HEALTH & SAFETY
The health and safety of the Company’s employees and contractors are of utmost importance to us. Tragically, in June 2021, a road traffic incident occurred which resulted in the loss of a life at our Kansanshi mine. This incident has been subject to thorough internal and external investigation, and the learnings have been shared through the Company. The incident underlines the critical importance of our continued focus on health and safety at all of our operations.

CLIMATE CHANGE
We published our inaugural Climate Change Report earlier this year, aligned to Taskforce on Climate-Related Financial Disclosures recommendations. This report sets out our greenhouse gas emissions reductions targets for 2025 and 2030. The recently announced 430MW wind and solar project in Zambia will allow us to further increase the proportion of renewable power used by our Zambian operations, which is currently 85% renewable. As we seek to lower the GHG emissions intensity of our metal production, we have implemented internal carbon pricing in our evaluation of new projects.

INNOVATION
Our results-driven culture means continual focus on cost and production efficiencies, whilst realising real sustainability benefits. We see the delivery of innovation projects as crucial to optimising the use of key resources by our operations, as we have done with Trolley Assist, which we have spent ten years developing with equipment manufacturers. The technology lowers diesel consumption and increases productivity with a reduced GHG emissions profile while also delivering cost savings. We now operate the world’s largest ultraclass fleet operating on Trolley Assist at Cobre Panama with plans to expand its use across our major operations.

SOCIAL INFRASTRUCTURE
We continue to invest in our people and have recently approved the construction of additional and improved accommodation in Kalumbila and in Panama that will serve our workforces at the Sentinel and Cobre Panama mines. Furthermore, our ongoing contributions to the host communities around our mines seek to ensure our operations have a positive impact on those around us, including improvements to local infrastructure. These efforts build upon previous projects such as the construction of schools, health facilities, water pipelines, bridges, roads and airports, underlining our ongoing commitment to support our communities in Zambia, Panama and Mauritania.

RESPONSIBLE GROWTH
The metals that we mine are essential to the global transition to a low carbon economy. With the demand for copper and nickel required for electric vehicles and renewable energy infrastructure expected to significantly increase within this decade and the challenges associated with commissioning new mines, First Quantum’s responsible approach to mining will be key.

As we continue to grow towards 1 000 000 tonnes of annual copper production, our people and our host communities remain key to our success. We strive for ongoing excellence in our delivery of projects and the operation of our mines with social responsibility and sustainability at the heart of our business.

I am pleased to present our ESG report for 2021, which sets out our performance in environmental, health & safety, social and governance areas. This year’s report, our fifth setting out our performance, builds on our commitment to the ongoing development of our sustainability reporting and increased transparency to our stakeholders.

 Tristan Pascall
Chief Executive Officer
SUSTAINABILITY
2021 PERFORMANCE HIGHLIGHTS

4.4 MILLION TCO₂e
SCOPE 1 & 2 EMISSIONS

94% WORKFORCE NATIONALS

$2 BILLION+
SPENT WITH NATIONAL REGISTERED SUPPLIERS

$31 MILLION
CSR SPEND

73% WATER REUSE
6% INCREASE ON 2020

0.5% OPERATIONS IN HIGH WATER STRESS AREAS

5% WATER USE PER TON ORE MILLED

GHG EMISSIONS REDUCTION TARGETS

2/3 WORKFORCE
COVERED BY COLLECTIVE BARGAINING AGREEMENTS

5% IN COPPER PRODUCTION AND
32% IN NICKEL PRODUCTION

5% PURCHASED ENERGY RENEWABLE

80% HUMAN RIGHTS FAILURES

30% FEMALE BOARD

CEO SUCCESSION COMPLETED

$7.2 BILLION TOTAL REVENUE

94% WORKFORCE NATIONALS

$1.6 BILLION ECONOMIC CONTRIBUTIONS (TAXES, ROYALTIES)

11% WORKFORCE

$31 MILLION CSR SPEND

32% IN ENERGY CONSUMPTION

30% 2025
50% 2030

4.8 t CO₂e/ T Cu-eq GHG INTENSITY
SCOPE 1 & 2 EMISSIONS

$2 BILLION+
SPENT WITH NATIONAL REGISTERED SUPPLIERS

98% WORKFORCE
TRAINING COMPLETION CODE OF CONDUCT

0 HUMAN RIGHTS FAILURES

5% CARBON PRICE
FOR NEW PROJECTS ESTABLISHED

5% WORKFORCE FEMALE

0 HUMAN RIGHTS FAILURES

80% PURCHASED ENERGY RENEWABLE

73% WATER REUSE
6% INCREASE ON 2020

5% WATER USE PER TON ORE MILLED

32% IN NICKEL PRODUCTION

30% 2025
50% 2030

$1.6 BILLION ECONOMIC CONTRIBUTIONS (TAXES, ROYALTIES)

2/3 WORKFORCE
COVERED BY COLLECTIVE BARGAINING AGREEMENTS

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32% IN NICKEL PRODUCTION

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32% IN NICKEL PRODUCTION

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80% HUMAN RIGHTS FAILURES

30% FEMALE BOARD

CEO SUCCESSION COMPLETED

$7.2 BILLION TOTAL REVENUE

94% WORKFORCE NATIONALS
# First Quantum at a Glance

<table>
<thead>
<tr>
<th>Location</th>
<th>Ownership</th>
<th>Primary</th>
<th>Secondary</th>
<th>2021 Production</th>
<th>Principal Products</th>
</tr>
</thead>
<tbody>
<tr>
<td>COBRE PANAMA</td>
<td>90%</td>
<td>Copper</td>
<td>Gold, molybdenum, silver</td>
<td>Copper 14kt</td>
<td>Copper, Nickel and Gold</td>
</tr>
<tr>
<td>COBRE LAS CRUCES</td>
<td>100%</td>
<td>Copper</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PYHÄSALMI</td>
<td>100%</td>
<td>Copper</td>
<td>Pyrite, Zinc</td>
<td>Copper 3kt</td>
<td></td>
</tr>
<tr>
<td>COBRE LAS CRUCES UNDERGROUND</td>
<td>100%</td>
<td>Copper</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TACA TACA</td>
<td>100%</td>
<td>Copper</td>
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<td></td>
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<tr>
<td>TACA TACA</td>
<td>100%</td>
<td>Copper</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GUELB MOGHREIN</td>
<td>100%</td>
<td>Copper</td>
<td>Gold</td>
<td>Copper 19kt, Gold 38koz</td>
<td></td>
</tr>
<tr>
<td>PYHÄSALMI</td>
<td>100%</td>
<td>Copper</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>KANSANSHI</td>
<td>80%</td>
<td>Copper</td>
<td>Gold</td>
<td>Copper 202kt, Gold 128koz</td>
<td></td>
</tr>
<tr>
<td>RAVENSTHORPE</td>
<td>70%</td>
<td>Nickel</td>
<td>Cobalt</td>
<td>Nickel 17kt</td>
<td></td>
</tr>
</tbody>
</table>

## 816,435 Tonnes
2021 Copper Production

## 16,818 Tonnes
2021 Nickel Production

## Principal Products
Copper, Nickel and Gold

## Sales Revenues
$7,212 Million

## Employees
17,845

## 8,404 Contractors
At First Quantum, we are committed to extracting resources responsibly and sustainability is core to everything we do as we seek to mine in the most responsible manner achievable.

We are committed to develop, design and operate our sites in an environmentally sensitive manner and where reasonably possible, positive benefits to local biodiversity, protection of water resources and the efficient use of energy and other resources. Most importantly, we want to ensure the communities in which we operate, and which play such an important role in our success, become increasingly self-reliant and feel empowered to pursue a more rewarding way of life – today and for generations to come.

SUSTAINABILITY STRATEGY

We believe that our responsible approach to mining is fundamental to achieving the responsible growth in copper production that is essential to meet the challenges of the 21st century. First Quantum seeks to be the partner of choice for new mining projects. We remain committed to the continuous improvement of our approach to responsible mining by ensuring that each new mining project meets increasing environmental and social performance.

To deliver on our social responsibility strategy, we have established a number of policies, practices, management systems and reporting commitments, including:

- Transparency and continuous development of our ESG reporting, aligned to appropriate frameworks, including the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (UN SDGs), Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations;
- Comprehensive Code of Conduct, which applies to all permanent employees, contractors (including security contractors) and suppliers;
- Integration of ESG factors, including safety metrics, into executive compensation;
- Grievance mechanisms and procedures at every operation;
- Environmental management system based on the ISO 14001:2015 standard at all operations;
- Health and safety management system based on the ISO 45001:2018 standard at all operations;
- Innovation in mining, working in collaboration with equipment manufacturers to deliver benefits in productivity and profitability as well as incremental greenhouse gas (GHG) emissions reductions and health & safety improvements.

In keeping with our commitment to sustainable development at our operations, we seek to leave a place better than we found it, through greater protection of biodiversity, a responsible approach to climate change, enhanced public infrastructure and improved education and health care.

*A relevant policies and Environmental, Social & Governance (“ESG”) reporting can be found at www.first-quantum.com*
**IN-PIT PRIMARY CRUSHING AND CONVEYING**
- Reduces haul distance, truck numbers, material handling costs
- Relocation capability allows haul distance to remain stable over pit life
- Lowers CO₂e intensity

**ROLLING RESISTANCE**
- Road treatment consisting of a rock chip seal covered with a slurry seal (i.e. tar road). This improves rolling resistance thereby reducing diesel consumption and emissions.

**COMMINUTION OPTIMISATION**
- Large comminution circuits and smart thinking in equipment layouts ensures process flexibility, improved productivity and lower energy intensity

**ISACONVERT**
- Pioneering technology built and commissioned at Kansanshi Smelter as a commercial-scale pilot
- Reduced emissions compared to conventional batch Peirce-Smith converters while improving costs and reducing environmental impact

**IMPROVED CONCENTRATE GRADES**
- Two Jameson cells were installed in the Kansanshi sulphide circuit in June 2017
- Jameson cells have since been installed at Sentinel and Cobre Panama
- In 2020 one of the Kansanshi units was converted to a Concorde cell. The higher recoveries improve the overall productivity, and energy intensity of operations.

**TROLLEY ASSIST**
- Pioneering electrical drive technology on pit exit ramps
- Lowers operational cost through reduced diesel consumption and maintenance savings
- Increases speed and productivity

**IMPROVED GOLD RECOVERY**
- Pioneering technology in copper mines using gravity gold recovery to augment gold premiums in copper concentrate streams
- Improves the overall productivity of the mine and energy intensity of operations

**KANSANSHI HIGH PRESSURE ACID LEACH**
- The Kansanshi High Pressure Leach is among the few copper autoclaves operating in the world today. Treatment of copper concentrates resulting in less trucking and associated costs

**ONGOING INNOVATION PROJECTS INCLUDE:**
- Expansion of the use of trolley assist at Cobre Panama and Sentinel
- Processing improvement to further increase concentrate grade at Cobre Panama
- Expansion of the Cobre Panama ultraclass fleet as part of CP100 expansion to deliver additional copper production
- 4th in-pit crusher at Sentinel
- Upgrades to water treatment facilities at Sentinel to reduce water consumption and reduce costs
- Milling circuit trials to reduce power consumption
- Rolling resistance to reduce tyre wear, improve safety and decrease diesel consumption

**ESTIMATED ANNUAL CO₂e (TONNE) EMISSIONS WITH MINING EFFICIENCIES COMPARED TO CONVENTIONAL MINING PRACTICES**

**ESTIMATED ANNUAL AVOIDED CO₂e EMISSIONS FROM THE KANSANSHI SMELTER (TONNE)**

**INNOVATION DRIVING SUSTAINABILITY**

Innovation in mining is integral to First Quantum’s philosophy. We have an established practice of working in collaboration with equipment manufacturers to deliver benefits in productivity and profitability as well as incremental GHG emissions reductions and health & safety improvements. Our successful implementation of new technologies in mining, crushing, processing, water management and concentrate grade improvements across our operations have come about from this approach.

**GRI 302, 305**

**01 INTRODUCTION**

**02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19**

**01 INTRODUCTION**

**MORE THAN 1.1 MILLION TONNES OF CO₂e SAVED ANNUALLY THROUGH THE OPERATION OF THE KANSANSHI SMELTER**

**ALMOST 100 000 TONNES OF CO₂e SAVED ANNUALLY WITH THE IMPLEMENTATION OF PIT ELECTRIFICATION TECHNOLOGY IN ZAMBIA**

**TOTAL SAVINGS**

**No On-site Smelter**

<table>
<thead>
<tr>
<th>No On-site Smelter</th>
<th>On-Site Smelter</th>
<th>Total Savings</th>
</tr>
</thead>
<tbody>
<tr>
<td>411 191</td>
<td>162 384</td>
<td>55 264</td>
</tr>
<tr>
<td>786 269</td>
<td>143 647</td>
<td>642 622</td>
</tr>
<tr>
<td>1 339 844</td>
<td>230 768</td>
<td>1 109 076</td>
</tr>
</tbody>
</table>

**KEY**

- Sulphur (Scope 3)
- Logistics (Scope 3)
- Smelting (Scope 2 and scope 3)
RESPONSIBLE MINING AND THE ENERGY TRANSITION

OUR PRIMARY PRODUCT, COPPER, IS FUNDAMENTAL FOR ENERGY EFFICIENCY, SECURITY AND CLIMATE CHANGE MITIGATION.

With copper being a catalyst to the global transition to a low carbon economy and a key driver for the socioeconomic progression of developing economies, the positive impact of the copper mining sector will be significant to the achievement of the United Nations Sustainable Development Goals (UN SDGs). The renewable energy and electric vehicle transition is expected to drive an increase in the demand for copper as the electrical infrastructure requirements to drive the necessary changes to the global energy markets are significant.

THE GLOBAL TRANSITION TO A LOW CARBON ECONOMY REPRESENTS A FUNDAMENTAL SHIFT IN THE MATERIALS REQUIRED FOR ENERGY GENERATION, MOVING AWAY FROM FUEL TO MINERALS.

The pace of development for the new supply of transition minerals, in particular copper, represents a very significant challenge for the global mining industry, and the world. The important role that emerging economies have to play in the production of the metals essential to the low carbon transition, such as copper, means that responsible mining can be a key driver of economic development through increased government revenues, employment opportunities, infrastructure development and investment, and the transfer of knowledge and technology to host governments and communities.

THE WORLD WILL NEED MORE COPPER AND AT FIRST QUANTUM, WITH OUR EXTENSIVE EXPERIENCE IN EXECUTING AND DELIVERING MAJOR COPPER PROJECTS, WE WANT TO BE THE PARTNER OF CHOICE TO DEVELOP NEW MINES.

In the last ten years, we have more than doubled our copper production to more than 800 000 tonnes per year driven by the development and commissioning of the Sentinel copper mine in 2017, and more recently the Cobre Panama mine in 2019. In the near future our growth will continue in a disciplined manner, focused on brownfield and greenfield growth. As the world’s 6th largest producer with one of the largest copper resources, First Quantum is well placed to support the transition to a low carbon economy through our responsible approach to mining and our emphasis on UN SDGs.

Growth in copper production remains important to First Quantum even as we seek to reduce the intensity of our environmental and climate impact. We believe that responsible growth is achievable by ensuring that our projects meet higher hurdles for environmental and climate impact into the future. For this reason, First Quantum has implemented a carbon price for the evaluation of new projects.

