

Expression of Interest (EOI)

Personnel Transport Services to Cobre Panama

Head Office:

Torres de las Americas, Tower A, 21st Floor,

Punta Pacifica

Panama, Rep. Of Panama

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www.cobrepanama.com

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1. INTRODUCTION

Cobre Panamá is an open-pit copper mining operation located approximately 120 kilometres west of Panama City and approximately 20 kilometres in straight line from the Caribbean Sea coast, in the district of Donoso, Colon province, in the Republic of Panamá.

Cobre Panama is operated by Minera Panama S. A. (“MPSA” or “the Company”), a subsidiary of First Quantum Minerals Ltd. and commenced production in 2019, with an expected operating life of 37 years.

Access to the Cobre Panama mining operation is via the Pan-American Highway, from Panama City to Penonome, then through Llano Grande and Coclesito. The topography in the concession area is low elevation (less than 300 metres above sea level), but rugged with and covered by tropical rainforest. Roads within the project area are not paved, they are either improved with coarse rock or unimproved. Climatic conditions are tropical with high levels of precipitation, high humidity and relatively high temperatures of 25°C to 30°C year-round.

Through the website www.first-quantum.com and www.cobrepanama.com you can access all the information and maps of the Cobre Panama site.

Cobre Panamá is currently receiving Expressions of Interest for the next tendering process:

Personnel Transport Services

2. PURPOSE

The purpose of this Expression of Interest process is to identify a shortlist of bidders or proposers, which must have the ability to demonstrate that they meet the requirements, experience and capability to meet the operational of Cobre Panama, in relation to the provision of Personnel Transport Service.

We wish to clarify that this call for “Expression of interest” does not constitute a call for Bids or Request for Proposal. The EOI is an initial phase whose purpose is to identify suppliers interested in participating in the future bidding process for the Personnel Transport Service for the Cobre Panama. These suppliers will be pre-qualified in accordance with the Company’s standards.

3. PRESENTATION OF EXPRESSION OF INTEREST

Positive Expression of Interest will be accepted until **8th April 10:00 a.m. (Panama Time)**. Interested companies must register their interest by means of a written communication, which must be sent through the email address of the MPSA Representative, attaching the requested documentation according to the details presented in Section 5 of this document.

4. MPSA REPRESENTATIVE

All correspondence to be exchanged with the Company in connection with this process, including questions and clarification, should be addressed to:

Ms. Damaris Gutierrez
Contracts Officer

E-mail: MPSATenders_Services@fqml.com
Cellphone: +507 6921-5384

5. EOI Preparation and Documentation

In conjunction with its positive Expressions of Interest, companies must submit the following documents, which are mandatory:

- a) Letter of Expression of Interest, according to the form included in Annex Two.
- b) Cover letter, highlighting the company's main capabilities in relation to the scope of the service defined in Annex 1.
- c) General information about the company, according to the Corporate Information form included in Annex Two.
- d) Corporate Statement, detailing its capability and experience in the provision of similar services object of this EOI, with particular attention to the content of this Expression of Interest and to the following subjects:
 - Define the top three contracts (with similar scope) you currently have, including customer name and contact, contract terms, average monthly billing amount, and scope of service details, according to the form included in Annex 2.
 - Specify the company's organisation and supporting infrastructure for the provision of similar services (such as offices, workshops (preventive and corrective maintenance plans), equipment, bus fleet, main routes and number of annual movements, fleet monitoring systems (e.g. GPS), supply chain and sub-suppliers or contractors).
 - Detail the company's current accreditations, certifications and licences.
- e) Submit audited financial statements for the last two years, preferably those for the years 2020 and 2021 or failing that, those for the years 2019 and 2020.
- f) Complete the Labour Relations Questionnaire and include document(s) to support your response as required, the form is detailed in Annex Two.
- g) Submit a copy of the Public Registry certification of the company and the identification document of the Legal Representative.

6. Definition and Notification of Bidders Short List

In accordance with the EOI Terms and Conditions, which are defined in Section 8 hereof, the Company, in its sole and absolute discretion, after a pre-qualification process, will define the Short List of Bidders that will be formally invited to submit their proposal during the tendering stage.

The pre-qualification process for the participating companies includes the following:

- a) Review and evaluation of the documentation submitted by the company, as defined in Section 5 of this document.
- b) Industrial Safety Audit: A representative of the company's safety area will visit your facilities. The date of the visit will be scheduled and each company will be informed in due time. The audit will examine the following areas of interest:
 - Emergency Procedure
 - Leadership in safety management
 - Risk management
 - Occupational Health
 - Maintenance and inspection
 - Equipment standards
 - Environment
- c) Technical - Operational Evaluation: a representative of the Company will visit your facilities. The date of this visit will be scheduled and each company will be informed in due course. The visit will examine the following areas of interest:
Infrastructure supporting the provision of services (such as offices, workshops, bus yard).
 - Fleet
 - Preventive and corrective maintenance plans
 - Equipment

- Fleet monitoring systems
- other aspects

The Company will notify participating companies of the outcome of the Expression of Interest process on 16th May, 2022.

