

Social Policy

May 2025

First Quantum Minerals Ltd. (the “Company”) believes it makes sound business sense to involve local communities and other relevant stakeholders in our business. We seek to engage and collaborate with them to build and maintain effective, long-term and mutually beneficial relationships, and conduct business in a way that provides long-term economic opportunity and supports social well-being. We recognize that each of the communities in which we operate is unique and that establishing and maintaining long term relationships with them is fundamental to the Company’s success.

Our commitment is based on the following 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 and traditional 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: First Quantum recognises 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.

Participation: First Quantum believes involving local communities in the design and implementation of social initiatives is key to its sustainability. We consult with communities and make decisions with stakeholders, ensuring active participation and transparency.

We therefore:

- 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 have opportunities to provide safe, reliable and competitive goods and services to our operations.
- Work with communities and governments to identify community investment opportunities that support local cultures and address identified priorities.

We commit to open and transparent reporting on our social policy in our annual Environmental, Safety and Governance Reporting and through continuous engagement with our stakeholders. The suitability and effectiveness of this Social Policy is overseen by the Environment, Health and Safety, and Corporate Social Responsibility Committee, which reports to the Board.

Tristan Pascall
CEO

Amended May 2023 and May 2025.