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**ANNUAL COPPER DEMAND, IEA SUSTAINABLE DEVELOPMENT SCENARIO***

- **2020**
  - **24 million tonnes**
  - **76% Base demand**
  - **Increased renewables**
  - **24% Renewables, EV and Electricity infrastructure**
- **2030**
  - **30 million tonnes**
  - **64% Base demand**
  - **Increased renewables**
  - **36% Renewables, EV and Electricity infrastructure**
- **2040**
  - **34 million tonnes**
  - **55% Base demand**
  - **Increased renewables**
  - **45% Renewables, EV and Electricity infrastructure**

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16 YEARS

AVERAGE TIME TO FROM DISCOVERY TO COMMISSIONING FOR NEW COPPER MINES*

WHITE HOUSE TARGET OF**

50% OF ANNUAL US CAR SALES TO BE EV BY 2030 WILL REQUIRE AN ESTIMATED ADDITIONAL 230 000 TONNES OF COPPER = 2021 SENTINEL MINE COPPER PRODUCTION EVERY YEAR

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** https://www.whitehouse.gov/briefing-room/statements-releases/2021/08/05/fact-sheet-president-biden-announces-steps-to-drive-american-leadership-forward-on-clean-cars-and-trucks/


---

ENERGY

5 450 TJ

OPERATIONAL WATER CONSUMPTION

34 038 ML

WORKFORCE

3 500 EMPLOYEES

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* https://www.iea.org/reports/the-role-of-critical-minerals-in-clean-energy-transitions

** https://www.whitehouse.gov/briefing-room/statements-releases/2021/08/05/fact-sheet-president-biden-announces-steps-to-drive-american-leadership-forward-on-clean-cars-and-trucks/
INTRODUCTION – REPORTING FRAMEWORKS

At First Quantum Minerals Ltd (FQM), we are committed to extracting resources responsibly and our sustainability strategy is an intrinsic part of everything we do. The Company has adopted a precautionary approach in all of its business activities due to the risks and potential impacts associated with developing and operating large mines.

As a responsible miner, we recognise our obligation to identify, assess and report on our performance. This report presents our environmental, safety and social performance from January 2021 to December 2021. In addition to the data presented for the 2021 calendar year, some historic data has been restated. The Company will restate data when more accurate figures are available, such as when relative commodity prices are scaled by the number of equivalent units of copper they represent in value. Relative commodity prices are averaged over the reporting period.

As in previous reports, data is presented at both a site and group level. We believe that this level of detail provides greater context to our overall performance and longer-term trends. This ESG Report aims to:

- Address stakeholder’s requirements;
- Provide detail and context on the Company’s environmental performance and/or other social or governmental practices; and
- Communicate transparently the consistent application of our sustainability strategies.

This ESG Report has been reviewed and approved by the Company’s Board of Directors.

ABBREVIATIONS AND ACRONYMS

• KT (kilotonne) A thousand (10³) tonne;
• MT (megatonne) A million (10⁶) tonne;
• ML (megalitre) A million (10⁶) litres;
• C3 (gigajoule) A billion (10⁹) joules;
• TJ (terajoule) A million million (10¹⁲) joules;
• Ha - hectares;
• Cu-qt (copper equivalent) A measure to normalize the production of several mined commodities into a single ‘copper-equivalent’ figure. To calculate a copper equivalent, commodities are scaled by the number of equivalent units of copper they represent in value. Relative commodity prices are averaged over the reporting period;
• CO₂e (carbon dioxide equivalent) A measure to normalize the impact of different GHGs in terms of the amount of CO₂ that would create the same amount of warming.

In an effort to standardized our approach to sustainability reporting and improve transparency, First Quantum’s ESG report disclosures have been prepared in accordance with the following standards:

GLOBAL REPORTING INITIATIVES (GRI)

Where data conforms to the requirements of the GRI, the relevant code has been referenced. A summary of the GRI disclosures listed in this report are as follows:

- General disclosures
- Indirect Economic Impacts
- Procurement practices
- Energy
- Water and effluents
- Biodiversity
- Emissions
- Effluents and waste
- Occupational health and safety
- Training and Education
- Diversity and Equal Opportunity
- Child Labour
- Forced or Compulsory Labor
- Security Practices
- Rights of Indigenous Peoples
- Local Communities

A separate Content Index Report is available. The Content Index Report can be found on page 48.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Included in the content index on page 48 of this report are references to the SASB Metals and Mining disclosures which are as follows:

- EM-MM-10a.1. Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
- EM-MM-10a.2. Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, reduction targets, and an analysis of performance against those targets
- EM-MM-12a.3. Air emissions of the following pollutants: (1) CO₂, (2) NOₓ, (excluding N₂O), (3) SO₂, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)
- EM-MM-12a.4. (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
- EM-MM-13a.1. (1) Total finished metal products, (2) finished metal products
- EM-MM-13a.4. Total weight of non-mineral waste generated
- EM-MM-15a.4. Total weight of hazardous waste generated

UN SDG’S

The sustainability practices advanced by First Quantum in our mining communities mirror those expressed formally through the Sustainable Development Goals (SDGs) established by the United Nations in 2015. In order to report our efforts towards supporting the SDGs current disclosures covered within this report have been mapped to the inventory of disclosures presented in “Business reporting on SDG’s: An Analysis of the Goals and Targets”. A summary of the SDG’s represented in this report are as follows:

EM-MM-20a.1. Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict
EM-MM-21a.1. Decision of process to manage risks and opportunities associated with community relations
EM-MM-30a.1. Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees
EM-MM-32a.1. 1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contractors
EM-MM-50a.1. Description of the management system for prevention of corruption and bribery throughout the value chain
EM-MM-54a.2. Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities
EM-MM-54a.3. Approach to development of Emergency Preparedness and Response Plans (EPPs) for tailings storage facilities
EM-MM-900-A. Production of (1) metal ores and (2) finished metal products
EM-MM-900-B. Total number of employees, percentage contractors
MATERIALITY

An essential part of our strategy on sustainability is the identification and assessment of material sustainability topics at our operations. Identified material economic, environmental and social topics help First Quantum to understand the impact of our operations and guide strategic planning. In addition, these topics guide our reporting and allow us to prioritise information which is of value to our stakeholders. Through the annual revision of our material topics, we seek to proactively identify relevant material topics to aid in the transparent disclosure around our impact and contributions that our operations have in line with stakeholder needs.

In 2020, The Company commissioned an independent review of the materiality of our environmental, social and safety disclosures. The review included an analysis of our existing disclosures, a priority ratings review and a disclosure gap analysis. The Company expanded on this materiality assessment during the course of 2021 through active engagement with stakeholders, taking in consideration their expectations and feedback. Internal guidance on material topics were taken from risks identified through our group business risk register. In addition, the legal and regulatory requirements in which we operate and the direct economic, environmental and social impacts of our activities have been taken into consideration. Key topics identified from discussions with internal and external stakeholders were collated and mapped along with the 2020 material topics. This list was refined by analysing the relevant industry sustainability frameworks and sustainability strategy.

Our disclosure focuses on environmental, social and safety aspects that are considered to be of material significance to our Company and our stakeholders. The disclosure includes information and data on activities at our operations, closed properties, development projects, supporting offices and global exploration where we have financial and operational control. A summary of our reporting boundary is provided on the following page. More detail on the specific reporting topics are provided in the report.

Considerations taken into determining materiality:

- DIRECT ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACTS
- RISKS IDENTIFIED THROUGH OUR GROUP AND OPERATIONAL LEVEL RISK REGISTERS
- EXPECTATIONS AND FEEDBACK OF OUR STAKEHOLDERS
- ENVIRONMENTAL AND SOCIAL TOPICS BASED ON INDUSTRY RELEVANT INDUSTRY REPORTING STANDARDS
- LEGAL AND REGULATORY REQUIREMENTS
- PRIORITIES IDENTIFIED AT BOARD LEVEL

Our stakeholders include but are not limited to:

- LOCAL COMMUNITIES
- EMPLOYEES
- CIVIL SOCIETY ORGANISATIONS
- NON-GOVERNMENTAL ORGANISATIONS
- GOVERNMENT AND REGULATORS
- INVESTORS
- ANALYSTS
- CUSTOMERS
- SUPPLIERS
- MEDIA

The following topics have been identified as being material to the sustainability of the company.

- GREENHOUSE GAS EMISSIONS
- HEALTH & SAFETY
- WATER
- LABOR PRACTICES
- COMMUNITY RELATIONS
- ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT
- BOARD GOVERNANCE
- ESG REPORTING AND COMMUNICATION
- TAILINGS
- INCLUSION AND DIVERSITY
- BIODIVERSITY
- HUMAN RIGHTS
- RESETTLEMENT
- EXECUTIVE PAY
- AIR QUALITY
- WASTE MANAGEMENT
- LEGAL AND REGULATORY COMPLIANCE
- CLOSURE/REMEDIATION
- WORKFORCE DEVELOPMENT
- SUPPLY CHAIN MANAGEMENT


**Operating sites**

<table>
<thead>
<tr>
<th>Cayeli</th>
<th>Cobre Las Cruces</th>
<th>Cobre Panama</th>
<th>Guelb Moghrein</th>
<th>Kansanshi</th>
<th>Pyhäsalmi</th>
<th>Ravensthorpe</th>
<th>*Sentinel</th>
</tr>
</thead>
<tbody>
<tr>
<td>✅</td>
<td>✅</td>
<td>✅</td>
<td>✅</td>
<td>✅</td>
<td>✅</td>
<td>✅</td>
<td>✅</td>
</tr>
</tbody>
</table>

**Closed properties**

- Copper Range, Lac Dufault Mines, Samatosum, Sturgeon and Winston

**Projects**

- Haquira and Taca Taca

**Supporting offices**

- Johannesburg, London, Ndola, Perth and Toronto

**Exploration**

- ✅

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Our disclosure focuses on environmental, social and governance aspects that are of material significance to our Company and our stakeholders. The disclosure includes information and data on activities at our operations, closed properties, development projects, supporting offices and global exploration where we have financial and operational control.

A summary of our reporting boundary limits is provided in the adjacent table. More detail on the specific reporting topics are provided in the report.

*Includes data from Enterprise.*
GOVERNANCE

BOARD
The Board executes many of its responsibilities through its Committees, whose members are exclusively non-executive and independent directors of the Company.

ENVIRONMENT, HEALTH & SAFETY AND CORPORATE SOCIAL RESPONSIBILITY COMMITTEE
The Committee, which meets each quarter, reviews adherence by the Company to its environment, health and safety, and social policies and practices in accordance with applicable environmental, health and safety laws and regulations in those countries and locations in which the Company operates. The committee also reviews the effectiveness of the risk management policies and processes in those areas. The committee also oversees the Company’s corporate social responsibility (CSR) strategy and programs, including its approach to human rights and local community engagement.

AUDIT COMMITTEE
The Committee’s primary function is to assist the Board in fulfilling its financial reporting, control responsibilities as well as monitoring the internal control environment. The majority of the members of the committee are financial experts with considerable accounting and financial experience. The Audit Committee is responsible for investigating or responding to any reports through the Whistleblowing Policy that have not been resolved by the Company’s compliance officer.

HUMAN RESOURCES COMMITTEE
The Committee reviews and recommends for approval by the Board executive compensation. The committee also reviews, identifies and mitigates risks that maybe associated with the Company’s compensation policies.

NOMINATING AND GOVERNANCE COMMITTEE
The Committee reviews the Company’s corporate governance practices in light of the standards and guidelines recommended or required by applicable corporate and/or securities regulatory authorities and stock exchanges, proxy advisory firms and other corporate governance organizations. A key component of the committee’s work is to oversee Board succession and also Board refreshment with a mandate to improve diversity.

MANAGEMENT
Executive management has ultimate responsibility for the direct oversight of the implementation of our environmental, safety and social responsibility strategy. Our strategy is supported by our Code of Conduct and our sustainability policies which apply across our business, as well as our contractors and suppliers. On-site responsibility for the implementation of policies and practices to support our sustainability performance and compliance is delegated to the relevant managers and teams at the operations. Compliance with our social, safety and environmental policies is managed and monitored through the safety and environmental management systems that have been implemented at the operations.

EXECUTIVE COMPENSATION PERFORMANCE METRICS

Adherence to the Code of Conduct is fundamental to the conduct of the Company’s business and our reputation and sets out how everyone that works for the Company is expected to conduct themselves whilst representing the Company. It is reviewed annually and updated as appropriate with compliance confirmation completed by employees on an annual basis.

Employees should feel confident to report or assist in the investigation of alleged violations. Under the Company’s Whistle-blowing Policy any retaliation or discrimination of any kind against any other employee making a good faith complaint or assisting in the investigation of an alleged violation is prohibited.
RESPONSIBLE SUPPLY CHAIN

Where commercially possible, First Quantum endeavours to prioritise local firms.

The Company is committed to the maintenance of its local procurement programs, which includes:

- Building capacity in local supply chains,
- Prioritizing the procurement of goods and services from local firms where commercially possible, and
- Continuing to engage in local tender programs, where appropriate facilitated by the local Chambers of Commerce.

At First Quantum we seek to operate in the most responsible manner achievable. This means that we expect the same high levels of transparency, accountability and performance in operating in a socially responsible and environmentally sensitive way from our suppliers and contractors, as we do from our employees.

We will only do business with suppliers, including contractors, who maintain and demonstrate:

- lawful business practices;
- safe, healthy and fair workplaces;
- zero tolerance for human rights violations, in relation to both their people and the communities in which they work; and
- business practices that minimise environmental impact.

We monitor adherence to our policies by our suppliers not only through the relationships that we maintain through our site commercial and operational teams, and communities, but also through our whistle-blowing hotline and grievance mechanism, in place at each of our projects and operations.

We require suppliers, including contractors, to comply and to demonstrate compliance with applicable laws and regulations and to ensure and monitor compliance and to inform us immediately of any issues and make efforts to remedy and address any instances of non-compliance.

At First Quantum, we have a zero-tolerance for human rights violations, by either employees or suppliers, including contractors. Our Code of Conduct, applicable to suppliers and contractors, explicitly forbids the exploitation of child labour or human rights abuses.

Any supplier or contractor who breaches the law, the Code of Conduct or other Company policies may be subject to termination of contract by First Quantum.

MORE THAN
80%
KANGANSHI AND SENTINEL SUPPLIER SPEND IS WITH ZAMBIAN REGISTERED COMPANIES

MORE THAN
60%
SUPPLIER SPEND BY COBRE PANAMA IS WITH PANAMANIAN REGISTERED COMPANIES
Our commitments

We recognise that our major sites are located in developing countries so care with regards to their economies must be taken into account. We intend to work with our host governments on climate-related issues in the context of Nationally Determined Contributions (NDCs), through the transition to appropriate and sustainable alternative sources of energy, as well as through continued support for reforestation initiatives.

- Identify and manage climate-related physical and transition risks and opportunities. The Company plans to invest appropriately to improve the climate resilience of our operations.
- Improve efficiency, energy intensity and reduce wastage and emissions by continually challenging the status quo, leveraging our innovative culture and new technologies as they become commercial.
- Prioritise the use of renewable energy sources for new and existing operations where they are achievable.
- Support the transition to a low carbon economy by mining the metals required to deliver this global initiative as responsibly as we can.
- Increase the transparency of our climate change reporting and communications, including continuing to disclose our data across a selection of ratings agencies and platforms and report in line with the TCFD recommendations.
- Report on our performance across a range of industry accepted metrics, including Scope 1 and 2 emissions, Global Reporting Initiative (GRI) and CDP.
- Improve our understanding of lifecycle emissions for the copper, nickel, gold and cobalt value chains and consider partnerships with suppliers and customers to reduce our value chain emissions.
- Set tangible targets through the execution of real projects to implement change as a strategic priority of the Company. We consider targets focusing on the absolute emission levels and carbon intensity of our operations as the most appropriate measures of our performance at this time.
- Integrate an internal carbon price and the expected determinant impacts on commodity prices in the evaluation of our new projects.

Targets

2025
30% reduction in absolute scope 1 and scope 2 GHG emissions

2030
50% reduction in absolute scope 1 and scope 2 and intensity of GHG emissions

Actions implemented to date

Carbon price
For new project evaluation

Commenced
TCFD-aligned reporting
Mining, mineral processing and smelting activities, and transportation require significant amounts of energy. First Quantum is committed to optimise energy consumption by continually challenging the status quo, improving efficiencies and reducing wastage. In 2021, group energy consumption increased by 11%. The increase was principally attributable to the ramp up in operations at Cobre Panama and Ravensthorpe. In 2021, due to the increased mining and processing activities at Cobre Panama, more power generated by the power station was consumed onsite.

