

# Miami Connects: CPP Highlights Q4 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.



## 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.
- Freeport finished second in the energy sector. The publication ranked 18 sectors across Fortune 500 firms.
- Learn more [here](#).

## Site Operations Updates

### Employment Update

#### Employment By The Numbers

Employment: **950**  
Vacancies: **70**  
Contractors: **70**

*\*Headcounts 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)



## Operations Update

### Globe-Miami Flood Response

- Disaster Response
  - During the CPP, the Freeport team expressed gratitude to first responders, local governments and organizations for their roles during the recent disaster, highlighting strong community collaboration and support.
  - The company's crisis management team was activated to address significant storm damage.
- Storm Impacts and Repairs
  - The site suffered major damage to roads, drainage, reservoirs, power cables and railroads. Extensive repairs were required, and a major 90-day outage was postponed from the following year to 2028, with an interim outage planned for 2027.
- Community Collaboration
  - Multiple agencies, including fire, police, forestry and local governments, participated in flood response and recovery, providing emergency services and public works support.





## Freeport Employee Response Highlights

- In-kind skilled labor and equipment: 1,430+ hours
  - Vacuum truck operators/crews removed mud and debris from numerous homes and buildings
  - Loader, dump truck and street sweeper operators/crews moved mud and debris off main and side streets
- Other assistance: 250+ hours
  - Delivered lunch for community volunteers
  - Filled over 20,000 sandbags and made deliveries as needed
  - Partnered with Capstone to share cost of roll-off bins for ongoing cleanup
- Financial assistance
  - \$50,000 to Disaster Relief Fund
  - \$1,000 to local hardware store for immediate needs
  - \$47,000 to employees whose homes were impacted
  - Expedited payment of all local business invoices

## Environmental Update

- Regulatory Developments
  - In March, the United States Environmental Protection Agency (USEPA) announced they are reconsidering the amendments to the Primary Copper NESHAP for Residual Risk and Technology Review which were published in May 2024. On October 24, 2025, the President of the United States issued a proclamation exempting the Miami smelter for a period of two years beyond the relevant compliance dates of that rule. This exemption provides USEPA the necessary time for conducting the reconsideration process and the Miami smelter time for assessment and planning for future implementation to achieve compliance requirements of the rule. The smelter remains subject to the emission and compliance obligations under the standards that were in place before the new rule.
- Stormwater Management
  - The site received 13 inches of rain in less than 30 days—a 100–200-year storm event. Despite this, there were no unauthorized

discharges; all hydrometallurgical solutions were contained, and stormwater discharges were permitted with no violations.

- Pinal Valley Soil Program
  - Outreach office construction is now complete. Office hours are Monday through Friday from 8 a.m. to 5 p.m. The office is located at 4193 E. Highway 60, Claypool, AZ 85532.

## Biodiversity Update



### Celebrating Bat Week

Freeport employees across the enterprise recently participated in Bat Week. This initiative celebrates nature and local wildlife and provides an opportunity to educate students on the importance of bats in the ecosystem. Freeport's Bat Week efforts have evolved to include lessons and activities aimed at helping the next generation better understand the importance of biodiversity.

## Social Performance Updates

**SOCIAL  
PERFORMANCE  
MATTERS**

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

## 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.



### 2026 Giving Estimates

Employees	Freeport-McMoRan Foundation	Total
\$378,976	\$649,375	\$1,028,351

2025 Foundation Match Payments

**\$625,465**

The above total does not include employee contributions.



**Note:** Totals shared above are estimations only, and subject to change.

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).

## 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.

We are pleased to announce that the following organizations have been awarded funding:

- **City of Globe** – Aerial Ladder Truck Project - \$106,000
- **Cobre Valley Youth Club** – Play it Forward Playground Project - \$40,000
- **Gila Community College** – Fixed Plant Maintenance Program- \$75,000
- **Town of Miami** – Sewer Infrastructure Assessment Project - \$79,000

### 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!

- **Dr. Charles A. Bejarano Elementary School** – \$500
- **Gila County Regional School District** – \$1,000
- **Globe High School** – \$500
- **Liberty High School** – \$1,500
- **Peridot Lutheran School** – \$2,000

### 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 Closed: **October 10**
- Awards Announced: **December 5**

#### Additional Funding:

- **City of Globe** – DARE Program - \$8,000
- **Globe-Miami Chamber of Commerce** – Apache Jii Event - \$2,500
- **Globe Unified School District** – Employee Appreciation Event - \$3,000
- **Tonto Rim Search & Rescue** – Training and equipment - \$10,000
- **Town of Miami** – Hostetler Pool Repair - \$11,450
- **Town of Miami** - WWTP Sludge Bed Drying Design - \$35,850

Globe-Miami Community  
Investment Committee - Member  
Nomination



### Community Investment Committee Nominations

*Submit Names via the QR code*

- Members determine Community Investment Fund allocation
- Serve a three-year term
- 3 days minimum time commitment
- Members come from education, business, non-profit, government, and the community-at-large

# Transforming tomorrow together

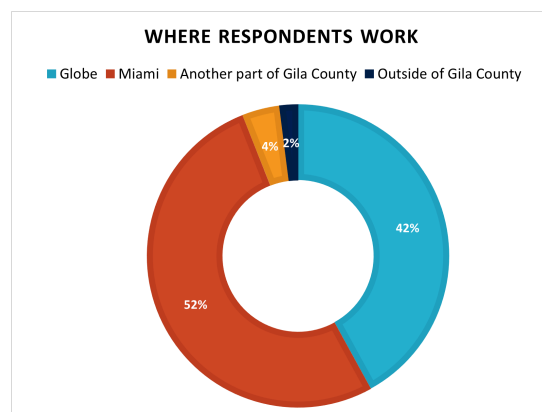
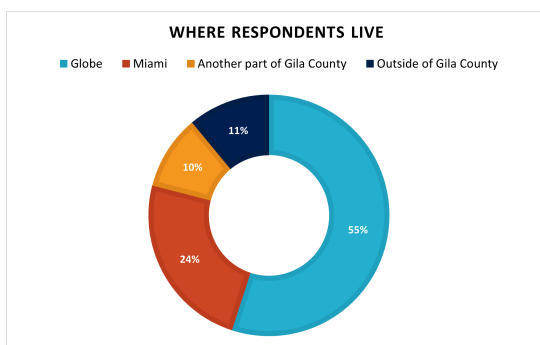
## Resilience Initiative



The **Globe-Miami Resilience Fund** launched along with a community survey identifying topics impacting community resilience. The fund will be rolled out in 2026 to address the following topics:

- Housing
- Economy and employment
- Infrastructure
- Education
- Governance - policy and planning
- Community Services

The community survey that captured these topics received 144 total responses. Geographic breakdown for respondents shown below.





### *Register Now for Training Opportunities!*

Freeport has partnered 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

Learn more about our Grievance Management process at [FreeportInMyCommunity.com](#).

Freeport maintains a formal Grievance Management System allowing community stakeholders to share concerns directly with company officials.

Q3 Received: **7**

2025 YTD: **18**

YTD Active: **0**

YTD Closed: **18**

Previous Year Active: **0**

The topics of concern received included:

- **Air quality, contractor speeding, flood runoff**



## 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: March 4, 2026

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Social Performance Manager.