

## **ESG Investor Presentation**

November/December 2020









## **Cautionary Statement**





This presentation contains forward-looking statements in which FCX discusses its potential future performance. Forward-looking statements are all statements other than statements of historical facts, such as plans, projections, expectations, targets, objectives, strategies or goals relating to environmental, social, safety and governance performance, including focus areas of climate and water stewardship, tailings management, reclamation and waste management, biodiversity, and sustainability, and the underlying assumptions and estimated impacts on FCX's business related thereto; FCX's approach to lower carbon and reduced emissions; plans and expectations in relation to future clean energy transition; future risk mitigation; FCX's continuing commitment to safe and reliable operations; FCX's commitment to human rights and creating a diverse and inclusive workplace; FCX's aim to deliver responsibly produced copper and its Copper Mark ambitions; and statements and goals related to copper's antimicrobial properties. The words "anticipates," "may," "can," "plans," "believes," "estimates," "expects," "projects," "targets," "intends," "likely," "will," "should," "could," "to be," "potential," "assumptions," "guidance," "future" and any similar expressions are intended to identify those assertions as forward-looking statements.

FCX cautions readers that forward-looking statements are not guarantees of future performance and actual results may differ materially from those anticipated, expected, projected or assumed in the forward-looking statements. Important factors that can cause FCX's actual results to differ materially from those anticipated in the forward-looking statements include, but are not limited to, the factors described under the heading "Risk Factors" in FCX's Annual Report on Form 10-K for the year ended December 31, 2019, and subsequent Quarterly Report on Form 10-Q for the quarter ended September 30, 2020, each filed with the U.S. Securities and Exchange Commission (SEC), as updated by FCX's subsequent filings with the SEC.

Investors are cautioned that many of the assumptions upon which FCX's forward-looking statements are based are likely to change after the forward-looking statements are made. Further, FCX may make changes to its business plans that could affect its results. FCX cautions investors that it does not intend to update forward-looking statements more frequently than quarterly notwithstanding any changes in its assumptions, changes in business plans, actual experience or other changes, and FCX undertakes no obligation to update any forward-looking statements.

## **Freeport: Foremost in Copper**



### Global Industry Leader

One of the world's largest publicly traded copper producers;
Seasoned and value-driven global team;
30+ year reserve life with substantial additional resources

# Trusted Operator

Strong
reputation and
franchise in 4
countries;
Synergistic
operation of all
assets

# World-Class Developer

Industry leading track record for major project execution in complex jurisdictions

### Block Cave Leader

Industry leading technical capabilities;
Decades of block caving experience

## Responsible Producer

Long-standing commitment to all of our stakeholders including our employees, communities, host countries, customers and suppliers

## Leading Responsible Copper Producer

Committed to all stakeholders





- Health & Safety
- Workforce
- Communities & Indigenous Peoples
- Human Rights

proud to be a positive

well beyond our own

By supplying responsibly produced copper, FCX is contributor to the world operational boundaries





- Climate & Water Stewardship
- Biodiversity
- Tailings Management
- · Reclamation & Waste Management

- **Business Integrity & Ethics**
- Independent & Engaged **Board Oversight**
- Responsible Value Chains
- Transparency & Accountability



## **Copper is Critical to Progress**



Copper is strategically important to enabling society's progress



#### **Decarbonization**

- By 2030, copper could reduce global carbon emissions by 16%\*
- Copper is a critical component for electric vehicles, charging stations. high-efficiency motors and renewable energy

#### Infrastructure

Copper is essential for reliable, advanced electrical grids (production and delivery of energy and energy storage) and telecommunications (data centers, networks and cell towers) and railways

### **Technology**

Copper is crucial for connecting and advancing society and smart cities/homes, including artificial intelligence, smart grids, 5G technologies, mobile phones and computers