The methodology undertaken by PQM to calculate energy consumption is outlined on page 46.
PURCHASED ELECTRICITY CONSUMPTION

2019 – 2021

Where available, each site purchases electricity directly from independent electricity suppliers. Typically, these are large scale utility companies servicing thousands of clients across a national electricity grid. The energy we generate on site is not included in the purchased electricity consumption, but is included in the overall energy consumption. Where independent power is not available, our sites generate their own power.

In 2021, purchased electricity consumption decreased marginally. As with previous years, 80% of our purchased group electricity is generated by renewable energy.

**10 475** TJ

**TOTAL ELECTRICITY CONSUMPTION** FOR 2021

80% **RENEWABLE FOR 2021**

77% **OF THE GROUPS PURCHASED ELECTRICITY CONSUMPTION IS HYDRO-ELECTRICITY**

1.4% **DECREASE IN PURCHASED ELECTRICITY CONSUMPTION**

---

The methodology undertaken by IQM to calculate purchased electricity consumption is outlined on page 46.
GREENHOUSE GAS EMISSIONS

2020 – 2021

SCOPe 1 AND SCOPe 2

The Company has a core commitment to minimise energy consumption by a continued prioritisation of innovation, improving efficiencies and reducing wastage. GHG emissions are generated during the direct combustion of fuels on site (Scope 1) and by independent suppliers of electricity (Scope 2). Given the scale of our operations and the quantities of energy required, our GHG emissions are considered significant.

In 2021, our absolute Scope 1 Greenhouse Gas emissions increased by 5%, while the Scope 2 emissions increased by around 10%. Our Scope 1 emissions increase was principally due to increased coal and diesel consumption at Cobre Panama as production levels were at full capacity for the year following reduced operations in 2020 due to health and sanitary protocols imposed in response to COVID-19.

SCOPe 3 (UPSTREAM)

We have also provided estimates of downstream Scope 3 emissions for each operating site. Downstream Scope 3 emissions typically include all of the emissions associated with producing a final product. These emissions are therefore associated with the transportation, smelting and refining of copper concentrate, and copper anodes to produce copper cathode. The estimated Scope 3 emissions are not associated with any upstream activities or supply chain emissions.

The methodology undertaken by FTG to calculate greenhouse gas emissions is outlined on page 46.

*Other includes projects, closed properties and support offices.
**ENERGY AND EMISSIONS INTENSITY**

2021

**Cu-eq INTENSITY (TONNE CO₂e/TONNE Cu-eq)**

Our Scope 1 GHG emissions per tonne of copper equivalent increased in 2021 compared to 2020. This is a result of increased fuel consumption required for increased production. The increased consumption of fuel for power lowered the demand for electricity supplied by the grid. Therefore, the combined Scope 1 and 2 GHG emission intensity for 2021 is broadly in line with the scope 1 and 2 GHG emission intensity in 2020.

First Quantum has provided estimates of downstream Scope 3 GHG emissions per tonne of copper equivalent for each operating site. Downstream Scope 3 emissions typically include all of the emissions associated with producing a final product. These emissions are therefore associated with the transportation, smelting and refining of copper concentrate, and copper anodes to produce copper cathode. The estimated Scope 3 emissions are not associated with any upstream activities or supply chain emissions. In 2021 the scope 3 intensity values have increased by 30%, a result of greater volumes of copper concentrate being transported compared to 2020.

The copper intensity (tonne CO₂e/tonne Cu-eq) for the Company’s operations are compared with global copper mines in the curve in the top right.

---

**Cu-eq INTENSITY (TONNE CO₂e/TONNE Cu-eq)**

<table>
<thead>
<tr>
<th>Operating Site</th>
<th>Scope 1</th>
<th>Scope 2</th>
<th>Scope 3</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Çayeli</td>
<td>0.3</td>
<td>1.5</td>
<td>0.8</td>
<td>4.7</td>
</tr>
<tr>
<td>Cobre Las Cruces</td>
<td>1.9</td>
<td>1.6</td>
<td>–</td>
<td>3.5</td>
</tr>
<tr>
<td>Cobre Panama</td>
<td>6.7</td>
<td>0.3</td>
<td>0.8</td>
<td>9.7</td>
</tr>
<tr>
<td>Guelb Moghrein</td>
<td>4.6</td>
<td>0.0</td>
<td>1.2</td>
<td>7.3</td>
</tr>
<tr>
<td>Kansanshi</td>
<td>4.0</td>
<td>0.9</td>
<td>0.2</td>
<td>5.2</td>
</tr>
<tr>
<td>Pyhäsalmi</td>
<td>0.2</td>
<td>0.6</td>
<td>0.0</td>
<td>2.2</td>
</tr>
<tr>
<td>Sentinel</td>
<td>1.1</td>
<td>0.8</td>
<td>0.2</td>
<td>3.0</td>
</tr>
<tr>
<td>Total</td>
<td>4.2</td>
<td>0.6</td>
<td>0.5</td>
<td>6.5</td>
</tr>
</tbody>
</table>

The methodology undertaken by FQM to calculate energy and emission intensity is outlined on page 46.
AIR QUALITY EMISSIONS

First Quantum monitors atmospheric emissions from our operations at a number of fixed emission points at our operating sites. As standard practice First Quantum monitors emissions against international standards such as WHO air quality guidelines and local air quality standards of our host countries. The air quality emissions presented in this chapter are non-fugitive process emissions from pyrometallurgical and refining processes undertaken at our operations.

The data presented in this section are the cumulative emission of Nitrous Oxide (NOx), Sulphur Dioxide (SO2) emissions and Particulate Matter (PM) are monitored at our sites. The Company’s emissions were up by 5% since 2021 for NOx. Whilst SO2 and PM decreased by 19% and 31% respectively.

<table>
<thead>
<tr>
<th>Site</th>
<th>NOx Emissions (Tonne)</th>
<th>SO2 Emissions (Tonne)</th>
<th>PM Emissions (Tonne)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cobre las Cruces</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>18</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>2020</td>
<td>19</td>
<td>89</td>
<td>9</td>
</tr>
<tr>
<td>2021</td>
<td>15</td>
<td>89</td>
<td>9</td>
</tr>
<tr>
<td>Cobre Panama</td>
<td>1,504</td>
<td>1,174</td>
<td>2,196</td>
</tr>
<tr>
<td>2019</td>
<td>521</td>
<td>524</td>
<td>6,931</td>
</tr>
<tr>
<td>2020</td>
<td>524</td>
<td>529</td>
<td>8,242</td>
</tr>
<tr>
<td>2021</td>
<td>529</td>
<td>529</td>
<td>6,672</td>
</tr>
<tr>
<td>Guelb Moghrein</td>
<td>32</td>
<td>34</td>
<td>2,694</td>
</tr>
<tr>
<td>2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>113</td>
<td>400</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>113</td>
<td>570</td>
<td></td>
</tr>
<tr>
<td>Kansanshi</td>
<td>37</td>
<td>34</td>
<td>2,827</td>
</tr>
<tr>
<td>2019</td>
<td>37</td>
<td>78</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>34</td>
<td>78</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>34</td>
<td>78</td>
<td></td>
</tr>
<tr>
<td>Ravensthorpe</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>5,872</td>
<td>6,342</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>6,342</td>
<td>5,051</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>6,342</td>
<td>5,051</td>
<td></td>
</tr>
<tr>
<td>Closed Properties</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>2020</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>2021</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Sentinel</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Large quantities of water are essential for almost all mining and mineral processing activities. Our water consumption is considered to be a material aspect across all of our operations. First Quantum has a core commitment to minimise water withdrawal and discharge by adopting new technologies, continually improving efficiencies and on site water reuse. Water re-use for 2021 was 73% which is an increase of 6% compared to 2020. Water withdrawal per ton of ore milled decreased by 5% in 2021, compared to 2020.

5% DECREASE IN WATER WITHDRAWN PER TON OF ORE MILLED COMPARED TO 2020

The methodology undertaken by FQM to calculate water usage is outlined on page 46.

**WATER INTENSITY (M³ WITHDRAWAL PER TON OF ORE MILLED)**

<table>
<thead>
<tr>
<th>Mine</th>
<th>Surface Water</th>
<th>Groundwater</th>
<th>Seawater</th>
<th>Third Party Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Çayeli</td>
<td>2.3</td>
<td>1.7</td>
<td>1.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Cobre Las Cruces</td>
<td>1.7</td>
<td>0.6</td>
<td>1.1</td>
<td>1.0</td>
</tr>
<tr>
<td>Cobre Panama</td>
<td>2.3</td>
<td>0.6</td>
<td>1.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Guelb Moghrein</td>
<td>1.7</td>
<td>1.7</td>
<td>1.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Kansanshi</td>
<td>1.7</td>
<td>1.7</td>
<td>1.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Pyhasalmi</td>
<td>1.7</td>
<td>1.7</td>
<td>1.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Ravensthorpe</td>
<td>1.7</td>
<td>1.7</td>
<td>1.1</td>
<td>1.5</td>
</tr>
<tr>
<td>Sentinel</td>
<td>1.7</td>
<td>1.7</td>
<td>1.1</td>
<td>1.5</td>
</tr>
</tbody>
</table>

**WATER REUSE**

<table>
<thead>
<tr>
<th>Mine</th>
<th>Çayeli</th>
<th>Cobre Las Cruces</th>
<th>Cobre Panama</th>
<th>Guelb Moghrein</th>
<th>Kansanshi</th>
<th>Pyhasalmi</th>
<th>Ravensthorpe</th>
<th>Sentinel</th>
<th>Group</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>14%</td>
<td>3%</td>
<td>78%</td>
<td>66%</td>
<td>43%</td>
<td>43%</td>
<td>44%</td>
<td>69%</td>
<td>73%</td>
</tr>
</tbody>
</table>

**DECREASE IN WATER WITHDRAWN PER TON OF ORE MILLED COMPARED TO 2020**

**WATER INPUT AND OUTPUT FOR MINE OPERATIONAL PROCESSES (MEGALITRE)**

**TOTAL ESTIMATED OPERATIONAL WATER WITHDRAWAL**

263 162

**TOTAL ESTIMATED OPERATIONAL WATER DISCHARGE**

262 296

**SURFACE WATER**

- Precipitation and Run-off: 166 979
- Rivers and Creeks: 34 709
- External surface water storage: 2 209

**GROUNDWATER**

- Aquifer interception: 36 115
- Borefields: 8 610
- Entrainment: 7 392

**SEAWATER**

- Sea/Ocean: 5 832
- Process water for Ravensthorpe: 5 576
- Çayeli: 256

**THIRD PARTY SUPPLY**

- Contract/ Municipal: 22
- Waste Water: 1 687

**SUPPLY TO THIRD PARTY**

- 41

**OPERATIONAL WATER CONSUMPTION**

- 109 665

---

*Water not released back to surface water, groundwater, seawater or a third party. Includes evaporation, unaccounted and task loss.

**Entrainment**

**Surface Water**

- 132 770
- Environmental flows: 3 343
- Reinjection: 129 427

**Groundwater**

- 15 204
- Seepage: 15 204
- Reinjection: –

**Seawater**

- 4 616
- Discharge to estuary: 783
- Discharge to seawater: 3 833

**Third Party Supply**

- 41

---

Since this use of water is not directly used for mining operational processes it is not included in the above water input and output diagram.
**WATER WITHDRAWAL (GIGALITRE)**

**2021**

### Key
- Fresh water – Low stress
- Fresh water – Medium water stress
- Fresh water – High water stress
- Seawater
- Saline groundwater
- Waste water

**Baseline Water Stress**

Baseline water stress measures the ratio of total water withdrawals to available renewable water supplies. Water withdrawals include domestic, industrial, irrigation and livestock consumptive and non-consumptive uses. Available renewable water supplies include surface and groundwater supplies and considers the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.


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438,064 ML of sea water was withdrawn in 2021 for cooling water at the Cobre Panama power station, of this 437,383 ML was discharged. Since this use of water is not directly used for mining operational processes it is not included in the above diagram.
First Quantum generates the following waste at its operations:

- **Hazardous waste** – including used lubricants, batteries, hydrocarbons and process related chemicals;
- **Non-Hazardous waste** – including organic matter, wood, construction rubble and plastics;
- **Re-used waste** – including waste oil and scrap metals.

All waste is managed in accordance with national waste management regulations, site specific permits and relevant international protocols. In line with our environmental policy we continue to look at ways of reducing, reusing or recycling waste. All waste is measured by our in house teams on site.

Hazardous waste increased in 2021, attributable to the greater medical waste at Cobre Panama, as a result of the health and sanitary controls imposed in response to the COVID-19 pandemic and successful vacation efforts on site during 2021. Non-hazardous waste reduced by 35% in 2021.

### HAZARDOUS AND NON-HAZARDOUS WASTE PER SITE (TONNE)

<table>
<thead>
<tr>
<th>Site</th>
<th>Hazardous Waste</th>
<th>Non-Hazardous Waste</th>
</tr>
</thead>
<tbody>
<tr>
<td>Çayeli</td>
<td>2020: 151</td>
<td>2021: 158</td>
</tr>
<tr>
<td></td>
<td>2020: 531</td>
<td>2021: 295</td>
</tr>
<tr>
<td></td>
<td>2020: 2,282</td>
<td>2021: 5,849</td>
</tr>
<tr>
<td></td>
<td>2020: 746</td>
<td>2021: 391</td>
</tr>
<tr>
<td></td>
<td>2020: 1,828</td>
<td>2021: 2,421</td>
</tr>
<tr>
<td></td>
<td>2020: 45</td>
<td>2021: 62</td>
</tr>
<tr>
<td></td>
<td>2020: 80</td>
<td>2021: 89</td>
</tr>
<tr>
<td></td>
<td>2020: 1,394</td>
<td>2021: 5,093</td>
</tr>
<tr>
<td></td>
<td>2020: 350</td>
<td>2021: 1</td>
</tr>
<tr>
<td></td>
<td>2020: 350</td>
<td>2021: 1</td>
</tr>
<tr>
<td></td>
<td>2020: 304</td>
<td>2021: 288</td>
</tr>
</tbody>
</table>

*Other includes projects, closed properties and support offices.

Kansanshi waste oil filtering system. Waste oil is filtered and then reused.
At First Quantum, we believe that an effective Environmental Management System (EMS) is key to sound environmental practice and to reducing environmental risk. The Company has implemented EMSs at all of its operations. The EMSs, which are aligned with the ISO14001:2015 standard, are subject to annual external compliance audits. As part of the EMS, the Company has implemented a five tier environmental incident classification system. All operations are required to record and report incidents monthly according to this classification.

A serious Level 4 or Level 5 incident is communicated to the CEO and the Environmental, Health and Safety and Corporate Social Responsibility Committee immediately.

While the company aims to reduce all environmental incidents across the group, we have always focused on the incidents with the highest potential, namely Levels 3, 4 and 5. These incidents have the biggest potential impact on the environment around our operations and will always be a priority. In 2021, we again recorded no level 4 or 5 incidents and reduced our Level 3 incidents by more than 15%. Our level 1 and 2 incidents increased significantly in 2021. The increase is largely attributable to improved incident reporting and a maturing EMS at Cobre Panama, as the mine ramped up to steady state production levels. The large number of Level 1 and 2 incidents is useful in identifying trends and events with greater potential. As further controls are implemented at Cobre Panama, we are confident that the number of incidents will reduce. Kansanshi showed an increase in Level 3 incidents in 2021. The increase is a function of the significant organic growth experienced at Kansanshi over the last 16 years. A number of action plans are in place to reduce these incidents.
Biodiversity – Cobre Panama

Commitment to Net Positive Impact on Biodiversity in Panama

As we seek to achieve this, we will:

1. Reduce deforestation and habitat loss caused by illegal logging and mining through support for rangers and law enforcement institutions as well as our agroforestry programs.

