FREEPORT-McMoRan

September 04, 2026

ATTN: Business and Human Rights Centre

RE: Invitation to respond to survey on Human Rights Defender policy implementation

1. ***Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.***

   Freeport-McMoRan (FCX) believes respect for human rights is a business imperative and that all people should be treated with dignity and respect. Our Human Rights Policy was updated in 2020 to explicitly condemn any form of threats, intimidation or violence against those who peacefully promote and defend human rights. In 2024, it was further updated to prohibit all forms of retaliation against individuals who peacefully promote and defend human rights, while actively engaging with stakeholders to create enabling environments.

   Human Rights Impact Assessments (HRIAs), conducted by third-party consultants using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our active operations. The HRIAs involve direct input from a broad cross-section of internal and external rights-holders and their representatives, including a sampling of employees (including union representatives where applicable), on-site contractors, local suppliers, community members and NGOs. The process supports continuous improvement of our management systems, including our grievance mechanisms, by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts.

   Most recently, we completed HRIAs at PT Freeport Indonesia's downstream processing facilities in Indonesia as well as at our Climax and Henderson operations in Colorado in 2025. HRIAs are currently underway at our Fort Madison and El Paso operations in Iowa and Texas.

   Where findings identify actual or potential gaps in human rights-related management systems and processes, actions are taken to drive continuous improvement. At PT Freeport Indonesia's downstream processing facilities, the HRIA highlighted opportunities to strengthen trust in the grievance mechanism to support stakeholders to feel safe to report grievances without fear of retaliation or retribution. Planned actions include focus group discussions to enhance stakeholder understanding of the grievance procedures, remediation processes, and the company's commitments and protections related to anonymity and anti-retaliation. In response to the HRIAs at our Climax and Henderson operations, we continue to promote awareness of the community grievance mechanisms among external stakeholders and, in early 2026, the sites participated in the global launch

of a new post grievance follow up to gauge satisfaction with the process and identify areas for enhancement. The Compliance Line posters for US sites were also updated to be in both English and Spanish to increase awareness of the grievance mechanism among on-site contractors.

2. ***What steps does your company take to ensure that affected or potentially affected stakeholders - including local communities, Indigenous Peoples, workers, and civil society organisations - are aware of its commitments regarding Human Rights Defenders? Please provide an example of how these commitments have been communicated in practice.***

   We promote human rights, including our Human Rights Policy commitments regarding Human Rights Defenders, through proactive engagement with governments and communities and by educating stakeholders, including training our employees and contractors. Regular training is a core component of embedding respect for human rights across our business. We do this through:

   a) A global human rights training module for employees at both the corporate and operational levels which is focused on company and employee responsibilities when it comes to the promotion of and respect for human rights. This includes that we do not condone any form of threats, intimidation, or violence against those who peacefully promote and defend human rights. In 2025, more than 3,500 employees completed the global human rights training module.

   b) Dedicated human rights compliance officers lead trainings on our Human Rights Policy for employees in Indonesia and Peru, where both human rights risks and security risks are higher. At PT Freeport Indonesia (PTFI) this includes a Human Rights Ambassador program designed to extend education and awareness of business and human rights including our policy commitments in the province of Central Papua and the Gresik regency in East Java. Ambassadors are volunteers from contractor companies who are trained by PTFI and then tasked with promoting human rights and conducting human rights training in their respective companies.

   c) PTFI and Cerro Verde conduct awareness training on our Human Rights Policy for on-site visitors and community members. For example, human rights compliance officers at PTFI Grasberg regularly conduct educational programs and activities in the community to help raise awareness and understanding of human rights. In 2025, this included conducting several workshops and trainings for local community members on women's and children's rights.

d) Pre-deployment training is provided to all public security personnel assigned to the sites under memorandums of understanding and support agreements at PTFI and Cerro Verde, respectively.

3. ***What steps does your company take to ensure that business partners - including suppliers, contractors, and other relevant business relationships - understand and respect its commitments regarding Human Rights Defenders? Please provide an example of how a business partner has engaged with or implemented these commitments.***

We work with our suppliers, contractors and relevant business partners to manage and promote responsible and sustainable practices. Our Business Partner Code of Conduct outlines our expectations for our business partners to meet our ethical business conduct standards, including our Human Rights Policy. Our business partners receive and are expected to read, understand and follow the Business Partner Code of Conduct. Human rights standards are also built into the terms and conditions of our business partner contracts.

We use a combination of tools to understand and monitor supplier risk and encourage compliance with our Business Partner Code of Conduct. These include:

a) Freeport Compliance eXchange - As an initial step in our supply chain due diligence, we have an online due diligence platform, the Freeport Compliance eXchange (FCeX), to distribute a compliance questionnaire addressing anti-corruption, human rights, and health and safety risks, among others, to our business partners. FCeX enhances our ability to communicate relevant FCX policies, as well as to screen suppliers' internal policies.

b) Risk Prioritization Framework - Through our risk prioritization framework, we conduct additional targeted due diligence to identify and assess industry and location-based risks, confirm whether they are present in our supply chain and build capacity, as necessary. In 2025, we focused on three high-risk industries to identify suppliers that require enhanced due diligence and engagement. The review of those suppliers determined that 84% maintain sufficient policies and processes to mitigate perceived risk. Additional engagement and targeted discussions were initiated with nine suppliers.

c) Significant Supplier Lists - Each FCX operating site defines a list of suppliers that are critical to the operation and/or pose significant sustainability-related risk. These lists are reviewed annually. The GSC sustainability team conducts a desktop review of the identified suppliers to assess their policies and procedures against our Business Partner Code of Conduct. If there are gaps, we work with suppliers to raise awareness of policy expectations.

As an example of how our business partners have engaged with our policy commitments, at PTFI's operations in the Grasberg minerals district, representatives from our on-site catering contractor, PT Pangan Sari, in Central Papua have played a key role in promoting awareness of human rights by integrating mandatory human rights training into worker onboarding and employment arrangements. As a participant in PTFI's Human Rights Ambassador Program, the company has proactively transferred their knowledge and learnings to embed PTFI's human rights policy commitments and key messages locally throughout their workforce.

4. ***Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's operations, projects, or business relationships, and describe the steps the company took to address the concern and prevent retaliation.***

   We maintain grievance mechanisms for employees, community members, members of our supply chain and others to report potential human rights concerns. These mechanisms support our commitment to remedy by helping us address concerns early and remediate impacts directly. We promote awareness of these mechanisms through a variety of means, including posters, company web pages, stakeholder engagement and training. Individuals and groups wishing to file a grievance can do so through in-person engagements, direct contact with a staff member, in writing by mail or local drop boxes, via local telephone hotlines or by email.

   Our Compliance Line, along with other reporting mechanisms, provides employees, business partners and community members with a confidential, anonymous way to report concerns related to our Principles of Business Conduct, policies or procedures via web portal or phone. This confidential, anonymous process protects those who raise concerns against retaliation.

   At our Grasberg operations in Papua, we maintain a community grievance mechanism supported by a strict zero-tolerance policy on retaliation, so that community members can raise concerns safely and without fear of reprisal. When grievances involve issues such as land or water, PTFI often collaborates with local human rights organizations, including the regional office of Indonesia's National Commission on Human Rights, Indigenous representative groups, and local government authorities to facilitate resolution and support meaningful remediation. All grievances are formally recorded and managed in accordance with PTFI's grievance management procedure. Following the resolution of a grievance, PTFI seeks feedback from affected community members to understand whether the process was perceived as fair, accessible, and secure, enabling the company to continuously improve the effectiveness of its grievance mechanism.