

## **Freeport-McMoRan Inc. Stock Ownership Guidelines**

We believe that it is important for our Company's directors and executive officers to align their interests with the long-term interests of our shareholders. Accordingly, in January 2006, our board of directors adopted stock ownership guidelines that establish target levels of stock ownership for our non-employee directors and our executive officers.

### **Non-Employee Directors**

Each non-employee director is expected to own shares of our common stock having a value equal to at least five times his or her annual cash retainer, which is currently \$75,000. The value of the stock ownership is calculated based on the one-year and five-year trailing average monthly stock price. Shares of the Company's common stock owned and not pledged, including shares issuable upon the vesting of outstanding restricted stock units, are included in total stock owned for purposes of the stock ownership guidelines. Shares owned in trust may also be included; however, due to the complexities of the trust laws, the decision to include the shares will be made on a case-by-case basis after reviewing the nature of the specific trust involved and considering whether the non-employee director has maintained a pecuniary interest in the shares. Shares owned on behalf of a spouse or children are not counted towards the target level. Our Nominating and Corporate Governance Committee administers the guidelines for our non-employee directors.

### **Executive Officers**

The President and Chief Executive Officer is expected to own shares of our common stock having a value equal to at least six times his base salary. Each of our other executive officers is encouraged to own shares of our common stock having a value equal to at least three times his or her base salary. The value of the stock ownership is calculated based on the one-year and five-year trailing average monthly stock price. Shares of the Company's common stock owned and not pledged, including shares issuable upon the vesting of outstanding restricted stock units and shares held in employee benefit plans and individual retirement accounts, are included in total stock owned for purposes of the stock ownership guidelines. Shares owned in trust may also be included; however, due to the complexities of the trust laws, the decision to include the shares will be made on a case-by-case basis after reviewing the nature of the specific trust involved and considering whether the executive has maintained a pecuniary interest in the shares. Performance share units and shares owned on behalf of a spouse or children are not counted towards the target level. Our Compensation Committee administers the guidelines for our executive officers.

### **Compliance Period**

Stock ownership levels should be achieved by each non-employee director and executive officer as soon as practicable or within four years of being appointed or elected to the board or becoming an executive officer. Stock ownership levels are calculated and reviewed annually. Each non-employee director and executive officer is notified on an annual basis of his or her compliance with the guidelines.