2. Focus on biodiversity through species level conservation and support for ecosystems to increase their populations.

3. Increase sustainability of funding for these protected areas.

Notes:
- Biodiversity surveys and subsequent work in the 24-month study include a number of species of concern (SoC) within and immediately adjacent to the project footprint. These include 33 bird species, 12 reptile species, 2 marine mammals, and 4 species of marine turtles. The current SoC list includes 21 species.

Cobre Panama has committed to support three protected areas in the MBCPA. Following the incorporation of the Cobre Panama Foundation in 2019, Cobre Panama and Ministry for the Environment have now signed a long-term agreement to continue to support the protected areas around MBCPA. The areas are the Santa Fe National Park (72,636 ha), Omar Torrijos National Park (25,275 ha) and a protected area to be established in the District of Donoso and its coastal marine zone (>150,000 ha). The main objectives of the protected area plan are:

- Reduce deforestation and subsequent habitat loss, in the area surrounding the Cobre Panama project;
- Conserve habitat for species populations that may be impacted by the project to ensure their long-term recovery from the Company’s direct impacts and their long-term viability;
- Conserve habitat for species populations (both temporary and permanent) in the project footprint;
- Conserve habitat for species populations (both temporary and permanent) in the project footprint;
- Conserve habitat for species populations (both temporary and permanent) in the project footprint;
- Conserve habitat for species populations (both temporary and permanent) in the project footprint;
- Conserve habitat for species populations (both temporary and permanent) in the project footprint.

The Footprint Rehabilitation Program will be focused on the stabilization and rehabilitation of the mining footprint. Clearing of the project footprint will occur over a number of years.

SPECIES-LEVEL CONSERVATION PLANS

Cobre Panama has committed to implementing a number of species level management plans. These have been developed with the aim of addressing the management needs of individual species for which the protected areas and reforestation plans may not be sufficient. Each species action plan describes a portfolio of actions aimed at ensuring a net positive impact on species viability. During the development and implementation of these species action plans, Cobre Panama is currently partnered with the following independent organisations:

- Smithsonian Tropical Research Institute (STRI) of Tropical Investigations (Panama Amphibian Rescue and Conservation) – assisted with developing facilities at two areas to provide for the long-term care and breeding of the four amphibian SoC;
- Sea Turtle Conservancy – monitoring and research of sea turtles both within and adjacent to the site as well as remote populations;
- Peregrine Fund – promotes the conservation of the Harpy Eagle;
- Missouri Botanical Gardens;
- Yaguara – promotes habitat conservation and research of the jaguar in Panama.
**Biodiversity – Zambia**

**WLCP is a Strategic Implementing Partner for the UNEP GEF7 Project**

**US$5M Invested in Conservation and Wildlife Activities in the West Lunga Ecosystem since 2010**

The 11,750 km² West Lunga Ecosystem (WLE), situated in north-western Zambia, encompasses the West Lunga National Park, Chibwika Ntambu, Musele Matebo, Lukwakwa and Chako Guma Management Areas. The area is important from both a hydrological and ecological perspective. The WLE forms the core of the Kabompo watershed which is the largest tributary of the Upper Zambezi and also feeds into the headwaters of the Kafue River system with extensive wetlands and floodplain habitat. From a botanical perspective, the WLE hosts up to a thousand species, of which over 50 are endemic. The area also supports large tracts of dry-evergreen Cryptosepalum forests unique to this part of Zambia. The WLE once supported large populations of a multitude of large mammal species including elephant, buffalo, sable, roan, Lichtenstein’s hartebeest, lion, leopard and wild dog. Unfortunately, most mammal species have been severely impacted by illegal hunting over the last 50 years and today remnant populations survive by hiding in the extensive forest. In addition to illegal hunting, the WLE faces a multitude of ecological threats from in-migration, commercial timber exploitation, unsustainable agricultural practices, encroachment and poor governance.

Since the signing of the MOU, the Trident Foundation has invested more than US$5 million in conservation and wildlife activities through the West Lunga Conservation Project. The investment has primarily focused on supporting the Department of National Parks and Wildlife’s (DNPW) conservation management activities on the ground, which has included recruiting, training, equipping and paying wildlife rangers, vehicle maintenance and transport support, infrastructure development and communications. A number of conservation related livelihood programs have also been developed in surrounding communities including the creation of a Community Game Reserve in Ntambu Chiefdom, a honey out-grower program and a Community Tourism Camp.

Discussions are ongoing to reach an agreement for the devolution of managerial control of some of the WLE’s protected areas to the West Lunga Conservation Project, in partnership with DNPW and Community Business Units. The overall objective of the various partnerships are to restore the WLE to its full ecological potential and create an environment where wildlife and conservation based economies can thrive. This will generate equitable benefits for surrounding communities including the creation of a Community Game Reserve in Ntambu Chiefdom, a honey out-grower program and a Community Tourism Camp.

Livelhood achievements include:

- 152 animals from 8 species were released into Ntambu Community Game Reserve
- 8,200 beehives distributed to 800 beekeepers since project inception
- Application to gazette the Kabompo catchment as a Fisheries Management Area submitted to Department of Fisheries
- WLCP provided employment (full time and part time) to over 200 community members around the WLE in 2017
- 10 elephants came into the WLE suspected to have come from Kafue National Park stimulating the conversation of a historical corridor that is still believed to be active
- More than 19,000 wire and rope snares confiscated through more than 2,000 patrols by park rangers
- 58 live pangolins rescued from hunters
- Carbon assessment facilitated identifying an estimated 100 million tonne carbon sink in the WLE
- Ongoing research into aquatic biodiversity, socioeconomic surveys, mammal ground counts and camera trapping network in partnership with the WWF and the Zambian Carnivore program

In 2014, the Trident Foundation and the Zambia Wildlife Authority (ZAWA, now the Department of National Parks and Wildlife) developed a Memorandum of Understanding (MoU) to guide the implementation and execution of a project (known as the West Lunga Conservation Project) to provide logistical, technical, financial and managerial support for the WLE.

**Supporting Social and Ecological Development**

In 2010, FQM Trident Ltd, a 100% owned and operated subsidiary of First Quantum, developed the Trident Project (which includes the Sentinel Mine and Enterprise Development Project) adjacent to the West Lunga Ecosystem. FQM Trident established the Trident Foundation soon after mining activities commenced with the mission of supporting social and ecological development in north-western Zambia through health, education, agriculture, local business development, livelihood support, and wildlife and biodiversity conservation initiatives.

Visit www.westlunga.org for more information
During 2021, tragically, a security contractor working for the Company was involved in a fatal road traffic accident at the Kansanshi mine. The accident was subject to internal and external investigation, which were completed during the year, and the lessons learned from this tragic event have been shared within the Company with the aim of preventing similar accidents in the future.

First Quantum’s Health and Safety Management System (HSMS) formalises First Quantum’s approach to Health and Safety (H&S) management to ensure consistency across all our operations. The HSMS clearly sets out the expectations for all First Quantum employees, including all contractors. This ensures that everyone is using the same strategy to achieve the same objectives.

**HSMS BENEFITS**

- Provides a systematic approach to the identification of H&S issues.
- Ensures that a system of risk identification and management is in place.
- Outlines a framework for personal, site and corporate H&S responsibility and leadership.
- Gives a systematic approach for the attainment of H&S objectives.
- Allows us to be compatible with the ISO 45001(2018) Management System.
- Can be implemented at all levels of the organisation and is an effective management tool for all types of operations.
- The system is auditable and assurance tools, including performance indicators, are an integral part of the system. Independent auditing has shown a steady improvement in the adoption and performance of the standard in recent years.

**NUMBER OF FATAL INCIDENTS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>0</td>
</tr>
<tr>
<td>2020</td>
<td>0</td>
</tr>
<tr>
<td>2021</td>
<td>1</td>
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</table>

**WORK RELATED INJURIES NMFR, TRIFR, LTIFR, SEV FR**

<table>
<thead>
<tr>
<th>Category</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
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<tbody>
<tr>
<td>NMFR – All</td>
<td>231.00</td>
<td>158.00</td>
<td>158.00</td>
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<tr>
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<td>192.00</td>
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<tr>
<td>NMFR – Contractors</td>
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<td>TRIFR – All</td>
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<tr>
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<tr>
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<tr>
<td>LTIFR – All</td>
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<tr>
<td>LTIFR – Contractors</td>
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<td>0.80</td>
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</table>

**DEFINITIONS:**

- Fatalities includes contractors and employees.
- Near Miss Frequency Rate (NMFR) = total near misses recorded x 200,000 / hours worked.
- Total Recordable Injury Frequency Rate (TRIFR) = total injuries recorded (LTI+NLTI) x 200,000 / hours worked.
- Lost Time Injury Frequency Rate (LTIFR) = lost time Injuries x 200,000 / hours worked.
- Severity Rate = lost days x 200,000 / hours worked.
- LTIFR and Severity Rate include contractors.
CONFINED SPACE
WORKING AT HEIGHTS
FALLING OBJECTS
MOBILE EQUIPMENT
GROUND CONTROL
HAZARDOUS MATERIAL MANAGEMENT
MOVING EQUIPMENT
ENERGY ISOLATION
LOSS OF CONTAINMENT
EXPLOSIVES & BLASTING
FIRES & EXPLOSIONS
HUMAN BEHAVIOURS

THINK! SAFETY WORKPLACE PROGRAM

The THINK! Safety program is based on Crew Resource Management, the successful aviation safety program which focuses on teamwork, decision-making and communication. THINK! relies on problem-solving and is the embodiment of our Sensible Health & Safety strategy. It aims to enable and encourage critical thinking that is informed by our safety structures and processes. By combining knowledge with a common thinking process, we teach employees to take a sensible approach to risk management.

The THINK! Safety program allows the Health & Safety Management System (HSMS) to be implemented across all operations by providing them with the guidelines and tools to meet our objectives.

FQML has additionally launched a Digital Assessment Management System called SafeHub to house FQML’s Health and Safety [Think] training and communications content. SafeHub is an online repository providing users with access to all Think! related content in an organised and structured manner that saves users time, money and energy and provides access to the latest and most up to date safety content from across the organisation.

Training modules, toolbox talks, interactive games, posters, videos, and easy to roll out campaigns are all stored on SafeHub in multiple languages ready for use. This easy to search database will ensure FQML share knowledge and assist in improving safety on the ground by consistently ensuring we deliver impactful and engaging safety guidance to our employees.

THINK! SAFETY IN OUR COMMUNITIES

The CSR program’s initiatives and activities are consistent with international best practices and are carried out in a systematic manner across all sites. Our programs are specifically targeted to ensure sustainable community development, environmental and biodiversity and human rights.

ROAD SAFETY AWARENESS

Approximately 1.3 million people die each year as a result of road traffic incidents, and between 20 and 50 million more people suffer non-fatal injuries. 90% of these occur in low to middle-income countries such as Zambia and Panama. FQML recognises this and is committed to educating the communities surrounding its operations through its Think! Safety program by empowering community members to recognise the dangers and take decisions to keep themselves and their loved ones safe.

AGRICULTURE

Kansanshi’s biggest project is converting 40 000 subsistence farmers into emerging commercial farmers which has been running since 2012. As part of the program, Kansanshi is also focused on educating farmers on best practices, including how to Think! Safety and be able to work safely.

THINK FATAL DANGERS INITIATIVE

GRI 403, 403-1, 403-2, 403-3, 403-4, 403-5
EMERGENCY RESPONSE & CRISIS MANAGEMENT

COBRE PANAMA ERT

Cobre Panama has developed their “My Emergency Control” mobile application to co-ordinate better their Emergency Response Team’s (ERT) efforts. By utilising the app, ERT is guaranteed more accurate data, which is crucial when trying to save lives.

To support the team, Cobre Panama have also purchased a new state-of-the-art KME ARFF fire truck. This technologically advanced vehicle, which contains features like an integrated communication system, will increase ERT’s fire and rescue capabilities. Every second counts during an emergency and the KME ARFF fire truck will allow ERT to respond quicker and more efficiently than ever before.

TRIDENT’S AVIATION FIREFIGHTING EMERGENCY RESPONSE TEAM

In its quest to safeguard life and property around its mining operations and in communities neighbouring communities, FQM Trident Limited has partnered with the Zambia Air Service Training Institute (ZASTI) to train 14 Emergency Response Team (ERT) members in aviation firefighting.

The training conducted by ZASTI was in line with the International Civil Aviation Organization (ICAO) airport codes database, which is used in airline operations such as flight planning and air traffic control.

The 14 ERT members will be part of FQM Trident’s 24-hour emergency fire and rescue team, which was set up by the mining firm in Kalumbila to safeguard people’s lives and protect the growing communities near its operations, as well as the town airport.

EMERGENCY RESPONSE TEAMS SUCCESS

Emergencies can happen anywhere and at any time. The very nature of an emergency is unpredictable and can change in scope and impact. Being prepared and planning ahead is critical to protecting lives, the environment, and property. To this end, our Emergency Response Teams (ERT) and Crisis Management Teams train hard to ensure all team members are physically and mentally fit and able to make potentially life-saving decisions under extreme pressure.

This hard work and dedication has recently paid off with our Çayeli Bakir Mine Rescue Team in Turkey winning the inaugural Turkish Mine Search and Rescue Competition and our Kansanshi & Trident Emergency Response Teams coming first and second, respectively in the annual Zambia Inter-Mine ERT competition.
In an effort to mitigate the potential risk, operational controls are in place at each of our TSFs including:

- **TSF management reviews** are reported directly to the EHS&CSR Committee;
- **Quarterly or annual inspection, risk review and reports** by independent dams specialist;
- **Appointment of competent persons at the site** to manage the facility with all reporting directly to the Mine Manager;
- **Operating, maintenance and surveillance manuals** for each TSF;
- **Dam breach and inundation studies** at all active and closed TSFs. The results of the dam breach studies are used to improve the early warning system and response plan in the unlikely event of a TSF failure;
- **Emergency Response Plans** for each TSF. Public sectors will be engaged to assess the capability of the Emergency Preparedness and Response Plan. This will include transparently informing local authorities and collaboration with national emergency response agencies;
- **Regular inspection** by the day to day operators with oversight from senior management; and
- **Close monitoring of the volume of water held in the TSF** with particular attention to embankment freeboard and drainage;

First Quantum manages 19 Tailings Storage Facilities (TSF), of which 10 are active and 9 are closed. The Company takes the management of TSF and dams extremely seriously. All of our facilities are subject to close monitoring by site and group management as well as regular external audit. In addition to national legislation in the country in which the facility is built, all our TSFs have been designed and are operated in accordance with the guidelines issued by either the Australian National Committee on Large Dams (ANCOLD), the Canadian Dam Association (CDA) or the European Union Legislative Directives.

In 2021, the company thoroughly reviewed the Global Industry Standard on Tailings Management (GISTM) developed by the International Council on Mining and Metals. We support the standard’s intent to improve the industry’s performance on tailings management. First Quantum is committed to a phased approach in aligning our operations with the performance aspects of the GISTM in order to maintain our track record in tailings management.
First Quantum’s Tailings Storage Facilities (TSFs) are designed in accordance with the guidelines of the Australian National Committee on Large Dams (ANCOLD), the Canada Dam Association (CDA), and European Union Legislative Directives. The TSF guidelines used depend on the location and jurisdiction.

When determining the appropriate type of TSF for a project, it is important to consider local conditions and the physical and engineering properties of the tailings. Hard rock copper tailings typically settle, drain, consolidate and gain strength over time. Cyclones are used to separate the tailings into a coarse and fine fraction on the embankment during deposition. Preferential deposition of the coarser material from the cyclone underflow onto the embankment creates a free draining, competent and stable construction material while the fine fraction, and the majority of the water delivered with the tailings, flows towards the centre of the TSF. In this way, the embankment phreatic surface (level of saturation) is kept lower which helps to maintain embankment stability well above the lower design limit.