#### Public Health\*

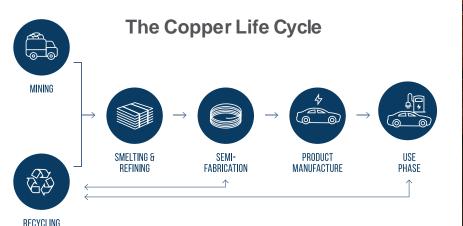
Copper could play an invaluable role in public health if used more frequently on "high touch" surfaces given its substantial antimicrobial properties, which can eliminate bacteria, viruses and other pathogens, reducing the risk of transmission

## **Responsible Value Chains**



Dedicated to delivering responsibly produced copper to markets around the world

- Focused on advancing responsibility in our value chains by: (1) managing risks in our own supply chain; (2) managing risks of our products and by-products in use; and (3) understanding life cycle impacts of our products along the value chain
- Recently published a Responsible Sourcing of Minerals Policy and inaugural OECD Step 5 Due Diligence Report
- FCX is committed to achieving the the Copper Mark, starting with 6 sites





## **Aligned to International Best Practices**



Dedicated to continuous improvement and evolving with changing expectations

### **Voluntary Memberships & Commitments:**



















### **Sustainability Reporting Frameworks:**







## 2019 ESG Performance Snapshot



82%

of total water utilized was from recycled sources \$100 million

invested in our communities

1st

in North America in 2019 Corporate Human Rights Benchmark Assessment 99%

of our employees are from the countries where we operate

**13%** women

in global workforce, up from 10% in 2016

**17%** 

reduction in global GHG emissions over the last five years

81%

of purchased power from low-carbon or renewable sources **ZERO** 

significant environmental incidents at our operations



Forbes Magazine's JUST 100



Forbes Magazine's Best Employers List



Newsweek's America's 300 Most Responsible Companies



Corporate Responsibility Magazine's 100 Best Corporate Citizens Top 10 most ESG-transparent in S&P 500:

Most Transparent S&P 500 Companies in Reporting ESG Metrics

10 Most Transparent Companies in S&P 500 for ESG reporting





## **COVID-19 Response**

Protecting our people is protecting our business





# Protecting our Workforce & their Families

- Adhering to global standards to manage health and hygiene
- Established flexible, remote working plans for all administrative employees starting in mid-March
- All non-essential travel cancelled
- Committed to maintaining health benefits during the pandemic and beyond
- Offering guidance resources to support mental and physical well-being
- Ongoing communication and engagement efforts



# Supporting our Local Communities

- Partnering with local governments, medical institutions, charities and NGOs to provide support
- Providing monetary and in-kind contributions of medical supplies and food including:
  - Ventilators and an ambulance in Calama, Chile;
  - Portable oxygen plant and cylinders to the community of Arequipa, Peru;
  - Testing and food donations in Papua, Indonesia;
- Supplies to hospitals, health clinics and first responders in 27 different locations in 4 states and 6 tribal nations across the U.S.



# Maintaining Resiliency & Value

- Rapid response efforts initiated at corporate and sites
- Wide-ranging controls in place across all operations including temperature checks, rapid/PCR tests, social distancing, extensive cleaning and established isolation areas onsite in the event of positive tests
- Focused on supply chain resiliency
- Managing costs and financial liquidity
- Maximizing cash flow while preserving large resources & asset values for the future



# In 2020, rolling out our new "Safe Production Matters" strategy:

- Optimize health & safety resources
- Eliminate systematic causes of incidents and issues
- Focus on high risk/potentially fatal events
- Promote proactive data-driven decisions and deliver technology that improves safety experience
- Empower a culture of safe behavior across all levels of the business



#### **Incident Frequency** (per 200,000 hours worked)



#### **Potentially Fatal Event Trends**



## Human Rights

We are committed to respecting the rights of all people



 Committed to the Universal Declaration of Human Rights and to implementing the United Nations Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights

 The 2019 Corporate Human Rights Benchmark Assessment ranked FCX's human rights program and performance 1<sup>st</sup> among all companies in North America and 3<sup>rd</sup> amongst all extractives assessed globally









## **Communities & Indigenous Peoples**

FREEPORT FOREMOST IN COPPER

Community investments totaled more than \$1.8 billion since 2009



**MILLION** 

We are increasingly focused on investing in the "sustainability of people" which includes providing the enduring skills and opportunities individuals need to achieve productive livelihoods post-mining

# Community Investment Focus Areas:

- Community & Economic Development
- Indigenous Peoples
- Education & Training
- Public Health & Nutrition

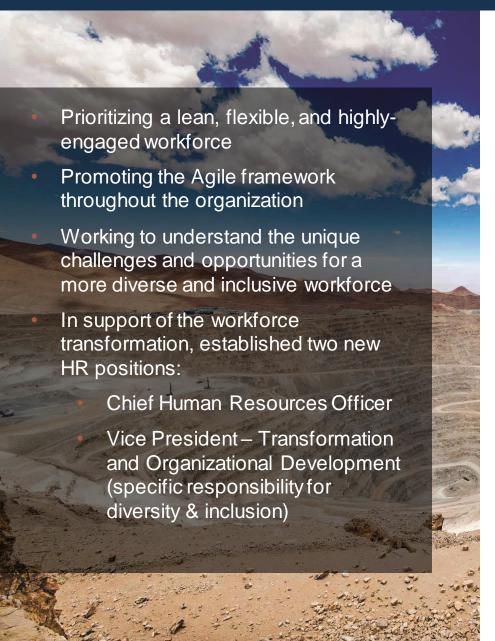
## Objectives in partnership with our local communities:

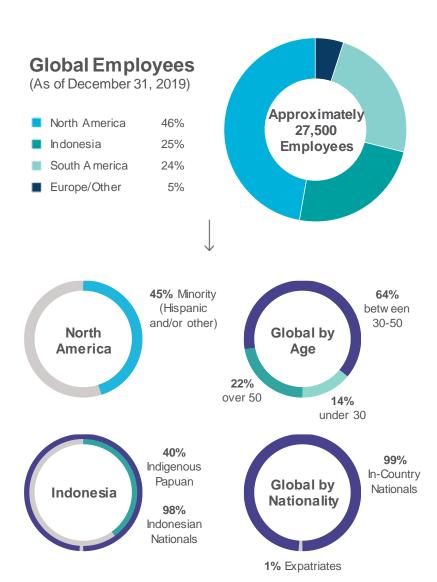
- Build lasting trust
- Minimize/mitigate negative impacts & maximize benefits
- Build resiliency & well-being
- Develop the skills & capacity to thrive beyond the mine

## Our Employees

Focused on adapting and excelling in the "new normal"







