



FIRST QUANTUM
MINERALS LTD.

2020 GRI CONTENT INDEX

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This Global Reporting Initiative (GRI) Content Index supplements First Quantum Minerals' (FQM) 2020 sustainable reporting suite, which includes the [Annual Report](#), [Environment, Safety and Social Data Report \(ESSDR\)](#), [Tax Transparency and Contributions to Governments Report \(Tax Report\)](#) and the [2020 ESG Data Summary](#) (these reports are available on our website at www.first-quantum.com). The GRI Content Index lists all of GRI's General Disclosures, Management Approach Disclosures and topic-specific disclosures for the relevant material topics reported. 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 and its Mining and Metals Sector Disclosures. The GRI reporting principles have been implemented as follows:

GRI Reporting Principles	Comment
Stakeholder Inclusiveness	FQM continuously engages with stakeholders at all phases of the mining life cycle and includes them in discussions related to mining activities, opportunities and impacts. In 2020, FQM 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 (ESSDR, page 4). We welcome feedback on our reporting and continue to engage with stakeholders in an open and transparent manner.
Sustainability Context	An overview of our sustainability context is provided on page 4 of the 2020 ESSDR.
Materiality	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.
Completeness	We believe that the ESSDR covers matters material to our Company.
Accuracy	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.
Balance	Through our reporting we strive to increase our transparency and as such we report on topics that are material to our stakeholders.
Clarity	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.
Comparability	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.
Reliability	The report is subject to extensive internal review by both 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.
Timelines	January 2020 to December 2020



The following reports have been referenced within FQM's GRI Index:

Annual Information Form

[AIF, 2020](#)

Required disclosure document complied annually which provides prescribed material information about the company and its business in the context of its historical and possible future development.

Annual Report

[Annual Report, 2020](#)

An overview of operational performance including management discussion and analysis, management's responsibility for financial reporting, independent auditor's report and consolidated financial statements.

Environment, Safety and Social Data Report

[ESSDR, 2020](#)

FQM's primary sustainability disclosure report presenting report presenting FQM's key environmental, safety and social performance metrics.

Tax Transparency and Contributions to Government Report

[Tax Report, 2020](#)

Report complied in line with Canada's Extractive Sector Transparency Measures Act ("ESTMA") reporting obligations as well as Chapter 10 of the European Union (EU) Accounting Directive. The report highlights FQM's contributions to host Governments.

Management Information Circular

[Management Information Circular](#)

Includes notice and business of the annual general meeting of shareholders, details of the board and governance models and a statement of executive compensation.

Sustainability Policies

Policies which underpin our sustainability strategies and their consistent application at our global operations and with our host communities and stakeholders.

[Climate Change Position Statement](#)
[Code of Conduct](#)
[Environmental Policy](#)
[Human Rights Policy](#)
[Occupational Health and Safety Policy](#)
[Social Policy](#)
[Social Responsibility Strategy](#)



GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Reference
102-1	Name of the organization	First Quantum Minerals Ltd.
102-2	Activities, brands, products and services	AIF: Page 7 Tax Report: Page 2 Annual Report: Page 1
102-3	Location of headquarters	AIF: Page 6 Tax Report: Page 2 Annual Report: Page 123
102-4	Location of operations	AIF: Pages 7 and 12 Tax Report: Page 8 Annual Report: Page 1 ESSDR: Page 13
102-5	Ownership and legal form	Tax Report: Page 2 AIF: Page 6-7 Annual Report: Page 77
102-6	Markets served	Annual Report: Page 1 and 106
102-7	Scale of the organization	AIF: Page 7 Tax Report: Page 3 Annual Report: Page 1 ESSDR: Page 5
102-8	Information on employees and other workers	a. Ongoing Contract – Male
		11 698
		Ongoing Contract – Female
		1 248
		Ongoing Contract – Undeclared Gender
		25
		Non Ongoing Contract – Male
		3 285
		Non Ongoing Contract – Female
		489
		Non Ongoing Contract – Undeclared Gender
		8
		b. Region
		On-going
		Non-ongoing
		Count
		Africa
		7 948
		2 767
		Americas
		3 832
		942
		4 774
		Europe
		786
		55
		841
		Australasia
		405
		18
		423
		Total
		12 971
		3 782
		16 753



GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Reference
102-8	Information on employees and other workers	c. Full Time - Male 14 971
		Full Time - Female 1 726
		Part Time - Male 12
		Part Time - Female 11
		Undeclared Gender 33
		d. The proportion of activities performed by workers who are not employees varies from operation to operation. Activities are mostly associated with mining and mineral processing.
		e. There is no material seasonal variation in numbers.
		f. All employee figure data is accurate as of end of December 2020 and generated from our HR Information System. Non Ongoing Contract Type includes fixed term, maximum term and casual employees. Undeclared gender includes not declared and blank data (data not captured on workday).
102-9	Supply chain	As a mining company, our significant consumables from our supply chains are raw materials which can have little or no value chains. Given the nature of the global trade in raw materials, their source can be difficult to trace and often located in different international jurisdictions.
102-10	Significant changes to the organization and its supply chain	AIF: Pages 8-11
102-11	Precautionary Principle or approach	ESSDR: Page 3-4
102-12	External initiatives	ESSDR: Pages 16, 17 and 21
102-13	Membership of associations	The company is a member of the Mining Association of Canada and applies the Towards Sustainable Mining (TSM) initiative at its North American Closed Properties.
102-14	Statement from senior decision-maker	Annual Report: Page 2 ESSDR: Page 2
102-16	Values, principles, standards, and norms of behaviour	ESSDR: Page 3-5 Code of Conduct
102-18	Governance structure	Management Information Circular: Page 20



GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Reference
102-40	List of stakeholder groups	<p>We have meaningful and regular engagement with the following stakeholder groups:</p> <ul style="list-style-type: none"> • Communities living or working near our operations. • Employees and Trade Unions – in all the countries in which we operate. • International and Local Civil Society Organizations – either in country or at corporate level. • International and Local Non-Governmental Organizations – either in country or at corporate level. • Local, Provincial and National Government and Regulators – in country. • Shareholders – corporate level. • Investors, Ratings Agencies and Analysts – corporate level.
102-41	Collective bargaining agreements	Approximately two thirds of our employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Stakeholders are individuals or groups who are affected by or have a material interest in our activities.
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> • Communities near our operations – ESSDR: Page 24 and 26 • Employees and Unions – Regular Performance Reviews and Union Engagement. • Non-governmental Organizations and Civil Society Organizations – Regular focused engagement and forum participation. • Local, Provincial and National Government and Regulators – Regular Statutory Reporting, Submissions and Inspections. • Investors and Shareholders – Investor Relations meetings, Annual General Meeting, annual financial and sustainability reporting. • ESSDR: Page 4 – In 2020, the Company commissioned an independent review of the materiality of our environmental, social and safety disclosures.
102-44	Key topics and concerns raised	ESSDR: Pages 4 and 5
102-45	Entities included in the consolidated financial statements	AIF: Page 6 Annual Report: Page 78
102-46	Defining report content and topic Boundaries	ESSDR : Page 4-5 and GRI Index introduction
102-47	List of material topics	ESSDR : Page 4
102-48	Restatements of information	ESSDR : Page 3
102-49	Changes in reporting	ESSDR : Page 5
102-50	Reporting period	1 January to 31 December 2020
102-51	Date of most recent report	July 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	info@fqml.com



GRI 102: General Disclosures

Disclosure Number	Disclosure Title	Reference
102-54	Claims of reporting in accordance with the GRI Standards	ESSDR: Page 3
102-55	GRI content index	This table
102-56	External assurance	FQM 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 GHG gases was evaluated by a third party consultancy. The verified methodology is currently used.

GRI 300: Environmental

Disclosure Number	Disclosure Title	Reference
302	Management approach disclosures – Energy	ESSDR: Pages 4-5 and 7-8 Environmental Policy Climate Change Position Statement
302-1	Energy consumption within the organization	ESSDR: Pages 4-5 and 7-8 Energy consumption is presented by total energy consumed by each operation and fuel type.
302-3	Energy intensity	ESSDR: Page 11
303	Management approach disclosures – Water	ESSDR: Pages 4 and 12-13 Social Responsibility Strategy
303-1	Interactions with water as a shared resource	ESSDR: Pages 12
303-3	Water recycled and reused	Total volume of water recycled and reused is 466,300 Megalitres. ESSDR: Pages 12
304	Management approach disclosures – Biodiversity	ESSDR: Pages 4-5 and Pages 16-17 Environmental Policy
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESSDR: Pages 16-17



GRI 300: Environmental

Disclosure Number	Disclosure Title	Reference
305	Management approach disclosures – Emissions	ESSDR: Pages 4-6 Environmental Policy Social Responsibility Strategy Climate Change Position Statement
305-1	Direct (Scope 1) GHG emissions	ESSDR: Pages 9 and 11
305-2	Energy indirect (Scope 2) GHG emissions	ESSDR: Pages 9 and 11
305-4	GHG emissions intensity	ESSDR: Page 11
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	ESSDR: Page 9
306	Management approach disclosures – Effluents and waste	ESSDR: Page 14 Environmental Policy Social Responsibility Strategy
306-3	Waste generated	ESSDR: Page 14

GRI 400: Social

Disclosure Number	Disclosure Title	Reference
403	Management approach disclosures – Occupational health and safety	ESSDR: Pages 4-5 and 18 Occupational Health and Safety Policy
403-2	Hazard identification, risk assessment, and incident investigation	a. ESSDR: Page 18 The Company does not collate or summarise data by region as it can lead to dilution. The Company does not summarise data by gender. All safety incidents are considered in the same light regardless of gender. b. Company reported LTIFR and TRIFR and NMFR for both employees and contractors. c. LTIFR = lost time Injuries x 200,000 / hours worked.
411	Management approach disclosures – Rights of indigenous peoples	ESSDR: Pages 4 and 27 Human Rights Policy Social Policy Social Responsibility Strategy
411-1	Incidents of violations involving rights of indigenous peoples	No incidents of violations involving the rights of Indigenous Peoples. ESSDR: Pages 4 and 27



GRI 400: Social

Disclosure Number	Disclosure Title	Reference
412	Management approach disclosures – Human Rights Assessment	ESSDR: Pages 4-5 and 25 Human Rights Policy
412-1	Operations that have been subject to human rights reviews or impact assessments	ESSDR: Pages 25
413	Management approach disclosures – Local communities	ESSDR: Pages 4-5 and 22-23 Social Policy Social Responsibility Strategy
413-1	Operations with local community engagement, impact assessments, and development programs	ESSDR: Pages 4-5 and 22-25





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