

2021 U.S. Equal Employment Opportunity Reports (EEO-1) Disclosure Supplement

Freeport-McMoRan Inc. (Freeport) is a leading international mining company with headquarters in Phoenix, Arizona. We operate large, long-lived, geographically diverse assets with significant proven and probable reserves of copper, gold and molybdenum. Our portfolio of assets includes the Grasberg minerals district in Indonesia, one of the world’s largest copper and gold deposits and significant mining operations in North and South America, including the large-scale Morenci minerals district in Arizona and the Cerro Verde operation in Peru.

We are committed to publicly disclosing the information in our consolidated EEO-1 report, which characterizes our U.S. employees by race, ethnicity and gender across job categories established by the U.S. Equal Employment Opportunity Commission. This document supplements our [2021 Annual Report on Sustainability](#) and [2021 ESG Data](#) disclosures.

Our Approach to Inclusion & Diversity

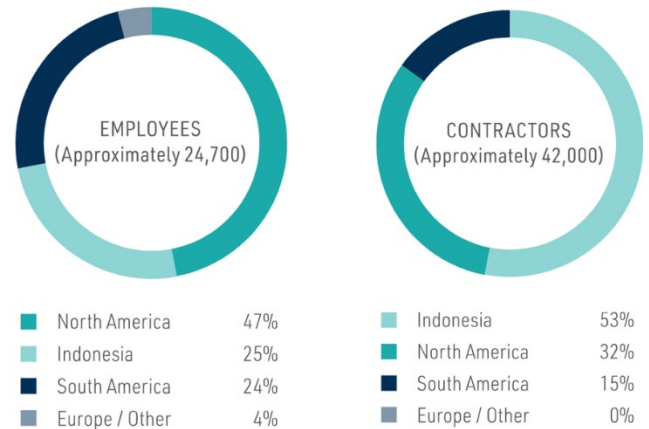
As a global organization that operates in diverse parts of the world, Freeport recognizes the importance of inclusion and diversity as a company priority. We believe an inclusive and diverse workforce with a broad range of experience, knowledge, background, culture and heritage drives innovation, enhances operational performance and improves relationships with stakeholders.

We operate in regions of varying ethnic, religious and cultural backgrounds, where we often are the largest employer in our host communities. We are committed to fostering a company culture that is not only safety-focused, respectful, and inclusive, but that is also representative of the communities where we operate. Ninety-nine percent of our employees are from the countries where we operate. It is from this context that we seek to tailor our approach to inclusion and diversity — by all definitions — across our global business.

In recent years we have advanced efforts to enhance our tracking and public disclosure of various diversity metrics and data points across our global workforce, as reflected in our 2021 Annual Report on Sustainability and 2021 ESG Data disclosures. We continue to consider ways to collect and gather the most meaningful data for each of our global operations.

As part of this effort, we began voluntarily disclosing a consolidated summary of our 2021 EEO-1 data. We note the EEO-1 is only one component of data as it is limited to representational reporting in U.S. federally mandated job categories that differ across our global operations. At the end of 2021, our global workforce totaled approximately 24,700 employees and 42,000 contractors. The table below reflects our 2021 consolidated EEO-1 employment data for our U.S. employees and therefore represents only 47% of our global employees and only 17% of our global workforce (which includes both employees and contractors). The data in the table does not include our approximately 13,100 employees who reside outside of the U.S, nor does this data include the approximately 42,000 contractors who comprise an integral part of our global workforce.

GLOBAL WORKFORCE (As of December 31, 2021)



2021 CONSOLIDATED EEO-1 REPORT

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals	
	Male	Female	Male						Female							
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races		
Executive/Sr Officials & Managers	2	0	23	0	0	1	0	0	6	0	0	0	0	0	1	33
First/Mid Officials & Managers	383	45	822	10	1	15	8	1	146	4	0	3	1	0	1,439	
Professionals	269	141	830	44	6	85	8	12	351	10	1	26	6	2	1,791	
Technicians	154	53	161	3	1	1	8	2	72	2	0	4	3	1	465	
Sales Workers	0	0	1	0	0	1	0	0	1	0	0	0	0	0	3	
Administrative Support	13	106	23	3	0	1	0	0	126	9	0	3	3	2	289	
Craft Workers	1,073	19	1,283	23	3	8	98	8	26	0	0	0	7	0	2,548	
Operatives	1,850	339	1,674	50	12	10	204	24	411	3	3	1	105	4	4,690	
Laborers & Helpers	67	10	38	2	0	0	11	0	10	0	0	0	9	1	148	
Service Workers	36	90	39	1	0	1	0	1	51	2	0	0	5	0	226	
Total	3,847	803	4,894	136	23	123	337	48	1,200	30	4	37	139	11	11,632	
Previous Report Total	3,715	715	4,857	130	24	116	300	33	1,131	23	4	39	129	5	11,221	

Note: This data has been collected on dates of payroll from the period 12/1/2021 through 12/31/2021.

Additional References

For additional information related to our global inclusion and diversity efforts, relevant data and global policies and standards, please see the following:

[2021 Annual Report on Sustainability | Freeport-McMoRan \(fcx.com\)](#)

[2021 ESG Trend Data | Freeport-McMoRan \(fcx.com\)](#)

[Global Policies & Standards | Freeport-McMoRan \(fcx.com\)](#)

[Inclusion and Diversity Policy | Freeport-McMoRan \(fcx.com\)](#)