7. Key Dates

In the following table the Company presents the probable dates of the future tendering process, which are subject to change, at the Company's discretion:

Description	Date
Start of tendering	18 th May, 2022
Submission of bids	9 th June, 2022
Award	15 th July, 2022
Start of Operations	To be defined

8. EOI Terms and Conditions

The EOI process will be subject to the following conditions:

- Expressions of Interest received after the EOI submission closing date, as defined in Section 3 if this document, will be considered late. A late Expression of Interest may be deemed valid or invalid at the sole and exclusive discretions of the Company.
- Minera Panama may, at its sole and exclusive discretion, select the list of bidders to be invited to participate in the tendering process for the Road Maintenance and Repair Service for the Cobre Panama Project. Minera Panama is not obligated, nor is it required, to pre-select any or all of the bidders to the tender. Those suppliers selected will be notified in writing, as well as those that are not selected.
- Each participant acknowledges and agrees that:
 - This EOI is only a request for Expression of Interest and does not constitute, in any way, a commitment to purchase or hire or any other form of contractual or extra-contractual commitment for you or the potential supplier.
 - Minera Panama is not obligated to call for bids.
 - Minera Panama reserves the right to terminate this process at any time or for any reason by informing, in writing, all participants without further liability, risk or obligation of any kind.
- Minera Panama has no liability to any participant for any claim arising out of or in connection with any act or omission of Minera Panama in connection with part or all this EOI process.

Minera Panama may amend or correct, at any time, and at its sole discretion, the requirements of this Expression of Interest prior to the closing time and date of this process. Any such addendum or correction shall be published as an exhibit and shall become a part of this document.

Annex 1

Scope of Service

A. Scope of Service – General Description and Minimum Requirements

The following is the scope of the Personnel Transport Service for Cobre Panama:

1. Provide vehicles for daily transport of personnel, from the mine site to Penonome and Vice versa (Bus in Bus out (BIBO)). For which is required:
 - Submit a breakdown of current fleet (type of fleet managed) and fleet expansion capacity (leased or financed buses),
 - The fleet must be less than 8 years old and up to 600,000km travelled,
 - Mobility capacity of not less than: 35 thousand passengers per month.
2. Provide vehicles to transport personnel from mine site to provinces. For which is required:
 - Submit a breakdown of current fleet (type of fleet managed) and fleet expansion capacity (leased or financed buses),
 - The fleet must be less than 8 years old and up to 600,000km travelled,
 - Mobility capacity of not less than: 10 thousand passengers per month.
3. Provide vehicles for daily transportation of personnel from Panama City to the mine site. For which is required:
 - Submit a breakdown of current fleet (type of fleet managed) and fleet expansion capacity (leased or financed buses),
 - The fleet must be less than 5 years old and up to 250,000km travelled,
 - Bus with capacity of 10 to 20 passengers,
 - Mobility capacity of not less than: 1,500 thousand passengers per month.

B. Scope of Service – Key Performance Indicators KPIs

The Company expects the Contractor to meet the following KPIs as part of its internal quality assurance mechanisms:

- Zero accidents
- On time departures, within 5 minutes of scheduled times.
- Driving within the established speed limits on all roads.
- GPS monitoring compliance.
- Fatigue control plan =100% compliance.
- Damage response time (unit replacement), 45 minutes maximum.

C. Contract Term

Minera Panama expect to manage a contract for a term of 3 years, which will be subject to permanent evaluation and compliance with established management indicators for scopes 1, 2 and 3 as defined in Section A of this Annex.

Annex Two Forms

Letter of Expression of Interest

Panama, ___ of _____ 2022

Gentlemen,

In attention to the publication, be means of which an invitation made to companies related to [INSERT FIELD OF INTEREST] to present background information related to their specialty and to formulate in writing their Expression of Interest in participating in the process of identification of companies for the subsequent presentation of technical and economic proposals, related to the service of "[INSERT SERVICE]" for the Cobre Panama Project, we declare that:

- 1. We have examined the forms of the so-called "Expression of Interest" process, and we have no reservations in providing the requested background and data, according to the pre-established formats.
2. We express our interest in participating in the process specifically for the following scope(s) of service:
a. BIBO Transport Service Yes___ No___
b. Transport Service to the provinces Yes___ No___
c. Daily Transport Service Yes___ No___

The truthfulness and accuracy of all information provided and we hereby authorize any natural or legal person indicated in the forms to provide, at the request of Minera Panama, all information deemed necessary to confirm the truthfulness of the same. In the event that any misrepresentation in the information we submit is proven untrue, we are hereby notified that you have the right not to acknowledge our "Expressions of Interest".

- 3. For the purpose of evaluating queries or providing clarifications that Minera Panama may require regarding the EOI, Mr./Mrs. _____ is appointed to provide, on behalf of _____, the supplementary information required.
4. The company _____ and its affiliates or subsidiaries, including any firm or specialized professional hired, is not sanctioned and/or barred from practicing the profession, and is not involved in any lawsuits in connection with the practice of the profession that is the subject of this Expression of interest.