Based on these properties, First Quantum has adopted two main approaches to embankment design and construction using cyclone tailings, namely the upstream and centerline methods. These designs are industry best practice and used widely and successfully in hundreds of mining operations around the world. However, regardless of the design and construction, it is imperative that the TSF is operated within the design constraints. First Quantum’s senior management and its engineering staff work closely with the operators of each TSF (i.e. each project) to ensure the facility is managed and operated within the design constraints.

A third TSF construction method is used at our Cobre Las Cruces copper mine in Spain. At Cobre Las Cruces the tailings are dewatered using a filter press (12% moisture content) and transported by articulated dump truck to the TSF where the ‘dry’ tailings are placed.

The TSF construction methods used at our major operations, upstream at Kansanshi and Sentinel in Zambia and centerline at Cobre Panama are shown in the following illustrations.

In 2021, the Company thoroughly reviewed the GISTM. As a result, First Quantum has committed to a phased approach in aligning our operations with the GISTM. As part of the phased approach we have prioritized alignment with the core components of the GISTM.
We find strength in our differences. First Quantum’s culture and success is founded on doing things differently. This means encouraging an inclusive and respectful environment where alternative and differing ideas and perspectives are embraced. We expect our people to speak up and challenge the established way of doing things to enable us to continually improve and develop as a Company. Our diversity allows us to recognize the distinct and different needs of those around us.

We operate in a heavy industry environment against very diverse cultural backdrops where women have historically had low representation. The ability to attract women into this environment can prove challenging, however we recognize the benefits that come with developing women to work in heavy industry and we remain focused on the importance of our training and development programs designed to improve the representation and advancement of women. Furthermore, concerted efforts are being made in recruitment, promotion, and developmental reviews to reduce the gender inequality gap as well as a focus on reviewing our internal metrics across the business to establish the capability to better measure, track and report on our progress.

As a Company with operations in 7 countries, and a presence in 17 countries, we play an important role in the economies of our host countries. The following breakdown of data aims to show the geographical representation of our workforce and our optimal use of available labour and skills within our host countries, with the aims of contributing to local employment and advancement of skills in our host countries. During 2021 our workforce consisted of 17,845 employees.
OUR PEOPLE

CULTURE
From the Company’s inception in 1996, First Quantum has grown to become one of the leading global producers of copper. We are immensely proud of our operations and our technical achievements and also the culture that we have built and that characterizes First Quantum today.

We expect our people to think for themselves and we’re not afraid to give greater opportunities to our people who want responsibility. With this we seek to give our workforce the chance to achieve their full potential by taking their skills and experience to the next level and the prospect of growing developing their careers.

OPPORTUNITY AND FAIRNESS
We treat our employees fairly and with respect. We promote inclusion and diversity in the workplace and strive to provide an environment that offers equality of opportunity, is free from harassment, violence and intimidation. Our employment policies adhere to domestic laws and are consistent with internationally accepted labour standards, including ILO Declaration on Fundamental Principles and Rights at Work and the Guiding Principles on Business and Human Rights – implementing the UN “Protect, Respect, and Remedy” Framework.

We pay competitive wages and benefits, which more than satisfy national legal standards or local industry benchmarks. In countries where no minimum wage legislation exists, we seek to establish a living wage equivalent that provides a good standard of living for our employees. In the absence of collective bargaining agreements, we regularly perform market benchmarking to ensure the competitiveness of our pay. Where fiscal circumstances of the host country may erode the standard of living, semi-annual pay reviews are also undertaken.

The use of misleading or fraudulent practices to recruit employees is prohibited and First Quantum conducts awareness campaigns to highlight this to the areas in which our workforce are based and where this is assessed as a potential issue.

CASE STUDY – KANSANSHI
At the Company’s Kansanshi mine, training and developing the potential future Zambian leaders doesn’t start at the mine gate. In 2021, Kansanshi invested more than $2 million across a wide range of initiatives targeting improved education and development opportunities in Zambia. This ranged from A-Level scholarships and graduate programs to trade schools providing students with the skills necessary to establish mining careers, through to employee study assistance programs and the General Managers programs aimed at the Company’s high performing employees. In 2021, Kansanshi provided the support for training and development of almost 300 students, 45% of them female.
The impact of the global pandemic has been different in each of the countries we work in. It has been in Zambia, Panama, and Mauritania where we have been most active in supporting and augmenting the government’s responses to COVID-19 as we support our host communities. In addition to increased medical facility resilience, initiatives at the mine clinics in Mauritania, Zambia, and Panama, COVID-19 protective measures to minimize person to person transmission in the workplace and protect business continuity have been implemented across all our operations.

**PANAMA**

The Company has been very active in supporting the Ministry of Health of Panama, MINSAP, with access and supplies into surrounding communities.

Response of the Gorgas Memorial Institute for Health Studies, a medical research institution that has been dedicated for more than 80 years to healthcare for all, to the COVID-19 pandemic was opened and is providing advanced genetic sequencing of Coronavirus samples to help track its mutation and spread in the country. Cobre Panama has also provided direct support, including emergency livelihood packages to support its surrounding villages and communities.

In response to the pandemic, the Company developed the CobreSafe app, which has been recognised by Microsoft on its Customer Stores website, for our Cobre Panama workforce. This app enables COVID-19 health monitoring and improves workforce safety through traceability in real time of potential cases at the mine.

**COBRE PANAMA**

Cobre Panama delivered 500 COVID-19 tests to the Miguel de la Borda Health Center to provide the health facility with the necessary supplies to detect possible cases of COVID-19 in the community. This donation was made through the Cobre Panama Contigo program.

Also, through the Cobre Panama Contigo program, transportation and logistical support was provided to voluntarily transfer residents of the neighboring communities in Donoso, Omus, Torrijos and La Pintada to enable them to receive vaccinations against COVID-19.

Cobre Panama Contigo is our health and safety program in response to COVID-19, whose objective is to protect our employees and our neighboring communities.

**ZAMBIA**

The Company has provided testing and medical equipment, and assisted with the construction of COVID-19 isolation facilities for the community.

Ongoing support includes the provision of oxygen produced by the Kansanshi Smelter which supplied oxygen as far as Lusaka as well as the neighbouring provinces. Furthermore, the Company provided essential consumables, face masks, sanitation stations, and transportation of medical supplies.

The Company is working with the Ministry of Health in the northwest province to provide vaccination stations to employees and affiliated contractors in support of the national vaccination program.

**KANSANSHI**

When schools around our Kansanshi mine closed because of the threat from COVID-19, the Kansanshi Foundation spearheaded the School-on-Radio initiative, a radio schooling program aimed at bridging the education gap among primary school-going children.

Courses were delivered remotely via two FM radio channels. Teachers from around the region, broadcasted 12 hours a day, engaging some 42,000 students.

**MAURITANIA**

The Inchiri Health Department in Mauritania rolled out COVID-19 vaccinations in regional areas, supporting communities who otherwise would not have access to the life-saving vaccine. First Quantum provided essential logistical support to this important program by supplying 4x4 vehicles to allow medical professionals to safely access remote locations across the country, ensuring an equal opportunity to healthcare for all.

In response to the ongoing COVID-19 pandemic, First Quantum has maintained the health and sanitary protocols at our operations and local communities across the world.

Our proactive response to COVID-19, in compliance with both local and international guidelines, is specific to each country. Our goal is to prevent or reduce the transmission of the virus on our sites and in local towns or villages in each region, while the health and well-being of our workforce and communities continues to be a priority.

The Company has also redesigned ways of working, with staggered rosters, remote working and bubble concepts on site to continue operations while limiting the potential spread. As cases are identified amongst the workforce, they are contained and isolated according to the established protocols and in coordination with local health authorities with limited impact to operations.

The Company has focused on actions and campaigns to maximize vaccination rates and to plan booster vaccination campaigns for 2022. We continue to work with local communities to develop support processes and encourage vaccination.
Our commitment to local stakeholder engagement is laid out in our Community Engagement Policy, which describes our community engagement principles:

**RESPECT**

First Quantum strives for relationships that are based on transparency, mutual trust and respect. We recognize that our activities affect or could affect stakeholders, local communities, their culture, traditions and current uses of lands and resources.

**ENGAGEMENT**

First Quantum commits to listening and communicating with stakeholders and local communities directly and openly about events, issues and ideas. We seek to consult and resolve grievances in a timely, interactive and culturally appropriate manner.

**BENEFIT**

We recognize that people and communities affected by our business should benefit through opportunities such as employment, business development, education, training or community investment over the long term.

To deliver on these principles and adhere to our Social Responsibility Policy commitments, we undertake the following actions:

- Develop strategies and programs that build capacity in local communities, and enhance their ability to benefit from economic opportunities associated with mining development;
- Commit to local communities’ participation in our workforce through employment and contracting opportunities;
- Strive to ensure local contractors can provide safe, reliable and competitive goods and services to our operations;
- Collaborate with communities to identify community investment opportunities that support local cultures and priorities.

These actions are guided by our Human Rights Policy, which is guided by the principles of internationally recognized human rights norms, including the International Labour Organisation (ILO) Declaration on the Fundamental Principles and Rights at Work, and the United Nations (UN) Declaration on the rights of indigenous peoples.

We are also committed to conserving natural resources and minimizing environmental impact at all of our locations.

The EHS&CSR Committee has the responsibility to review and monitor the effectiveness of our community engagement efforts.

Management of First Quantum’s community engagement is overseen by a site and group level management, who provide clear, focused guidance on local community relations activities and who ensures that First Quantum’s corporate standards on community engagement are met. The Company’s internal audit function periodically reviews site practice against corporate expectations. Each operation is staffed appropriately to manage community relations, including a local community relations manager.
LOCAL COMMUNITIES

COMMUNITY RELATIONS
Each of our projects and operating sites has a comprehensive community relations program, appropriately staffed, to engage with communities affected or perceived to be affected by our activities or who have a genuine interest in the performance of our business. We engage in broad based community consultation, both formally and informally. First Quantum regularly engages with governments at national, regional and local levels, international development organizations, civil society organizations, not-for-profit organizations, traditional leadership and community-based organizations such as women’s groups, chambers of commerce, religious institutions and local development organizations, indigenous peoples and vulnerable peoples in addition to international and local academics.

COMMUNITY RELATIONS
All of our operating sites participate in broad based local consultation committees. Key topics, interests and concerns raised include local hiring and contracting opportunities, community funding, community participation in mining activities or programs, environmental issues including water and biodiversity management as well as issues related to community development, taxation and wealth distribution.

Engagement is continuous and ongoing as shown in our stakeholder maps and engagement activities.

GRIEVANCE MANAGEMENT
In addition to ongoing dialogue, each of our operations and projects has a fully functioning grievance mechanism used to accept, assess and resolve concerns and complaints from communities related to Company activities. These mechanisms are designed to ensure that grievances are responded to in an effective and timely manner. Each mechanism is culturally appropriate, free and readily accessible. We register, classify grievances, and assign responsibilities and timelines for addressing grievances. All complaints received through our formal mechanisms were addressed within timeframes prescribed by each site’s procedures.

SOCIAL IMPACT
Each of our projects and operations conducts ongoing social impact reviews to proactively and actively manage these impacts to the greatest degree possible. This is an ongoing activity focused on identifying, assessing, mitigating and enhancing outcomes for host communities and is embedded in community engagement and development activities and informed by community baseline studies.

Our engagement informs our community programs which, in collaboration with our communities and host governments, seek to enhance their livelihods in a sustainable way that will outlast the life of mine.

Formal Social Impact Assessments have been conducted as part of the process required for project development. Impact Assessments are also embedded into Resettlement Action Plans.
OUR APPROACH
Each of our sites has a community social and economic development plan which is aligned with the UN SDGs and the national development strategies for host countries. We seek to ensure that the positive economic impacts of mining are realized and to assist in improving the quality of life for those people and communities impacted by our activities. Plans are made according to legal requirements, community needs and business opportunity and risk. We are continually refining our social investment strategy to best address community needs, local workforce development, local business and infrastructure development in a manner that benefits communities. Through partnerships with government and civil society, we seek to ensure that the benefits of mining extend beyond the life of our operating sites, so that we leave a positive impact on the national environment, climate change and social capital.

OUR PERFORMANCE
As part of First Quantum’s corporate social performance strategy we support host communities and governments, helping to tackle social challenges and collaborate on solutions that enhance growth and prosperity. We develop human and economic capital by providing jobs and skills training and by promoting local procurement. Furthermore, we build physical infrastructure and institutional capabilities thereby helping to create more resilient communities. The COVID-19 pandemic was particularly impactful on our local communities. Our community development programs had to pivot from supporting initiatives requiring group gatherings to providing remote and direct support.

HUMAN RIGHTS VIOLATIONS
First Quantum and the contractors we work with worldwide have maintained this inflexible standard every year since our founding.

$31m INVESTED
First Quantum invests in range of community programs in the regions around our operating sites.

$1.6bn CONTRIBUTION
Direct contribution to the governments of our host countries.

ANNUAL CSR SPEND 2019 TO 2021 (USD)

<table>
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<tr>
<th>Year</th>
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<th>2021 CSR Spend by Project Type</th>
<th>2021 CSR Spend by Site</th>
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<tr>
<td>2020</td>
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2021 CSR SPEND BY PROJECT TYPE
- Administrative costs
- Agriculture and Forestry
- Biodiversity
- Education and Training
- Health
- Infrastructure
- Livelihoods
- Other CSR
- Safety
- Sports Arts and Culture
- Womens Empowerment

2021 CSR SPEND BY SITE
- Canada
- Cobre Las Cruces
- Cobre Panama
- Guelb Moghrein
- Haquira
- Kansanshi
- Pyhäsalmi
- Ravensthorpe
- Sentinel

GRI 203-1, 203-2, 411-1, 413-1
COMMUNITY DEVELOPMENT SOCIAL PROJECTS – ZAMBIA

CONSERVATION FARMING
First Quantum organizes workshops to teach local farmers basic business principles and their application to high-value crop farming as a sustainable source of income. The goal of the project is to promote food security in the mine’s areas of operation while also enabling local communities to become economically independent. The conservation farming program is now in its 10th year of operation, helping nearly 40,000 farmers in Zambia provide for their families and their country. During 2021 the conservation farmers grew a record 9,200 tonnes of maize and as a result were able to invest more in improving their homes and furthering their children’s education.

DAILY MEALS AND NUTRITION
First Quantum has provided daily meals to about 7,700 undernourished schoolchildren, including 500 in early childhood development classes. This has led to significantly improved attention spans and an average 30% gain in academic performance. Under its School Improvement Program, the company is also supporting a Continuous Professional Development program, where teachers are provided with training on modern teaching methods.

SCHOOL-ON-RADIO PROGRAM
The Kansanshi Foundation spearheaded the School-on-Radio initiative, a radio schooling program aimed at bridging the education gap among primary school-going children which was a result of schools around our Kansanshi mine closing due to the COVID-19 threat. Courses were delivered remotely via two FM radio channels. Teachers from around the region, broadcasted 12 hours a day, engaging some 42,000 students.

SCHOLARSHIP PROGRAM
As Zambia’s largest private sector employer, we understand the importance of job focused skills training. Therefore, beyond public schooling First Quantum’s has established a scholarship program. Annually we sponsor about 150 students and interns in various trades and vocational training programs. Several recent classes have had 100% young women, as we do our part to address the gender imbalance in mining and secondary industries that support it.

LOCAL BUSINESS DEVELOPMENT
In addition to education development, local business development has been a key focus for First Quantum. Over 2,000 entrepreneurs in Solwezi were trained in 2021 in basic business development techniques through a radio platform hosted by Kansanshi Mining Plc and Fortune World Investments. These workshops, which were also run on social media, under the theme ‘Changing the Business Mindset’, aims to build employment capacity, enhance business growth and sustainability independent of mining activities as well as help formalise participants’ businesses. Whilst also enhancing small and medium enterprises (SME) participation in key sector value chains, which is critical to building economically independent communities in rural areas.