## **Diversity & Inclusion**

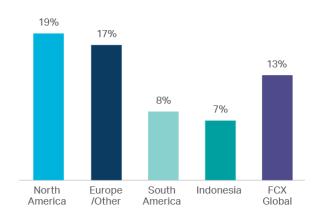


Progress on strengthening gender diversity across the value chain

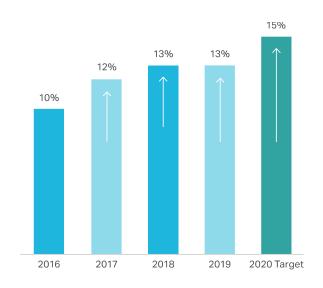


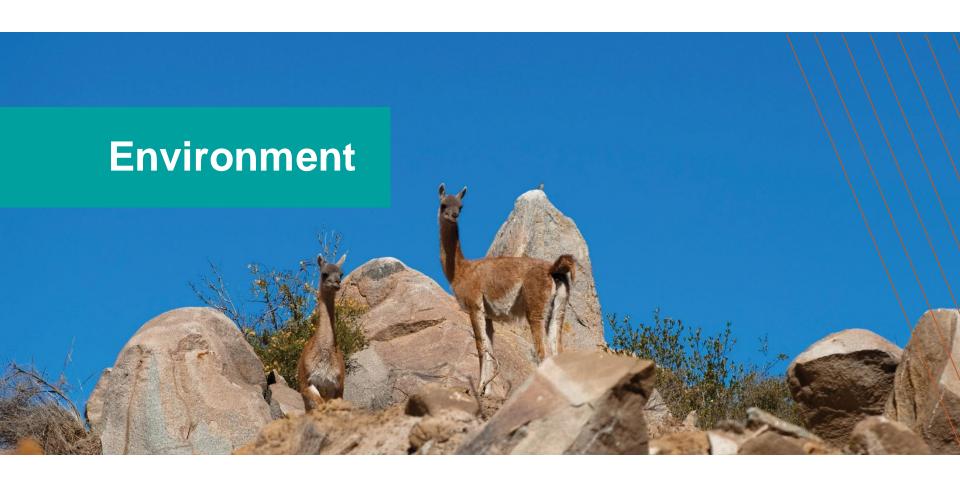
- Women represent 33% of the Board of Directors, 13% of global workforce and 21% of new hires in 2019
- Targeted programs to support and advance women in our communities -DreamBuilder, STEM education, etc.
- Identifying and understanding site-specific challenges and circumstances relating to gender and diversity

#### 2019 Women Employed by Region (%)



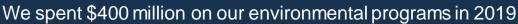
#### Women as % of Global Workforce





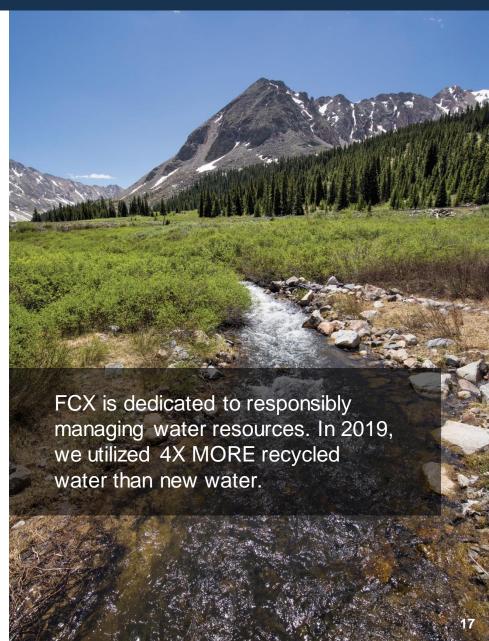


## **Environmental Stewardship**





- Seek to avoid and minimize the adverse impacts of our operations on the environment while promoting opportunities to conserve and enhance resources in the areas of our operations
- Stewardship initiatives aim to produce benefits for the environment and people, build trust, and support our social license to operate
- Environmental focus areas include climate, water, tailings management, biodiversity, reclamation and waste management
- All operations' Environmental Management Systems certified to ISO14001



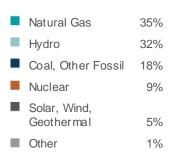
## **Climate**

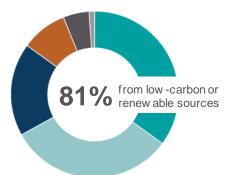






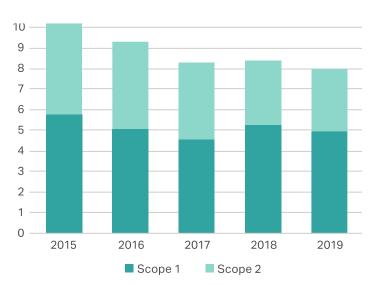
## 2019 Purchased Power by Source



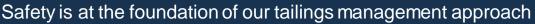


#### Global GHG Reduction by Five-Year Trend

(Total Metric Tons CO<sub>2</sub>e in Millions)



