



## 2022 BENEFITS HIGHLIGHTS

These benefits are available to you and your eligible dependents on your first day of employment. The company pays the greatest portion of your benefits, passing along only a fraction of the total cost to employees.

Upon acceptance of employment, costs will be outlined in a 2022 Benefits Enrollment Guide and in a Personal Enrollment Form.

### MEDICAL

Three medical plan options are administered by UnitedHealthcare. Each option provides the same no-cost preventive care, the same prescription drug formulary and identical services, covered benefits, with a shared network of providers. When you elect one of the medical plan options, your prescription drug coverage is provided by OptumRx.

### DENTAL

You have flexibility to choose any dentist when you need dental care through one of two Delta Dental administered plan options — the No Deductible Option or the \$50 Deductible Option.

Preventive services are covered at 100 percent with no deductible in both options. Basic and major services are covered including orthodontia care.

To review in-network providers, visit [deltadentalaz.com](https://deltadentalaz.com).

### VISION

With VSP, you may visit any vision provider, but you will pay lower copays and save the most when you visit providers within its network. To locate a nearby provider, visit [VSP.com](https://VSP.com).

Coverage includes lenses and frames, anti-reflective lens coating for glasses and contact lenses in lieu of glasses. For laser vision correction, the average discount is 15 percent.

### FLEXIBLE SPENDING ACCOUNTS

Three different FSAs are available allowing you to set aside pretax dollars to use for eligible 2022 expenses.

Employees must actively enroll each year to participate in a Health-Care FSA, Limited Purpose FSA or Dependent Care FSA.

### SHORT-TERM DISABILITY

The company automatically provides short-term disability coverage through MetLife at no cost if an employee is unable to work due to illness or injury.

### LONG-TERM DISABILITY

The company provides long-term disability coverage, up to a monthly maximum benefit. Employees may also elect optional long-term disability coverage to increase the benefit.

### EMPLOYEE ASSISTANCE PROGRAM

GuidanceResources offers more than the traditional Employee Assistance Program with everything from confidential counseling to resources to help with work-life balance. This confidential service is provided to you and your family at no cost. The program will cover up to five sessions annually, per person, for each assessed issue.

**WE ARE FREEPORT-McMoRAN.**



I've worked all over the world in the electrical industry – China, India, Scotland, Mexico, the U.S. – and from the benefits to safety, Freeport-McMoRan really cares about its employees. It's not just lip service. We have the best benefits that I have ever received.



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### RETIREMENT SAVINGS

The Employee Capital Accumulation Program, the 401(k) savings plan, helps employees save for retirement with a company contribution equal to 5 percent of pretax base pay, as defined by the Plan, and an additional dollar-for-dollar match to employee 401(k) contributions, up to the first 5 percent.

The employee contribution and the 5 percent company match – plus any investment earnings from both – vest immediately.

An additional company contribution, called Enhanced ECAP, is 100 percent company funded, whether or not employees make contributions.

Employees become fully vested in the Enhanced ECAP account and its investment earnings after 36 months of continuous service with Freeport-McMoRan.

Beginning 60 days after the date of hire, employees automatically are enrolled in the Plan and will start contributing 5 percent of pretax base pay into a traditional 401(k) account, unless the employee opts out or makes a different election.

The company's plan is designated a Best in Class 401(k) plan by PLANSPONSOR magazine. The comprehensive survey rates plans using a proprietary system of more than 30 criteria related to plan design, oversight / governance and participant outcomes.

### LIFE / AD&D INSURANCE

At no cost to employees, the company provides basic life and basic accidental death and dismemberment coverage equal to 2x annual base pay.

- Employees also receive \$10,000 of basic spouse and / or child life coverage at no cost.
- Employees may elect to purchase supplemental life and supplemental AD&D.

### OTHER BENEFITS

- Paid time off for vacation, personal illness and family illness, and holidays
- Two weeks of paid parental leave (base pay) for birth, adoption or foster care
- Education assistance up to \$5,250 per year
- Online financial wellness program for budgeting and getting out of debt
- Group Legal Plan
- Matching gifts to organizations employees support
- Grants available to non-profit organizations where employees volunteer
- Adoption assistance
- Company-sponsored college scholarships for children of employees
- Auto and home insurance at competitive rates
- Pet Insurance options

This benefits information is designed to inform prospective employees about Freeport-McMoRan's North American 2022 benefit plans. The company reserves the right to amend, modify or terminate any plan, policy, cost or procedure at any time.

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