JIMUKA! PROGRAM
One of the factors that cause girls in Zambia to cut their education short is menstruation. For many girls without basic feminine hygiene supplies, they stay home for several days each month to avoid embarrassing accidents at school. As a result, they fall behind in their studies and in some cases drop out on school entirely. First Quantum sponsors the Jimuka! program that provides girls with feminine hygiene products. The program also arranges motivational talks by successful female professionals and entrepreneurs, who serve as role models for young girls while emphasizing the value of education.
COMMUNITY DEVELOPMENT
SOCIAL PROJECTS – PANAMA AND MAURITANIA

PANAMA
Association of Donoso and La Pintada Producers (DONLAP)
At Cobre Panama, we consume products that come directly from our neighboring communities. The Association of Donoso and La Pintada Producers (DONLAP), made up of nearly 200 local farmers and several dozen small groups, is now one of our most important suppliers of fruits and vegetables. Cobre Panama works with more than 1,850 local Panamanian suppliers with whom we contract services for more than $500 million annually. Cobre Panama purchased $2 million of produce from DONLAP in 2021.

Protection measures: Everything related to the protection of women
First Quantum in collaboration with our local partners trained 30 women from the community of Coclesito and its surroundings with the theme “Protection measures: Everything related to the protection of women” Initiative. Cobre Panama works to teach women in their workforce and surrounding communities to identify if they or someone close to them is a victim of gender violence or domestic violence and to understand their rights.

Las Estrellas de Colón Soccer Kit Sponsorship
Aimed at the development and wellbeing of its neighboring communities, Cobre Panama delivered uniforms and cleats to the boys of the Omar Torrijos Herrera district who participated in the soccer cup Las Estrellas de Colón Soccer Kit Sponsorship, an event that seeks to discover sports talents on the Atlantic Coast. Cobre Panama sponsors soccer schools that are attended by more than 300 children.

Profession Training Centre Investment
In our commitment to develop future talent, Cobre Panama invested $4.3 million for the construction of the Industrial Professions Training Center of Cobre Panama. The training program was inaugurated in 2019 and is currently training 40 students of which 30% are women. First Quantum provides tuition, transportation and a monthly stipend.

In 2021, the team at Cobre Panama hosted 26 reforestation days and, with the help of approximately 8,000 volunteers, planted 20,000 seedlings that were grown in the Cobre Panama nursery.

MAURITANIA
Inchiri Health Department Support
The Inchiri Health Department in Mauritania rolled out COVID-19 vaccinations in regional areas, supporting communities who otherwise would not have access to the life-saving vaccine.

Small business training course
First Quantum provided essential logistical support to this important program by supplying 4x4 vehicles to allow medical professionals to safely access remote locations across the country, ensuring an equal opportunity to healthcare for all 123 women in Mauritania are on their way to financial empowerment after completing First Quantum’s recent small business training course. In order to prepare for this course, the women completed our six month literacy program and can now add a range of practical business skills to their resume.

Akjoujt Literacy Program
At First Quantum, we know supporting women is about more than just employing them; it’s about empowering women everywhere. One of the ways we do this is through our Literacy Program in Akjoujt, which has enabled 57% women to become literate since its launch in 2015. This program offers women opportunities to gain education and independence through writing, reading, numeracy, religious, civic and health lessons. It is accessible, being taught across six designated centers.

200 LOCAL FARMERS PART OF THE DONLAP INITIATIVE
575 WOMEN PARTICIPATED IN LITERACY PROGRAM
123 ENGAGED THROUGH FIRST QUANTUM’S SMALL BUSINESS TRAINING COURSE
$4.3m FOR THE CONSTRUCTION OF THE INDUSTRIAL PROFESSIONS TRAINING CENTER

GRI 203-1, 203-2, 413-1
COMMUNITY DEVELOPMENT – INFRASTRUCTURE

First Quantum is committed to building strong communities around our operations by investing in communities and public services. In addition, we have funded a range of infrastructure projects in our host communities to provide long-term benefits to the community. As with our social initiatives, our investment into infrastructure is undertaken in line with our “shared value” approach to ensure a lasting positive impact outside mining activities in host communities.

ZAMBIA

Kansanshi

Since the beginning of operations at Kansanshi in 2005, and as part of the construction of Sentinel, First Quantum invests in development projects in Zambia aimed at delivering long-term enhancement of infrastructure within our host communities.

The wide range of infrastructure projects that we have delivered to date include:

- Roads (including the Solwezi–Chingola highway)
- Construction and maintenance of
  - 3 Early Childhood Development Centres in Solwezi
  - Rehabilitation of the regional library in Solwezi
  - Community health clinics, hospital facilities, classroom blocks and schools in and neighbouring Solwezi and Kalumbila Town
  - Water purification and sewage treatment facilities in Kalumbila Town
  - Kalumbila Town international airport

Most recently Kansanshi has partnered with the Solwezi Municipal Council to work together in improving roads in Solwezi. In 2021, 3.2 km of the road network was upgraded to bituminous standard.
KISASA WATER
As part of its ongoing commitment to bring fresh clean water to local communities, First Quantum has invested in two commercial boreholes for the Kisasa community, close to Sentinel.

The boreholes are 130 meters deep with two 32,000 litres, 15-metre high storage tanks, connected to a distribution network to 62 communal taps that will supply water to more than 8,000 people of Kisasa.

KASOMBO BRIDGES
The Trident Foundation has handed over two bridges in Chipawa village. The construction of the bridges, in collaboration with the community, on the Kasombo river commenced in 2020 after both the main bridge and the makeshift footbridge collapsed, posing a risk to community members.

PANAMA
Cobre Panama has spent approximately $4 million on infrastructure development projects during 2021.

Projects achieved to date include:
• Over 45 km of roads were built allowing people in the communities to reduce their transport time from 8 hours to 1.5 hours allowing access to regional hospitals and supermarkets.
• Construction of 4 bridges to reduce the travel time of people in the communities and provide safer road infrastructure.
• 6 schools have been built and an additional 12 have been renovated in our neighbouring communities.
• Rural aqueduct systems have been built or improved in our host communities providing potable water for more than 20,000 people.
• Over $250,000 has been spent on cables, posts, and towers which provides cell phone coverage and internet access to our surrounding communities.

MAURITANIA
BENICHAB PIPELINE
In Mauritania, First Quantum provides water to households and businesses in Akjoujt, which is home to approximately 15,000 people, as well as to residents of nearby desert settlements through storage tanks from our Benichab pipeline.

This pipeline also aids nomadic livestock herders and people living in more remote villages around our operations. Our long-term goal, as the Guelb Moghrein nearing closure, is to hand over all water infrastructure to the Government of Mauritania—after working to ensure that local officials have the necessary equipment and expertise to maintain it into the future.
First Quantum has had a long-standing commitment to support the communities surrounding our mine sites, the initiatives driven through the First Quantum Health & Wellness is a continuation of this support.

First Quantum Health & Wellness which is a multidisciplinary department focused on providing holistic health and wellness services to Kansanshi and Sentinel mines and their associated communities, with the aims to support the existing government health system in the provision of essential public healthcare services.

The public health services initiatives undertaken by First Quantum’s Health & Wellness include but are not limited:

- Epidemic Preparedness
- HIV/AIDS/STIs/TB
- Malaria
- Non-Communicable Diseases
- Water Sanitation and Hygiene (WASH)
- Child Empowerment Adolescent School program (CEASP)

THE BUTUNTULU BWYA NYAUNDA PROJECT

The Butuntulu Bwya Nyaunda (BBN) project is a community health and wellness initiative, which seeks to improve the health status of people living in the surrounding areas of the Sentinel Copper Mine run by FQM Trident Limited and Kansanshi in Solwezi District. The BBN initiative was rolled out to support the existing government health system in the provision of essential healthcare services. The program will drive all the seven public health pillars and consistently support 19 clinics in surrounding communities.

The objectives of the BBN are to:

- Mitigate negative health impact and risks to the community which may be associated with the mining project.
- Contribute to improving the quality of health care services and the provision of these as close to the First Quantum dependents as possible.
- Identify opportunities of system strengthening
- Contribute to improvement of key public health indicators in the province
- Use this project to enable other community programs thrive i.e community Health programs and other CSR programs.
- Collaborate externally with other organizations implementing health programs at these facilities

During 2021 the BBN project focused on the following:

- Epidemic Preparedness and Control
- HIV/AIDS/STIs/TB
- Malaria
- Non-communicable Diseases
- Water Sanitation and Hygiene
- Child Empowerment Adolescent School program
- Community Health

2021 COMMUNITIES HEALTH TRAINING INITIATIVES

956 PEOPLE RECEIVED HEALTH TRAINING WHICH INCLUDED:

- Training of Neighbourhood Health Committees (NHCC) in Community Case Management Diagnosis
- Training of Spray Operators in Indoor Residue Spraying
- Training of Community Mobilisers in Indoor Residue Spraying

KEY ♂ Male ♂ Female

<table>
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<th>FEMALE</th>
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<tr>
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<td>120</td>
<td>16</td>
<td>136</td>
</tr>
<tr>
<td>Spray Operators</td>
<td>74</td>
<td>55</td>
<td>129</td>
</tr>
<tr>
<td>Total</td>
<td>190</td>
<td>162</td>
<td>352</td>
</tr>
</tbody>
</table>

33,000 STRUCTURES SPRAYED IN MALARIA PREVENTION PROGRAMS

22,132 INDOOR OF HOUSES SPRAYED (INDOOR RESIDUE SPRAYING)

25,657 NUMBER OF TARGETED HOUSES FOR SPRAYING (INDOOR RESIDUE SPRAYING)

658 PUPILS PARTICIPATED IN THE SOCCER TOURNAMENT FROM 20 CATCHMENT SCHOOLS AS PART OF CHILD EMPOWERMENT ADOLESCENT SCHOOL PROGRAMS

160 CERVICAL CANCER SCREENING UNDERTAKEN

900 STRATEGIC COMMUNITY MEMBERS – TEACHERS, COMMUNITY HEALTH WORKERS TRAINED IN KEY HEALTH ISSUES E.G. NUTRITION, MALARIA

19 CLINICS IN SURROUNDING COMMUNITIES SUPPORTED AND SEVEN PUBLIC HEALTH Pillars DRIVEN THROUGH THE SUPPORT OF BBN

182 ZAMBIAN SCHOOLS AND HEALTH FACILITIES SUPPORTED

182,728 NUMBER OF PEOPLE REACHED THROUGH AWARENESS PROGRAMS

THE COMMUNITY DEVELOPMENT HEALTH & WELLNESS – ZAMBIA
HUMAN RIGHTS

ONE STOP CENTRE FOR GENDER BASED VIOLENCE (GBV) SURVIVORS

In Partnership with

OUR PERFORMANCE

We have a goal of zero human rights violations by our Company and our contractors. In 2021 we are pleased to report that we achieved that goal. A comprehensive human rights impact assessment is embedded in our social impact management programs and our land acquisition and resettlement programs. These are documented in our Social Impact Assessments and Resettlement Action Plans as required by law. We will continue to promote human rights within our sphere of influence. This is especially important in the context of our support for the UN SDGs, as human rights serve as the foundation of the overall SDG framework.

OUR APPROACH

First Quantum respects human rights, which means that we act to avoid infringing on the rights of others and commit to addressing impacts that occur as a result of our business activities. We believe that recognising people’s basic human rights and individual values – while respecting their diverse identities, individual values and points of view – is the key to empowering communities and inspiring self-sufficiency.

While governments have the primary duty for protecting human rights, we recognize that we must respect human rights within our sphere of influence. We also recognize that we have an important role to play in promoting human rights among our stakeholders. Therefore, respect for human rights is fundamental to our Company values and how we conduct our business.

First Quantum upholds the rights of all people whose lives are touched by the business activities we’re responsible for – no matter where they live, and regardless of gender, race, religion, sexual orientation or any other point of difference. We believe that no single right can be considered separately from the others, and that all people are entitled to a life free from discrimination and harassment.

Our approach to human rights is guided by internationally recognized principles and standards, including:

- Universal Declaration of Human Rights
- Voluntary Principles on Security and Human Rights (VPSHR)
- ILO Declaration on Fundamental Principles and Rights at Work
- UN Declaration on the Rights of Indigenous Peoples
- Guiding Principles on Business and Human Rights
- UN Protect, Respect and Remedy Framework

We work to ensure that all relevant Company guidelines, systems and practices, including our security policies, are consistent with these international norms and in compliance with the laws of the countries and jurisdictions in which we operate.

First Quantum will only do business with suppliers, including contractors, who maintain zero tolerance for human rights violations and we may terminate a contract of any provider who breaches the law, the First Quantum Code of Conduct or First Quantum policies.

All security service providers are required to abide by the VPSHR code of conduct and to quarterly certification declaring that they (1) induct and train all new employees on these principles and (2) monitor the adherence to these principles by their employees.
RESETTLEMENT

COBRE PANAMA

The resettlement plan for the Cobre Panama Project was developed through extensive stakeholder consultations. The resulting agreement was the product of good faith negotiations based on internationally accepted principles of free, prior and informed consent (FPIC). As of January 2017, all from Petaquilla community moved voluntarily to Nuevo Eden as per their resettlement agreement. Previously resettled communities have adapted to their new communities and are now successfully succeeding on their own farming outputs. Following the completion of the resettlement, the company adhered to the IFC Performance Standard 7 recommendations that resettlement be monitored until year 3, and is now focused on the development and support of livelihoods through agroforestry, agricultural, eco-tourism and textile programs. The company’s objective is to create the same number of jobs through these programs as the number of local employees working at Cobre Panama.

ÇAYELI

Voluntary resettlement is ongoing at Çayeli as part of the Near Mine Housing Project. For a number of years local residents have complained that blast vibrations from the mine have damaged their homes. Expert studies were commissioned in 2015 and while no causation was established, heavy precipitation and naturally-occurring ground movement led to Çayeli undertaking a voluntary resettlement process for people living in damaged houses. To-date 93 households have participated in the process: 84 have been resettled, 5 have received formal offers and 4 are having their homes monitored for damage and monitoring is ongoing.

HAQUIRA

First Quantum has been engaging with communities influenced by the Haquira project in Peru since 2011. In early 2020, the company commenced actual discussions on land rights and resettlement with the communities of Huacapampa, Cachuanhue, Lahuan, Cconchaccota, Lismahuiri, Carayhuacho and Pararani. The company has presented a proposal to each of the above communities and received counter proposals from all except Pararani. For the next two years, the focus will be on an exploration and drilling program to confirm the reported resources and to explore other potential areas. Negotiations regarding land acquisition will continue though progress is expected to be limited as the newly elected Peruvian government considers a new mining code.

TACA TACA

At Taca Taca in north-western Argentina, as part of an EIA, a communications plan has been designed and information meetings held with the populations closest to the project. We have commenced the process of FPIC as required by Argentine laws through the Secretaria de Asunto Indigenas, the ultimate authority on indigenous peoples. The Secretary issued a statement identifying three communities from whom FPIC should be sought: Olacapato, Pocitos and Tolar Grande, with the latter being closest to the concession area, 35 km away. Expectation of job creation from the mine has been identified as a priority for the local communities, however, the company’s approach has been to encourage services and business not aimed solely at mining but also at tourism, as this has historically been the principal economic activity of these communities and with which there is commonality with mining in the types of key services required; catering, lodging, transport, medical services, clothing and mechanical services.