## **Tailings Stewardship**

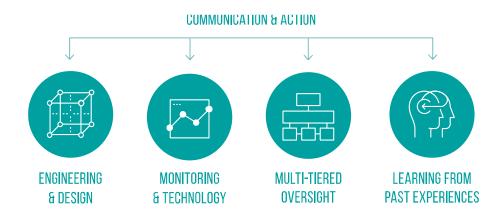




# We support, and are committed to implementing, the new Global Tailings Standard

- Tailings Stewardship program launched in 2004
- Program has a foundation in independent third-party reviews
- Comprehensive measures to ensure facilities are designed, built, operated and monitored to minimize risk to employees, neighboring communities and the environment
- Substantial engineering expertise, technological monitoring, and multi-tiered oversight
- Employ third-party expert Technical Review Boards
- Provided enhanced public disclosures of our tailings facilities on our website 2019

FACILITIES BY Design & Status	UPSTREAM	CENTERLINE	DOWNSTREAM
Active	13	5	_
Inactive or Closed	52	5	1



## **PT-FI Controlled Riverine Tailings**

FREEPORT

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Alternative with lowest risk to human health and the environment

- PT-FI's controlled system selected after extensive evaluations by international experts given extreme terrain and sitespecific conditions
- A conventional tailings management system would have created an unacceptably high risk to human health and the environment
- 20+ year history of performing as designed
- Extensive monitoring and testing 60 active monitoring programs currently
- Monitoring programs have established natural revegetation occurs and that the impacts are reversible at the end of the mine life







## **Sustainability Governance**



Focused on integrating sustainability into all aspects of our business and culture

- Active oversight from Board of Directors and dedicated Board-level Corporate Responsibility Committee
- Sustainability embedded in values and business strategy and cascades to leadership at the sites
- Promote culture of sustainability leadership & responsibility at all levels
- Executive compensation aligned with ESG metrics (25% of annual incentive program)
- Dedicated to highest level of ethical and legal conduct in all business activities
- Zero tolerance for corruption & bribery and expect the same from our employees and contractors
- Continuously striving to embrace evolving stakeholder expectations and implement best practices



## **Corporate Governance**





## Highly Independent and Engaged Board:

- Active Board oversight of risks
- Board has four standing committees composed of independent directors
- Corporate Responsibility
   Committee is responsible for providing oversight on ESG matters
- Over 90% attendance at Board and Committee meetings by all current directors in 2019
- Annual Board and Committee performance evaluations
- Demonstrated Board refreshment and diversity

## Strong Governance Practices:

- Majority voting for directors
- Annually elect directors
- Non-Executive Chairman of the Board
- Stock ownership guidelines for directors and executives
- Robust shareholder engagement program with participation by independent directors

#### **Shareholder Rights:**

- Shareholder right to call special meetings (15%)
- Shareholder right to act by written consent
- Shareholder proxy access

## **Board of Directors**

#### Actively focused on enhancing our Board through recruitment





RICHARD C. ADKERSON Vice Chairman, President & CEO, Freeport-McMoRan Inc.



**GERALD J. FORD** Non-Executive Chairman of the Board, Freeport-McMoRan Inc.



**DUSTAN E. MCCOY** Retired Chairman & CEO, **Brunswick Corporation** 





LYDIA H. KENNARD

President & CEO,

**KDG** Construction Consulting

FRANCES FRAGOS TOWNSEND Vice Chairman, General Counsel and Chief Administrative Officer MacAndrews & Forbes Holdings Inc.



JOHN STEPHENS Senior Executive Vice President & CFO. AT&T Inc.