On this occasion we send you our best regards,

Signed _____

Name _____ as _____

Duly authorized to sign the application for and behalf of:

On the ___ day of _____ 2022

(This form requires the signature of the Legal Representative)

Company Information

Cobre Panamá Project

CORPORATE INFORMATION FORM

To: **Minera Panama**
Torre de Las Americas
Torre A, 21st Floor
Punta Pacifica
Panama City
Republic of Panama

Reference: Expression of Interest for Personnel Transport Services for the Cobre Panama Project.

Company Name:

Legal Address:

Legal Representative:

Telephone number:

E-mail Address:

Representative nominated for Tender Process:

Title:

Telephone number:

E-mail Address:

Signed: _____

Name: _____

Title: _____

Date: _____

CLIENT LIST FORM

Contract 1	
Nomination of the client	
Term of the contract (days)	
Start	
End	
Average monthly invoice value	
Contact details for any reference	
Telf	
e-mail	-
Confirmation (y/n)	
Contract 2	
Nomination of the client	
Term of the contract (days)	
Start	
End	
Average monthly invoice value	
Contact details for any reference	
telf	
e-mail	-
Confirmation (y/n)	
Contract 3	
Nomination of the client	
Term of the contract (days)	
Start	
End	
Average monthly invoice value	
Contact details for any reference	
telf	
e-mail	-
Confirmation (y/n)	

Labour Relations Questionnaire

Date:

All Suppliers,

Dear Sir,

As part of our continued commitment to compliance with labor standards established in Labor Code and other special labor laws, we carry out this evaluation to monitor good practices in labor relations by our contractors. To allow us to meet our goals, we need the following information for our records.

We look forward to your full cooperation in this matter, along with your prompt response.

Yours faithfully.

First Quantum Mining Limited (Cobre Panama)

CONTRACTORS QUESTIONNAIRE

1. Contractors Details

Name of Company: _____

Address: _____

Telephone No: _____

e-mail address: _____

Contact Name: _____

Industry _____

Affiliated to specific chamber _____

*Please provide a copy of the operation notice (aviso de operación) of the Ministry of Commerce and Industries (MICI).

2. Workforce

a. Numbers of workers expected to have hired

Total: _____

b. Nationality

Panamanian _____

Foreign _____

i. Declare if the entire foreign workforce has a valid work permit. **Yes/No.**

c. In a separate document, please send the next information:

- List of positions to hire
- Salaries to pay
- Workers address

d. Type of contract to be use

- Fixed term contract _____
- Ongoing contract _____
- Phase completion contract _____

e. Legislation to apply in the contracts

- Labor Code _____
- Law 72-1975 _____
- Law 5-1982 _____
- Law 13-1982 _____
- Others in addition (detailed) _____

f. Will worker stay on site? _____

g. Roster to be use by your workers _____

3. Labour Code standards.

a. Declare if workers will receive a salary according or higher than the minimum established by law. **Yes/No.** If the answer to above was **No**, please provide details.

b. Declare if all workers are affiliated with the social security system. **Yes/No.**

i. Please provide peace and safety document issued by Social Security Agency (in Spanish: Caja de Seguro Social)

ii. Please provide copy of last payroll issued by Social Security Agency (in Spanish: Caja de Seguro Social).

c. Declare if the company has a **severance fund** for its workers **Yes/No.**

4. Collective Labor Relations

a. Declare if in the company operates any workers union (s). **Yes/No.**
If your answer to the above was **Yes**, please provide details.

Name of Union No. 1. _____ No. Affiliates. _____

Name of Union No. 2. _____ No. Affiliates. _____

b. Declare if the company has a Collective Labor Agreement. **Yes/No.**
If your answer to the above was **Yes**, please provide details.

Period of validity _____ Name of Union: _____

c. Declare if the company currently has collective bargaining in progress directly way or in MITRADEL. **Yes/No.**
If your answer to the above was **Yes**, please provide details.

Start date of negotiation. _____ Name of Union: _____

d. Provide the contact of the responsible of Labour Relations or Human Resources in the company.

Name: _____ Contact: _____

E-mail: _____

- e. Declare if company has internal work regulations approved by MITRADEL. **Yes/No.** If your answer to the above was **Yes**, please provide a copy.

- f. Declare if the company currently maintains labor lawsuits before MITRADEL or labor courts. **Yes/No.** If your answer to the above was **Yes**, please provide details.

- g. Declare if the company has subcontractors. **Yes/No** If your answer to the above was Yes, please provide the names of subcontractors.

5. Relevant Information

Please provide any other information about labour relations that you feel may help us in our assessment of your company as a contractor to First Quantum Mining Limited.

I certify that the details provided are an accurate reflection on our company.

Name: (print) _____

Title: _____

Telephone No: _____

E-mail Address: _____

Date: _____

Signed: _____