SENTINEL

Physical resettlement of 597 households and 1,631 subsistence farmers is nearing completion at Trident in accordance with requirements set out in the Resettlement Action Plan (RAP) approved by ZEMA. All project affected people received their agreed to and legally supported compensation and the process of compensation extended into the project commencement period on time prior to commencement of the mine’s development. Substantial structured stakeholder engagement meetings were held during the resettlement planning, implementation and ongoing during as part of follow-ups. Due to the COVID-19 pandemic, physical engagement meetings have been affected and mostly done through electronic platforms, but done in small groups for specific topics, as prescribed by the Public Health Regulations, a situation well understood by our stakeholders. Acquisition of secured farmland for resettled households stands at 58.6%, with 247 households still not able to access the allocated land. Traditional governance structures are still reluctant to support the conversion of traditional land to land with full title for the resettled households. We remain committed to finding a mutually agreeable solution for all parties. Livelihood restoration, activities include training in entrepreneurship by adopting business idea stimulation, support initiatives and sustenance activities. Sustainable agriculture as a business venture for both crops and livestock has also been adopted as a sustainable livelihood restoration initiative and being implemented starting with mind-set transformation activities. To enhance sustainable agriculture as a livelihood for resettled households, Conservation Farming Unit (CFU) is expected to be limited as the newly elected Peruvian government considers a new mining code.

KANSANSHI

North Western Fence Extension: the company intends to compensate and resettle all residents within the North Western Fence Extension area. The approximate 520 hectare area is within the modelled airshed of the Kansanshi Smelter. Kansanshi have recently been granted permission from the Royal Establishment and local government to proceed in the community and disclose the project. This has initiated the Moratorium Resettlement Working Group formation. An asset survey is planned to commence in 2022. Sydney’s Corner: all families currently residing on a nine hectare piece of land known as Sydney’s Corner are currently being resettled. These communities have occupied this land illegally. Kansanshi has been working closely with the Solwezi council in this resettlement. A full asset survey was completed in 2021 and families have started moving off the land.

BWANA MKUBWA

Nine families down-gradient of the Bwana MkubwA Mine are in the process of being resettled. All affected families have agreed to the resettlement terms which include a combination of negotiated settlements or full asset replacement packages. The Resettlement Action Plan is planned to be implemented in 2022. Bwana Mkubwa was sold to Shamrock Mining Limited on October 11, 2020, who have assumed the environmental liabilities.

HOUSEHOLDS SETTLED

93

Households participated

84

Households resettled

5

received formal offers

4

Monitored for damage

597

Households resettled

1,631

Subsistence farmers

9

Households resettled

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

HUMAN RIGHTS

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

NATIONAL ENGAGEMENTS

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

ORPHAN MINES

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

SECURITY

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

SAFETY

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

HEALTH

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

ENVIRONMENT

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

FINANCIAL

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

CORPORATE GOVERNANCE

01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19

ANNUAL PERFORMANCE REVIEW
The host communities at our Cobre Panama and Ravensthorpe operating sites include indigenous peoples.

**COBRE PANAMA – CASE STUDY**

In Panama, as First Quantum looked to develop the Cobre Panama project, our in-country teams engaged with the communities and affected people following the completion of the ESIA, building a relationship and understanding between all parties. This included with the Ngabe-Bugle indigenous people with whom FPIC was sought and received. The Ngabe-Bugle people self-defined the FPIC process which was completed and documented in 2017 and was subject to independent audit. All have houses which are self-designed, and all children have access to education, skills development opportunities as well as healthcare, all of which they didn’t have before. An indigenous peoples development plan was also developed, that was also audited.

The process was conducted in accordance with ILO Convention 169 and IFC Performance Standard 7, as required prior to major industrial development.

Five years post completion of the plan and the families have successfully adapted to their new communities with their own farms.

**PRESERVING THE NATIONAL HERITAGE OF PANAMA**

As part of the ESIA commitments, the Company is committed to an archaeological monitoring and rescue program for Panama’s cultural heritage.

Cobre Panama works hand in hand with the National Directorates of Historical Heritage and Museums, for the conservation and exhibition of the findings. Cobre Panama sponsors a new virtual experience at the Museum of Penonomé highlighting 10 years of work safeguarding the national heritage of Panama.

Explore the interactive museum online at cobrepanama.com/museo

**OUR APPROACH**

Where indigenous communities are present, we use our best efforts to respect their standing as distinct, self-determining peoples with collective rights.

**OUR PERFORMANCE**

At the beginning of 2017, First Quantum completed a decade-long process to resettle several hundred people living near the Cobre Panama Project. Among those voluntarily relocating were two small indigenous communities, who moved from villages settled a few years earlier to new homes in the rainforest 5 km away. This resettlement was among the first to be carried out under the Guiding Principles on Business and Human Rights adopted by the United Nations in 2011. A highly collaborative effort, the Cobre Panama resettlement has earned appreciation from indigenous leaders, international experts and the government of Panama and is seen as a model for successfully resettling communities through FPIC. As part of the Resettlement Action Plan an Indigenous Peoples Development Plan was developed and implemented. Three years into the plan, programs and support continue in partnership with government education, health and social development agencies. Engagement is ongoing.

With respect to cultural heritage at Ravensthorpe, there have not been any cultural heritage issues. Ravensthorpe has legally-binding agreements in place with each of the Aboriginal groups who have Native Title over the lands on which we operate, namely the Wagyl Kaip and Southern Noongar people of Albany and the Southern Nyungar people of Esperance, and has a strong history of compliance to the Heritage Protocols contained within those agreements.

Most recently in November 2019, a “Site Identification Aboriginal Heritage Survey of the Shoemaker Expansion Area and Straight Infrastructure Corridor” was conducted. This survey included representation from both the Wagyl Kaip and Southern Noongar people, the Southern Nyungar people of Esperance, an anthropologist, an archaeologist and Ravensthorpe. As a result of the survey both Aboriginal groups had no objections to Ravensthorpe progressing with their plans for the eastern portion of the Shoemaker-Levy expansion area and the straight infrastructure corridor Levy.
OUR APPROACH

At First Quantum we don’t see site closure as a one-size-fits-all exercise. Each operating site is unique in terms of its geographical, social and ecological setting and our approach to closure reflects this local context. Our approach to site closure is therefore no different to our approach to site development, where specific risks are identified and appropriate controls are implemented. Closure related risk identification occurs long before site closure starts. There are a number of benefits to taking a long term approach. Firstly, a longer term plan using more reliable data is more likely to be successful, and secondly, many closure related liabilities can be addressed in the operational life of the site, significantly reducing the effort required after closure.

A critical part of the closure process is the engagement with our local stakeholders. Our two most important stakeholders at our operations approaching closure are our employees and the communities who will remain in the area after the site has closed. The Company supports a transition to re-employment in different fields. Employees at sites approaching closure have been provided with opportunities to learn new skills or further their academic studies, allowing them to find work elsewhere. Where possible, a future land use offering local communities with new opportunities and livelihoods would always be a primary objective of ours. However, if the future land use does not offer opportunities, leaving a site which is physically, chemically and biologically stable is a non-negotiable requirement. In order to meet these requirements, the Company uses internal resources and globally recognised leaders in closure planning to help us plan. Closure Plans which present the most likely routes to a stable closure are regularly updated at all of our sites.

In addition to actively planning for the closure of all of our current mining operations, First Quantum manages a number of closed sites in Canada. The Company has taken a similar approach to our operations in which all aspects of the process receive the appropriate resources to manage the risks identified and to move the site towards its objectives and future use. Our closed properties use a comprehensive approach that incorporates safety, environment, community, and cost factors to identify risks and establish site specific targets. As part of this process, the safety of our closed tailings storage facilities and dams are regularly reviewed by independent experts. Given that all of our closed sites are located in Canada we have adopted the Mining Association of Canada (MAC), Towards Sustainable Mining (TSM) protocols. During the external MAC verification of our closed sites in 2021, it was concluded that we met or exceeded a level (A) requirement for 96 of the criteria, resulting in a total conformance of an average of 83.5%.

ASSET RETIREMENT OBLIGATION

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<td>Ravenshorpe</td>
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<tr>
<td>Cobre Panama</td>
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<td>Kansanshi</td>
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<td>Sentinel</td>
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<td>Pyhäsalmi</td>
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<td>Cayali</td>
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2021 TOTAL LAND DISTURBANCE AND MINING CONCESSION AREAS

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<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tr>
<td></td>
<td>Operating sites</td>
<td>Operating - closure planning</td>
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<td>Guélib Moghnine</td>
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<td>5 000</td>
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<td>12 955</td>
<td>8 100</td>
<td>9 434</td>
<td>412</td>
<td>3 389</td>
</tr>
<tr>
<td>Total disturbance end 2023</td>
<td>17</td>
<td>1 056</td>
<td>3 080</td>
<td>1 416</td>
<td>5 941</td>
<td>219</td>
<td>2 594</td>
</tr>
<tr>
<td>Total Area rehabilitated up to then end of 2021 (Ha)</td>
<td>2</td>
<td>316</td>
<td>1 482*</td>
<td>22</td>
<td>101</td>
<td>47</td>
<td>15</td>
</tr>
</tbody>
</table>

*Data does not include all reforestation undertaken as part of the reforestation plan. Total area reforested to December 31, 2021 was 3 520 hectares.
First Quantum is committed to transparency and ongoing development of its Environmental, Social and Governance (ESG) reporting in line with the expectations of key stakeholders. The following section outlines the methodology undertaken to compile the ESG report.

**ENERGY CONSUMPTION**
- Historically energy was reported by converting fuel to power. This method did not reflect the efficiencies in the energy generation and made a comparison between bought power and self-generated power difficult. Since 2021 energy consumption data is presented in terms of electrical power consumption.
- The UK Government GHG Conversion Factors for Company Reporting conversion factors were used for all fuel to energy conversions.
- Where specific power generation efficiency factors were not known for on-site power generation, a 40% efficiency factor was applied to allow for generation losses to determine real energy consumption.
- Energy associated with the electrical power sold by Cobre Panama is excluded.
- Scope 2 Energy consumption is measured in megawatt hour (MWH) as it is consumed on site and converted to GHG in accordance with the Water Reporting Good Practice Guide, 2nd Edition.
- All definitions and categories have therefore been aligned with the requirements and specifications of the Water Reporting Good Practice Guide. The volumes provided were collected by our staff and represent the best effort of our teams.

**GREENHOUSE GAS EMISSIONS**
- All our carbon emissions are calculated in accordance with the Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard (WRI, WBCSD, 2001).
- Scope 1: For the conversion of Fuels to GHG, we have used the 2021 United Kingdom Government Greenhouse Conversion Factors for Company Reporting.
- Country electricity generation source values were obtained from the International Energy Association’s (IEA) Emission Factors for 2021.
- It was assumed that electricity generation of all other activities (exploration and projects) have a 50:50 split between coal and gas.

**WATER**
- Historically water withdrawal, discharge and re-use is measured in accordance with the Water Accounting Framework (WAF) for the Minerals Industry of Australia (Minerals Council of Australia, 2014). However for 2021 First Quantum has chosen to align our water usage reporting to the ICMM’s Water Reporting Good Practice Guide, 2nd Edition.
- All definitions and categories have therefore been aligned with the requirements and specifications of the Water Reporting Good Practice Guide. The volumes provided were collected by our staff and represent the best effort of our teams.

**EMISSIONS INTENSITY**
- For the conversion of fuels to energy, we have used the United Kingdom Government Greenhouse Conversion Factors for Company Reporting.
- Country electricity generation source values were obtained from the International Energy Association’s (IEA) Emission Factors for 2021.
- It was assumed that electricity generation of all other activities (exploration and projects) have a 50:50 split between coal and gas.

First Quantum has chosen to align our water usage reporting to the ICMM’s Water Reporting Good Practice Guide, 2nd Edition.

**PURCHASED ELECTRICITY**
- During the compilation of this ESG report the Electricity generation by source values were obtained from 2020 International Energy Association’s (IEA) World Energy Statistical, as the 2021 was not yet published. Where data was not available, it was assumed that electricity generation have a 50:50 split between coal and gas.
- The data provided was collected by our staff and represents the best effort of our teams.
- Our Scope 3 emissions represents all known downstream activities outside of our financial and operational control to produce London Metal Exchange (LME) A Grade Copper Cathode. Copper Cathode produced on site has no further Scope 3 emissions. Downstream logistical, smelting and refining activities associated with the production of LME A Grade Copper Cathode from copper concentrate, blister copper and copper anode are considered. While every effort has been made to improve the accuracy of our Scope 3 downstream emissions, they remain estimates based on activities outside our financial and operational control. Scope 3 emissions provided do not include emissions from upstream activities or our supply chain.
- Scope 3 Freight: All emissions associated with the transportation of copper concentrate, blister copper and copper anode by road, rail and sea were included under freight. This excludes the transportation of copper concentrate from Sentinel to Kansanshi. Port handling activities were not considered. The 2021 United Kingdom Government Greenhouse Conversion Factors for Company Reporting were used to calculate freight emissions. Distances were estimated based on known final destinations.
- Scope 3 Smelting: This includes all emissions associated with smelting of copper concentrate, blister copper and copper anode at facilities where we don’t have financial and operational control. Emissions associated with smelting of copper concentrate at Kansanshi were included in Scope 1 and 2 above. Power and fuel consumption associated with smelting processes were calculated from a number of widely accessible industry references.
- Scope 3 Refining: This includes all emissions associated with refining of copper anode to final LME A Grade Copper Cathode at facilities where we don’t have financial and operational control. Power consumption was estimated based on a number of widely accessible industry references. Emissions were calculated by using IEA country factors in countries where the refining occurred.
- Cu: Eq: All non copper by-product commodities were scaled by the number of equivalent units of copper they represent in value. Relative commodity prices were averaged over the reporting period. Data for Ravensthorpe is not included on a copper equivalent basis as nickel is the primary product.
In addition to this ESG Report, First Quantum’s sustainable reporting suite includes the following reports and sustainability policies which are available on our website.

www.first-quantum.com
This content index supplements First Quantum’s 2021 sustainability reporting suite, which includes the Annual Report, Environmental, Social and Governance Report, Tax Transparency and Contributions to Governments Report (Tax Report).

Listed in the content index are GRI’s General Disclosures, Management Approach Disclosures and topic-specific disclosures for the relevant material topics reported. Where relevant references are also provided for the stipulated SASB Metals and Mining disclosures. In addition, references are made to specific SDG’s where disclosures are presented in line with covered in the “Business reporting on SDG’s: An Analysis of the Goals and Targets.