- Enhancing the composition and size of the Board remains a top priority
- Focused on achieving an appropriate balance of tenure, diversity, skills and experience to support effective oversight and long-term value creation
- In October 2019, added a new director (Mr. Stephens) with financial expertise to the Board and Audit Committee
- Professional search firm engaged to assist with identifying and evaluating potential director candidates
- Search firm instructed to include diverse individuals in the pool of candidates

## **Board of Directors**



Focused on achieving a balance of tenure, diversity, skills and experience

Board diversity, tenure and age will continue to evolve as we progress our Board refreshment process

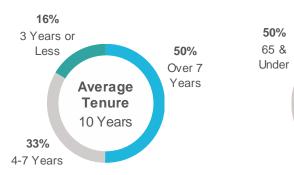
#### Diverse Experience, Qualifications & Skills

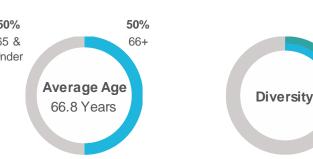
Out of 6 Board Members



#### **Board Composition**







33%

Women

16%

Minority

# **Executive Compensation**Shareholder-informed program drives pay-for-performance alignment



Element	2019 Components	
Base Salary	Fixed cash compensation used to calculate other compensation elements	
Annual Incentive Program (AIP)	<ul> <li>Annual variable cash compensation</li> <li>Formula-driven plan based on pre-established performance weighted metrics</li> <li>Annual cash awards capped at a multiple of base salary</li> </ul> 40% Safety Annual Incentive Program 35% Operational	
Long-Term Incentive Program (LTI Program)	<ol> <li>Program is made up of 3 components:</li> <li>Performance Share Units – PSUs (50% of LTI Program Awards) payable in shares of stock after a 3-year performance period         <ul> <li>Based on an ROI metric measured over 3-year performance period, adjusted with a relative TSR modifier</li> </ul> </li> <li>Options (25% of LTI Program Awards) – vests over a 3 year period from grant date</li> <li>Restricted Stock Units - RSUs (25% of LTI Program Awards) – vests over a 3 year period from grant date</li> </ol>	

## **Executive Compensation**

Committed to Best Practices



#### **Paying for Performance:**

- 67% of target compensation is delivered in equity, aligning CEO's interests with those of shareholders
- 87% of target total direct compensation is at-risk

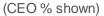
#### **COVID-19 Impact on Compensation Program:**

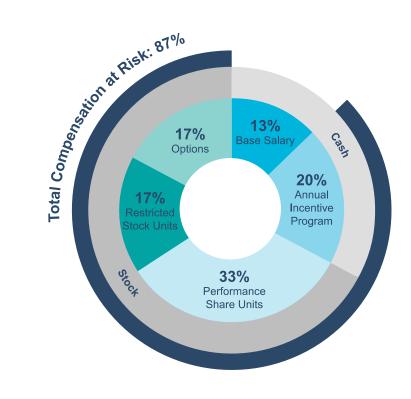
- From May through the end of 2020, CEO and CFO salaries cut by 25%, reflecting prudent measures during COVID-19 management
- Only 10% of their reduced salaries will be payable in cash during 2020, with the remainder paid in award of restricted stock units

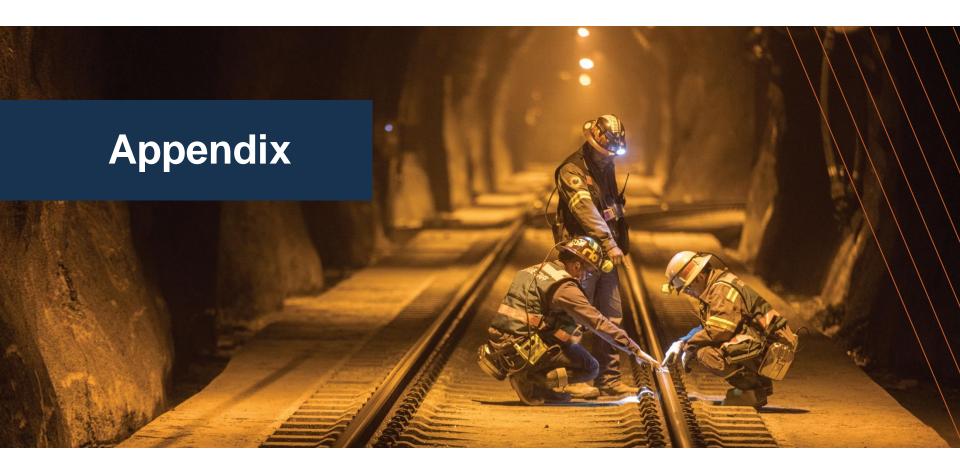
#### Other Compensation Program Best Practices:

- Claw-back policies
- Minimum share ownership requirements
- Double-trigger change of control provisions
- No excise tax gross-ups
- No hedging of company stock
- No excessive pledging of company stock
- Appropriate use of equity incentives

### 2019 Compensation Mix









## **Senior Leadership**

#### Broad and experienced management expertise





RICHARD C. ADKERSON
Vice Chairman, President Chief
Executive Officer



KATHLEEN L. QUIRK
Executive Vice President and Chief
Financial Officer



MARK JOHNSON

Director, Executive Vice President and Chief Operating Officer, Freeport-McMoRan Indonesia



JOSH OLMSTED

President and Chief Operating

Officer – Americas



RICK COLEMAN
President, Freeport-McMoRan
Mining Company



MICHAEL J. KENDRICK President, Climax Molybdenum Co.



DOUGLAS CURRAULT Senior Vice President and General Counsel



STEPHEN T. HIGGINS
Senior Vice President and
Chief Administrative Officer



BILL COBB
Vice President and Chief
Sustainability Officer



PAM MASSON
Vice President and Chief
Human Resources Officer



BERTRAND ODINET Vice President, Chief Information Officer and Chief Innovation Officer



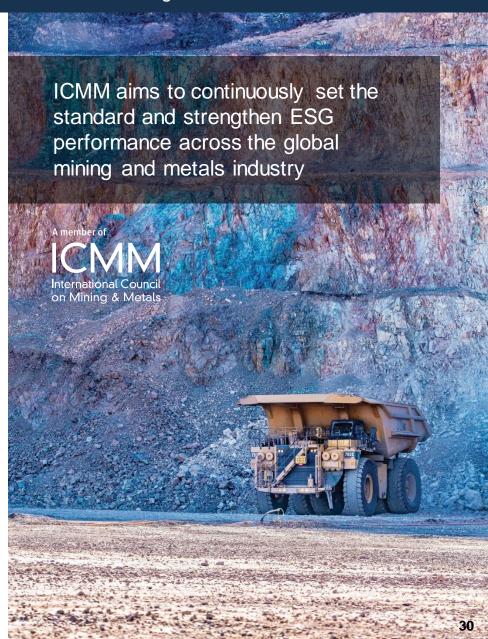
TONY WENAS
President Director,
PT Freeport Indonesia

## **International Council on Mining & Metals**



FCX founding member of ICMM in 2001 and CEO elected Chair in August 2020

- International organization dedicated to a safe, fair and sustainable mining and metals industry
- Membership includes 27 companies with responsibility for more than 650 sites across 50 countries
- Maintains broad reach to 2,000+ companies through support from national, regional and commodity associations
- ICMM's 10 Mining Principles are a condition of membership and define good ESG practice through a comprehensive set of 38 Performance Expectations
- Implementation is supported by robust site-level validation, transparent disclosures of the outcomes and third-party assurance



## Cybersecurity

**FREEPORT** 

Resiliency is critical with digital acceleration and increase in the use of new technologies

- IT infrastructure and information security management systems are reviewed by internal audit firm (Deloitte) annually
- Partner with third-party IT security support (Accenture)
- Audit Committee of the Board has oversight for cybersecurity program, with periodic reports from the Chief Information Security Officer
- Conduct annual, company-wide security awareness training for employees, supplemented with periodic phish testing, password strength testing, and regular security
- Security awareness related news and communication to ensure top of mind for remote employees

