

# Fort Madison 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](#)

## Molybdenum Market Update

- **Climax Molybdenum** remains the largest global producer of molybdenum, responsible for 13% of world production and over 50% in the United States.
- **Market Conditions:** Molybdenum prices in 2025 are above 10- and 20-year averages, driven by strong demand from China (especially

aerospace, defense, green energy, chemical processing, and oil/gas). Demand in the West is weaker, but the company is well-positioned for global shifts.

- **Product Innovations:** The new DC-3 Calciner and Molysulfide Superfine expansion projects are complete. Both product lines are fully operational and qualified for commercial sales. These advancements position the plant to meet the world's growing demand for molybdenum.



## 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: **170**

Vacancies: **0**

Contractors: **70**

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

### Careers at Climax Molybdenum

**Proudly Creating  
Better Futures**

Learn more about careers  
at [Moly.jobs](https://moly.jobs)

## 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.

- Fort Madison had **seven interns** who participated in a wide variety of projects from 3D-scanning of the plant and railway maintenance to metallurgical analysis and wastewater neutralization alternatives.

## Economic Impact



### 2024 Economic Impact Report

Freeport's Fort Madison operations generated **\$66 million** in economic benefits for the state of Iowa.

Learn more [here](#).



## Operations Update

### Annual Shutdown

- Completed May – July with no incidents; over 1,275 jobs completed with zero recordable or lost time incidents.

### Infrastructure

- Asset replacement projects are underway to address aging infrastructure, including silo, boiler, and sulfur furnace replacements (multi-million dollar investments, scheduled through 2027).

### Safety Culture

- The site has surpassed 500 days without a recordable safety incident and 28 months without lost time incidents.
- Leadership is highly engaged in the field, implementing high-visibility PPE zones, regular audits, and strong contractor orientation.
- Partnerships with local emergency services support crisis management and HAZMAT training.

## Environmental Update

### Sanitary Wastewater Facility

- Construction of a new sanitary wastewater treatment system will begin in early 2026 with completion targeted for end of 2027.
- The permitting is being conducted in concurrence with the renewal process of our current wastewater discharge permit.
- Climax appreciates the City of Fort Madisons support in the project.

### Biodiversity Engagement

- Annual mussel field trips and surveys for local seventh graders, ~~run~~ in partnership with Lee County Conservation, engage employees and students in hands-on environmental education. Upcoming programs include the Older, Wiser, Livelier Seniors (OWLS) group.

### Ammonia Emissions Reduction

- Climax is working to reduce ammonia emissions from the site.

- **Monitoring and Controls:** The site is utilizing fence-line monitoring, stack testing and air modeling to track and predict ammonia emissions. Automation and process improvements are being implemented to reduce emissions.
- **Proactive Measures:** The company is taking proactive steps and launching a social media campaign to raise awareness of the grievance process.
- **Community Response:** 13 grievances were reported this year, mostly regarding ammonia odor. All were addressed through a formal grievance process, with one case still under investigation. Climax is appreciative of community members raising this concern through the grievance process. It supports the mitigation efforts on which the site is working.

## Social Performance Updates

**SOCIAL  
PERFORMANCE  
MATTERS**

Learn more about Social  
Performance at:  
[FreeportInMyCommunity.com](https://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

This fund is designed to support K-12 teachers and schools in communities where Freeport has an operational presence. Funds totaling **\$51,600** have been awarded to **80 projects** in **61 schools** for this cycle of mini-grants.

### 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.



### Congratulations!

- Fort Madison High School - Science Lab Supplies - \$500

### Application Updates:

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

## Community Investment Spotlight



- **City of Fort Madison** – Fort Madison Riverview Park Playground - \$25,000 for playground
- **Three Rivers Conservation Foundation** – Protecting Habitat and Preserving Access Project - \$25,000
- **Old Fort Madison Preservation Group** – Old Fort Reconstruction and Museum - \$10,000
- **Iowa Governor's STEM Council** – STEM Extern - \$3,000
- **YMCA Test Kitchen** – Program Support - \$2,500
- **Fort Madison YMCA** – Pre-School Program - \$1,000

- **Lee County Conservation** – Waders for Mussel Field Trips - In-Kind
- **Mexican Fiesta of Fort Madison** – 104th Annual Event Sponsorship - \$1,000
- **Baxter Sports Complex** – Program Support - \$500
- **Fort Madison Chamber** – Small Business Breakfast Sponsorship - \$400
- **Keokuk Area Chamber** – Recycling Event Support - \$200
- **Fort Madison Chamber** – Intern Connect - \$1,000



## Community Engagement

- Iowa STEM Teacher Externship Program in partnership with Lee County Conservation
- Mining for Knowledge Camp at YMCA Test Kitchen

## 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).



## 2026 Giving Estimates

Employees	Freeport-McMoRan Foundation	Total
\$47,542	\$84,132	\$131,674

2025 Foundation  
Match Payments  
**\$77,032**

The above total does not include  
employee contributions.



**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.



# Human Rights Impact Assessment

The **Human Rights Impact Assessment** is scheduled for 2026 and will include stakeholder participation.

- **What is a Human Rights Impact Assessment (HRIA)?** A risk and impact assessment process that companies follow to identify, prevent, mitigate and account for how they address impacts on people
- **Why do we conduct HRIAs?** To hear directly from stakeholders, test the effectiveness of our management systems, support continuous improvement, inform engagement strategies, and help us operate in a way that respects people

## 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, billboards, Radio Keokuk, and via City Council updates and Chamber emails and newsletters.
- **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.

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**Learn more about our Grievance Management process at [FreeportInMyCommunity.com](https://FreeportInMyCommunity.com).**

YTD Received: **13**

YTD Active: **1**

YTD Closed: **12**

Previous Year Active: **0**

The topics of concern received included:

- **Ammonia odor**
  - **Report of visible emissions**
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## 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: May 6, 2026

This email was sent to {{ contact.EMAIL }}

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