

Henderson 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](#)

Molybdenum Market Update

- **Market Leadership and Strategy**
 - Climax Molybdenum remains the world's largest molybdenum producer, holding 13% of the global market, 50% in North America and 80% in the U.S.

- The company continues to prioritize high-quality production and long-term customer relationships, particularly in Europe.
- **Tariffs and Trade Adjustments**
 - Tariffs have disrupted trade routes, especially from South America to the US. However, the EU exemption for molybdenum has helped mitigate some impacts.
 - The company is actively rerouting sales and adapting its strategy to maintain stability.



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

Henderson By The Numbers

Employment: **420**

Vacancies: **10**

Contractors: **120**

**Proudly Creating
Better Futures**

Climax By The Numbers

Employment: **520**

Vacancies: **10**

Contractors: **200**

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

**Headcount figures are an approximation based on date of meeting*

Production and Workforce Stability

- Henderson mine maintains steady production focused on quality over volume.
- Workforce stability has improved due to housing stipends, commuter programs and investments in housing assets like the Muddy Creek cabins and the 4th Street North project in Silverthorne.

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.

- The Climax summer internship program had **16 interns**, and the Henderson program had **18 interns** who participated in a wide variety of projects across the organization.
- New this year, the summer internship program expanded to include skilled trades.
- Several interns have transitioned into full-time roles.

Economic Impact

2024 Economic Impact Report



Freeport's Climax and Henderson operations generated nearly **\$612 million** in economic benefits for Colorado in 2024.

Learn more [here](#).



Environmental Update

Water Treatment Plant Construction

- The industrial water treatment plant project at the mill has been a major focus, with significant progress made over the summer, primarily involving excavation and foundation work.
- Approximately 43,000 cubic yards of material were excavated to prepare the foundation, and about 3,300 truckloads of backfill were brought in, sourced from an on-site gravel pit, which helped reduce traffic on local roadways and demand from other gravel pits in the area.
- The project has involved around 12,000 contractor hours across six contractors, with all work completed safely and in alignment with the company's safety culture and values.

- Construction will continue through the winter, though progress may slow due to weather, with a focus on building the plant structure.
- The project will allow for improvements in sustainable water management, dam safety, and operational stability, ensuring a robust foundation for future operations.

Sustainable Infrastructure Advocacy

- A bill was signed recently by Colorado Governor Jared Polis to encourage the use of more resilient and environmentally sustainable materials, such as molybdenum-containing stainless steel, in Colorado's transportation infrastructure (e.g., bridges, signage, etc.).
- Stainless steel water lines containing molybdenum are fire and corrosion resistant, significantly reduce leakage, require less maintenance and lower carbon emissions due to improved efficiency.
 - These materials have been successfully used in cities like Tokyo and Taipei, but have not yet been implemented in the U.S.
 - Pilot projects, like those underway in Italy and Australia, are being considered in Colorado, especially in communities with lead service lines.
 - If you would like to have your community considered for the pilot projects, please contact David Rivera at drivera@fmi.com.

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: **12**

Mini-Grants for Education

Women's Development Fund

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

Application Updates:

- Application Opens:
July 2
- Application Closes:
September 5
- Awards Announced:
October 10

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.

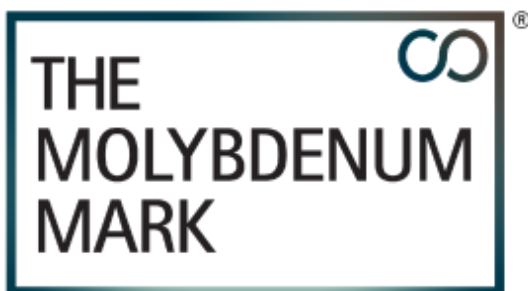
Application Updates:

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

Transforming tomorrow together

The Molybdenum Mark

Henderson's next Molybdenum Mark assurance is scheduled for November. It evaluates the site's performance around a number of topics including health, safety, emergency response and community engagement.



Interviews with stakeholders are an important component of third-party assurance.

- Stakeholders interested in engaging in this process may reach out to Earnst & Young via email (EY.Assessors@ey.com) and learn more about the stakeholder component of The Molybdenum Mark, [here](#).

Social Performance Updates

Community Engagement

- Colorado Social Performance Intern, Colleen McCulloch, provided an update on her summer project, reinventing the educational program, Mining Mo Responsibly, as an online learning module. The virtual platform

will make mining and milling careers more accessible to students and teachers in the region.

- Key community engagement activities included participation in/attendance at:
 - KFFR Ribbon Cutting
 - Clear Creek Metropolitan Recreation District Summer Camp Mill Visit
 - Granby Music & Market
 - Keystone Bacon & Bourbon Festival
 - Kremmling Music & Market
 - Middle Park Health Fraser Campus Opening
 - Kremmling Days
 - Evergreen Rodeo
 - Rapidgrass
 - Keystone Mountain Food Festival
 - Middle Park Rodeo

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** references to billboards, social media (including Facebook and TikTok), local newspaper and radio, flyers and signage.
- **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: **1**

2025 YTD: **3**

YTD Active: **2**

YTD Closed: **1**

Previous Year Active: **0**

The topics of concern received included:

- Property boundaries/signage
- Dark skies
- Contractor concern



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 3, 2025
(*tentative date*)

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.