GRI has an established set of reporting principles which determines if a sustainability reporting has been prepared in accordance with the GRI Standards. These principles define the report content (stakeholder inclusiveness, sustainability context, materiality and completeness) and the report quality (accuracy, balance, clarity, comparability, reliability and timeliness). The Company's sustainability information has been prepared and is presented in accordance with the GRI Standards “Core” application level, additional disclosures a have been included where the relevant data is presented within the ESG report. The GRI reporting principles have been implemented as follows:

<table>
<thead>
<tr>
<th>GRI Reporting Principles</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stakeholder Inclusiveness</td>
<td>In 2020, First Quantum commissioned an independent review of the materiality of our environmental, social and safety disclosures. The review included an analysis of our existing disclosures, a priority ratings review and a disclosure gap analysis (ESG Report, page 10). We welcome feedback on our reporting and continue to engage with stakeholders in an open and transparent manner.</td>
</tr>
<tr>
<td>Sustainability Context</td>
<td>An overview of our Sustainability Strategy is provide on Page 6 of the ESG Report</td>
</tr>
<tr>
<td>Materiality</td>
<td>We have provided data for issues that our stakeholders and our company consider to be material. These issues are identified through regular engagement with internal and external stakeholders. Reporting on these issues helps to inform our strategy, governance structures, risk management, operational management and reporting metrics. First Quantum' Materiality process is described on Page 10.</td>
</tr>
<tr>
<td>Completeness</td>
<td>We believe that the ESG Report covers matters material to our Company.</td>
</tr>
<tr>
<td>Accuracy</td>
<td>Information is presented both as qualitative responses and quantitative measurements. Measurements and responses are subject to internal review at various levels to ensure consistency and accuracy. Data is published once a thorough review process has been completed. Methodologies for reporting are updated when relevant, based on international frameworks (for example, emissions factors) or best practices for the metals and mining industry.</td>
</tr>
<tr>
<td>Balance</td>
<td>Through our reporting we strive to increase our transparency and as such we report on topics that are material to our stakeholders. Our report is developed with our stakeholder requirements and expectations in mind. We have presented information using a combination of high quality graphics and coloured text to ensure information is easy to read, interpret and understand. We are committed to the ongoing transparency and development of our sustainability reporting.</td>
</tr>
<tr>
<td>Clarity</td>
<td>Our report is developed with our stakeholder requirements and expectations in mind. We have presented information using a combination of high quality graphics and coloured text to ensure information is easy to read, interpret and understand. We are committed to the ongoing transparency and development of our sustainability reporting.</td>
</tr>
<tr>
<td>Comparability</td>
<td>We disclose information for the current year as well as historical data. When relevant, historic data has been restated i.e. changes in methodology, updated emission factors or changes in industry reporting best practices. This is made clear in our sustainability reporting.</td>
</tr>
<tr>
<td>Reliability</td>
<td>The report is subject to extensive internal review by the site and corporate level teams compiling the data as well as by senior management. The approach and methodologies are documented and follow industry practice. Assumptions and calculations are widely discussed prior to publishing to ensure reliability.</td>
</tr>
<tr>
<td>Timelines</td>
<td>January 2021 to December 2021</td>
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## GRI 102: General Disclosures

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<tr>
<th>Disclosure Number</th>
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<th>SASB Reference</th>
<th>SDG</th>
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<td>First Quantum Minerals Ltd.</td>
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<td>102-2</td>
<td>Activities, brands, products and services</td>
<td>ESG report: Page 5</td>
<td>EM-MM-000.A</td>
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<tr>
<td>102-3</td>
<td>Location of headquarters</td>
<td>AIF: Page 6</td>
<td></td>
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<tr>
<td>102-4</td>
<td>Location of operations</td>
<td>ESG report: Page 5</td>
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<td>102-5</td>
<td>Ownership and legal form</td>
<td>ESG report: Page 5</td>
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<td>102-6</td>
<td>Markets served</td>
<td>AIF: Pages 5 to 12</td>
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<td>102-7</td>
<td>Scale of the organization</td>
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<td>EM-MM-000.B</td>
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<td>102-9</td>
<td>Supply chain</td>
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<td>Significant changes to the organization and its supply chain</td>
<td>Annual Report: Pages 4 to 7 AIF: Pages 122 to 126</td>
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<td>102-11</td>
<td>Precautionary Principle or approach</td>
<td>ESG report: Page 9</td>
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<td>102-12</td>
<td>External initiatives</td>
<td>ESG Report: Pages 9, 24, 25, 28, 29, 34 and 43</td>
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<td>102-13</td>
<td>Membership of associations</td>
<td>ESG Report: Pages 45</td>
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<td>102-16</td>
<td>Values, principles, standards, and norms of behaviour</td>
<td>ESSDR: Pages 6, 12 and 13 Code of Conduct</td>
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<td>102-17</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Code of conduct Whistleblower Policy Insider Trading Policy</td>
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<td>102-18</td>
<td>Governance structure</td>
<td>ESG Report: Page 12</td>
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<td>102-20</td>
<td>Executive-level responsibility for economic, environmental, and social topics</td>
<td>ESG Report: Page 12</td>
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<td>102-26</td>
<td>Role of highest governance body in setting purpose, values, and strategy</td>
<td>ESG Report: Page 12</td>
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<tr>
<td>102-29</td>
<td>Identifying and managing economic, environmental, and social impacts</td>
<td>ESG Report: Page 29</td>
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<tr>
<td>102-31</td>
<td>Review of economic, environmental, and social topics</td>
<td>ESG Report: Page 12</td>
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<td>102-32</td>
<td>Highest governance body's role in sustainability reporting</td>
<td>ESG Report: Page 12</td>
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<td>102-40</td>
<td>List of stakeholder groups</td>
<td>ESG Report: Page 10</td>
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<td>102-41</td>
<td>Effectiveness of risk management processes</td>
<td>ESG Report: Page 29</td>
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<td>102-42</td>
<td>Collective bargaining agreements</td>
<td>ESG Report: Page 32</td>
<td>EM-MM-310a1</td>
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<td>102-43</td>
<td>Identifying and selecting stakeholders</td>
<td>ESG Report: Page 10</td>
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<td>102-44</td>
<td>Approach to stakeholder engagement</td>
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## GRI 102: General Disclosures

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<th>Disclosure Number</th>
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<th>SASB Reference</th>
<th>SDG</th>
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<tr>
<td>102-44</td>
<td>Key topics and concerns raised</td>
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<td>102-45</td>
<td>Entities included in the consolidated financial statements</td>
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<td>102-46</td>
<td>Defining report content and topic Boundaries</td>
<td>ESG Report: Pages 10 and 11</td>
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<td>102-47</td>
<td>List of material topics</td>
<td>ESG Report: Page 10</td>
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<td>102-48</td>
<td>Restatements of information</td>
<td>ESG Report: Pages 9 and Page 55 to 57</td>
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<td>102-49</td>
<td>Changes in reporting</td>
<td>ESG Report: Pages 9 to 11 and 55 to 57</td>
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<td>Reporting period</td>
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<td>102-51</td>
<td>Date of most recent report</td>
<td>May 2022</td>
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<td>102-52</td>
<td>Reporting cycle</td>
<td>Annual</td>
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<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td><a href="mailto:info@fqmi.com">info@fqmi.com</a></td>
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<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
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<td>102-55</td>
<td>GRI content index</td>
<td>Following Table</td>
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<tr>
<td>102-56</td>
<td>External assurance</td>
<td>First Quantum does not currently externally assure the information disclosed in our ESSDR. All data is collected and reviewed internally. In 2019, the methodology used for the quantification of CHG gases was evaluated by a third party consultancy. The verified methodology is currently used.</td>
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## GRI 200: Economic

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<td>Management approach disclosures – Indirect Economic Impacts</td>
<td>ESG Report: Pages 34 to 36</td>
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<td>203-1</td>
<td>Infrastructure investments and services supported</td>
<td>ESG Report: Pages 36 to 41 and 43</td>
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<td>Goal 5: Gender Equality Goal 9: Industry, Innovation and Infrastructure Goal 11: Sustainable cities and communities</td>
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<td>204</td>
<td>Management approach disclosures – Proportion of spending on local suppliers</td>
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<td>EM-MM-510a1</td>
<td>Goal 8: Decent Work and Economic Growth</td>
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<td>Proportion of spending on local suppliers</td>
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## GRI 300: Environmental

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<td>Management approach disclosures – Energy</td>
<td>ESG Report: Pages 7, 15 and 16</td>
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<td>Climate Change Report: Page 4</td>
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<td>Climate Change Position Statement</td>
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<td>302-1</td>
<td>Energy consumption within the organization</td>
<td>ESG Report: Pages 15 and 16</td>
<td>EM-MM-130a.1</td>
<td>Goal 7 Affordable and Clean Energy</td>
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<td>Goal 8. Decent Work and Economic Growth</td>
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<td>Goal 12. Responsible Consumption And Production</td>
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<td>Goal 13. Climate Action</td>
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<tr>
<td>302-3</td>
<td>Energy intensity</td>
<td>ESG Report: Page 18</td>
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<td>Goal 7 Affordable and Clean Energy</td>
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<td>Goal 8. Decent Work and Economic Growth</td>
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<td>Interactions with water as a shared resource</td>
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<td>303-4</td>
<td>Water discharge</td>
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<td>303-5</td>
<td>Water consumption</td>
<td>ESG Report: Pages 20 to 21 and 56 to 57</td>
<td>EM-MM-140a.1</td>
<td>Goal 6. Clean Water and Sanitation</td>
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<td>Goal 13. Climate Action</td>
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<tr>
<td>304-2</td>
<td>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</td>
<td>ESG Report: Page 24 and 25</td>
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<td>Goal 15. Life On Land</td>
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<tr>
<td>305</td>
<td>Management approach disclosures – Emissions</td>
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<td>Climate Change Report: Page 4</td>
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<td>Climate Change Position Statement</td>
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<td>305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>ESG Report: Page 17</td>
<td>EM-MM-110a.1</td>
<td>Goal 3. Good health and Wellbeing</td>
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<td>Goal 14. Life Below Water</td>
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</table>

**2021 GRI & SASB &
UN SDG CONTENT INDEX**
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<th>SASB Reference</th>
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<td>Goal 14. Life Below Water</td>
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<td>305-3</td>
<td>Other indirect (Scope 3) GHG emissions</td>
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This document provides an overview of key Environmental, Social & Governance key performance indicators for First Quantum Minerals Limited. The data relates to each given calendar year.

In addition to the data presented for the 2021 calendar year, some historic data has been restated. The Company will restate data when more accurate figures are available, such as the publication of updated coefficients used in the calculation of emissions figures or updated methodologies to improve accuracy.

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<td>323 705 431</td>
<td>372 116 031</td>
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## Water

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## 2021 ESG DATA SUMMARY

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<td>Percentage reused</td>
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<td>67%</td>
<td>73%</td>
<td>Source: WRI Aqueduct, accessed on January 2022 at <a href="http://www.aqueduct.wri.org">www.aqueduct.wri.org</a></td>
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<tr>
<td>Percentage of water sourced from regions with High or Extremely High Baseline Water Stress</td>
<td>megalitre</td>
<td>0.1%</td>
<td>0.8%</td>
<td>0.5%</td>
<td>Source: WRI Aqueduct, accessed on January 2022 at <a href="http://www.aqueduct.wri.org">www.aqueduct.wri.org</a></td>
</tr>
</tbody>
</table>
## 2021 ESG DATA SUMMARY

<table>
<thead>
<tr>
<th>KPI</th>
<th>Units</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>Footnotes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Labour Management</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee turnover rate</td>
<td>percent</td>
<td>5%</td>
<td>24%</td>
<td>8%</td>
<td>The voluntary turnover in 2020 was 2.9%, while the involuntary turnover was 20.9%. A significant reduction in the Cobre Panama workforce was required during 2020 due to Cobre Panama operations being placed on preservation and safe maintenance for much of the second quarter, as a result of a temporary suspension of labour activities order by the Panamanian Ministry of Health in response to the COVID-19 pandemic. Cobre Panama ramped back up to full production levels in August 2020.</td>
</tr>
<tr>
<td>Female share of total workforce (%)</td>
<td>percent</td>
<td>10%</td>
<td>10%</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td><strong>Occupational Health &amp; Safety</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total fatalities</td>
<td>number</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Employee fatalities</td>
<td>number</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Contractor fatalities</td>
<td>number</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Near miss frequency rate (NMFR)</td>
<td>per 200 000 hours worked</td>
<td>231</td>
<td>158</td>
<td>158</td>
<td></td>
</tr>
<tr>
<td>NMFR – Employees</td>
<td>per 200 000 hours worked</td>
<td>281</td>
<td>192</td>
<td>320</td>
<td></td>
</tr>
<tr>
<td>NMFR – Contractors</td>
<td>per 200 000 hours worked</td>
<td>152</td>
<td>92</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Total recordable injury frequency rate (TRIFR)</td>
<td>per 200 000 hours worked</td>
<td>0.31</td>
<td>0.32</td>
<td>0.33</td>
<td></td>
</tr>
<tr>
<td>TRIFR – Employees</td>
<td>per 200 000 hours worked</td>
<td>0.35</td>
<td>0.38</td>
<td>0.36</td>
<td></td>
</tr>
<tr>
<td>TRIFR – Contractors</td>
<td>per 200 000 hours worked</td>
<td>0.26</td>
<td>0.21</td>
<td>0.27</td>
<td></td>
</tr>
<tr>
<td>Total recordable injury frequency rate (LTIFR)</td>
<td>per 200 000 hours worked</td>
<td>0.05</td>
<td>0.06</td>
<td>0.07</td>
<td></td>
</tr>
<tr>
<td>LTIFR – Employees</td>
<td>per 200 000 hours worked</td>
<td>0.05</td>
<td>0.07</td>
<td>0.07</td>
<td></td>
</tr>
<tr>
<td>LTIFR – Contractors</td>
<td>per 200 000 hours worked</td>
<td>0.05</td>
<td>0.03</td>
<td>0.06</td>
<td></td>
</tr>
<tr>
<td>Total recordable severity rate rate (SEV FR)</td>
<td>per 200 000 hours worked</td>
<td>1.00</td>
<td>1.00</td>
<td>3.20</td>
<td></td>
</tr>
<tr>
<td>SEV FR – Employees</td>
<td>per 200 000 hours worked</td>
<td>1.50</td>
<td>1.10</td>
<td>2.10</td>
<td></td>
</tr>
<tr>
<td>SEV FR – Contractors</td>
<td>per 200 000 hours worked</td>
<td>0.30</td>
<td>0.80</td>
<td>5.30</td>
<td></td>
</tr>
<tr>
<td><strong>Governance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Tenure</td>
<td>years</td>
<td>11</td>
<td>12</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Women on the Board</td>
<td>percent</td>
<td>25%</td>
<td>22%</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>Code of conduct (Y/N)</td>
<td>Y/N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Code of conduct – completion of online training</td>
<td>percent</td>
<td>88%</td>
<td>94%</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td>Grievance mechanisms and procedures (Y/N)</td>
<td>Y/N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td></td>
</tr>
</tbody>
</table>
The forward-looking statements include estimates, forecasts and statements as to the Company’s future production levels, plans, targets and commitments regarding climate change-related physical and transition risks and opportunities and other environmental risks and opportunities (including intended actions to address such risks and opportunities), local biodiversity, greenhouse gas emissions and emissions reductions targets; energy efficiency and carbon intensity; the use of renewable and sustainable energy sources; the design, development and operation of the Company’s projects and future reporting regarding climate change and environmental matters; the Company’s expectations regarding increased demand for copper and nickel and the causes thereof; the Company’s project pipeline and development and related growth plans; the ongoing development of the Company’s social infrastructure; the use of innovation projects across major operations; resettlement plans for Company projects; and the maintenance of the Company’s local procurement programs. Often, but not always, forward-looking statements or information can be identified by the use of words such as “plans”, “expects” or “does not expect”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates” or “does not anticipate” “believes”, “targets” or “intends” or variations of such words and phrases or statements that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved.

With respect to forward-looking statements and information contained herein, the Company has made numerous assumptions including among other things, assumptions about continuing production at all operating facilities, the price of copper, gold, nickel, silver, iron, coal, pyrite, zinc and sulphuric acid, anticipated costs and expenditures, the success of the Company’s actions and plans to reduce greenhouse gas emissions and carbon intensity of its operations and the ability to achieve the Company’s goals. Forward-looking statements and information by their nature are based on assumptions and involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements, or industry results, to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements or information. These factors include, but are not limited to, future production volumes and costs, the temporary or permanent closure of uneconomic operations, costs for inputs such as oil, power and sulphur, political stability in Panama, Zambia, Peru, Mauritania, Finland, Spain, Turkey, Argentina and Australia, adverse weather conditions in Panama, Zambia, Finland, Spain, Turkey, Mauritania, and Australia, labour disruptions, potential social and environmental challenges (including the impact of climate change), power supply, mechanical failures, water supply, procurement and delivery of parts and supplies to the operations, the production of off-spec material and events generally impacting global economic, political and social stability.

See the Company’s Annual Information Form for additional information on risks, uncertainties and other factors relating to the forward-looking statements and information. Although the Company has attempted to identify factors that would cause actual actions, events or results to differ materially from those disclosed in the forward-looking statements or information, there may be other factors that cause actual results, performances, achievements or events not as anticipated, estimated or intended. Also, many of these factors are beyond First Quantum’s control. Accordingly, readers should not place undue reliance on forward-looking statements or information. The Company undertakes no obligation to reissue or update forward-looking statements or information as a result of new information or events after the date hereof except as may be required by law. All forward-looking statements made and information contained herein are qualified by this cautionary statement.