Number of species that improve or retain health or wellbeing as a result of this program.*

- Geneticists recommend that bison conservation herds consist of at least 1,000 bison to contribute to the long term genetic health of the species. Wolakota Buffalo Range will support approx. 800 bison by March 2023 and over 1,000 bison by summer 2024
 - *Measurement Plans:* Bison on the Wolakota Buffalo Range can be counted directly upon their arrival and calves can be counted as they are born on the range. Once the herd reaches 1,000 bison this will be considered a milestone for bison conservation in North America. *(Based on World Wildlife Fund Establishing the Wolakota Buffalo Range Project)*

Ecosystems protected, restored: *Number of ecosystems that improve or retain health and function as a result of this program.*

- We expect to protect 25 ecosystems through our watershed efforts. Efforts to protect the watershed will lead to healthier habitats for wildlife. The Watershed reserve is 950 acres of protected forest, meadows and fields. We also work with other land protection organizations such as the Conservation Foundation to preserve additional acreage.
 - *Measurement Plans:* We will estimate the number of ecosystems protected by drawing on existing research about the connection between watershed protection and environmental outcomes: <https://www.epa.gov/hwp/benefits-healthy-watersheds#ecosystem>
(Based on The Jenny-Ann Kreshner Watershed Sponsorship and Restoration Project)

Properties Improved, Restored: *Number of vacant properties that are developed into green space, retail space, affordable housing, or any other space that provides benefit to the community*

- We expect to redevelop 15 properties by the end of this project. These properties will be identified as blighted/vacant, inspected by an engineer and then either fully restored or removed. By restoring or removing the blight we will dramatically improve the downtown environment.
 - *Measurement:* We will track the number of vacant properties improved directly through our on-site project manager. Pictures and site maps available upon request.

(Based on Town of Clifton, Clifton Beautification Program- Abatement Program)

Attained, retained or improved housing: *The number of target beneficiaries (each representing a single household) that obtained affordable housing, avoided eviction or foreclosure, or materially improved their housing conditions.*

- We expect to support 25 people to improve their housing. We will count a person as having "improved housing" if they have access to affordable housing while staying at Jane's Place and successfully develop a housing plan to help them secure stable housing after moving out.
 - *Measurement:* We measure the number of people who stay at Jane's Place and directly support the development of their housing plans. Therefore, we will be directly measuring our final outcomes.

(Based on Chaffee County Community Foundation Jane's Place)

Protected or improved health: *Number of beneficiaries that improve or protect their physical or mental health, or avoid disease or injury*

- We expect to support the improved health of 4,000 people by providing them with high quality CT scans with improved scanner technology.
Measurement: We will improve the medical diagnosis evaluation for each patient by 100% as they will receive detailed scans upon initial evaluation.
(Based on St. Vincent Hospital Foundation, New CT Scanner)

Achieve or improve food security: *The number of beneficiaries that eliminate or substantially reduce limitations in food intake; quality, variety, or desirability of diet; or anxiety about food sufficiency or access.*

- We expect to improve the food security of 180 participants. We will consider this achieved by the delivery of three healthy meals and two healthy snacks, each day, to all of the campers who attend our Happy Families Academy.
 - *Measurement:* We will use a version of the US Household Food Security Survey with a willing sample of participants to measure the increased food security of participants.

(Based on Camp Blodget Family Support Program)

Community leaders activated, strengthened: *Number of program participants that became community leaders/civic activists - or significantly improved their skills, resources, or general capacity as existing community leaders - to promote civic improvement*

- We expect 23 participants to become successful community leaders by the end of the program. We define Community Leaders as leaders in the workplace with enhanced skills and knowledge they acquire during the 4DD Program and leaders in their community characterized by continued professional development and collaboration with program alumni.
 - *Measurement:* Our Program Manager will conduct informal interviews three times during the program and an end-of-program exit interview to better understand how the program impacts the participants.

(Based on White Mountain Apache Tribe, Four Directions Development Program)

Strengthened civic engagement: *Number of people that become engaged in the public interest of their community, or have their engagement strengthened.*

- We expect 10 participants to strengthen their civic engagement. Participants will develop an understanding of the challenges and issues that face their community and take an active role in working to address those challenges and issues through leadership, activism, public service or thought leadership.
 - *Measurement:* We require all participants to respond to two follow up surveys after completion of the program. These surveys request information about the participants continued leadership, public service, and civic engagement.

(ASU Foundation/ McCain Institute for International Leadership, McCain Global Leaders)

Gain improved community resources: *The number of people who gain community resources such as services, infrastructure, or access to information that meaningfully improves their quality of life.*

- We expect to serve the town's 30,000 residents with reliable wastewater treatment and primary municipal water source. This improved community resource also contributes to a town-wide energy cost savings plan.
 - *Measurement:* The Town can compare the cost of running the plant prior to making upgrades to solar power to compare with post upgrade costs.

(Town of Duncan, Cost-saving Solar Upgrade for Aging Wastewater Treatment Plant and Municipal Well Power Systems)

For more information, please visit www.FreeportinmyCommunity.com or scan the QR code below.

