



FIRST QUANTUM
MINERALS LTD.

Cobre Panamá

Expression of Interest (EOI)

LABOUR SUPPLY SERVICES to Cobre 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: **LABOUR SUPPLY 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 **LABOUR SUPPLY SERVICES**.

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 **LABOUR SUPPLY SERVICES** for the Cobre Panama Project. 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 **12:00md on 18-Nov-2022 (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:

Henry Jenkins – Category Management Advisor
Email: MPSATenders_Services@fqml.com

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) Download on the Website and complete the List of Suppliers form (Excel).
- c) Cover letter, highlighting the company's main capabilities in relation to the scope of the service defined in Annex One.
- 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.
 - Specify the company's organization and the supporting infrastructure for the provision of similar services (such as offices, equipment, systems, 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

The Company will notify participating companies of the outcome of the Expression of Interest process on **December 27th, 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	16-Jan-2023
Submission of bids	15-Feb-2023
Award	15-Mar-2023
Start of Operations	01-Apr-2023

8. EOI Terms and Conditions

The EOI process will be subject to the following conditions:

- a) Expressions of Interest received after the EOI submission closing date, as defined in Section 3 of 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.
- b) 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.
- c) Each participant acknowledges and agrees that:
 - i. 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.
 - ii. Minera Panama is not obligated to call for bids.
 - iii. 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.
- d) 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 of this EOI process.
- e) 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 One Scope of Service

1. Scope of Service – General Description

The following is the scope of the **LABOUR SUPPLY SERVICES** for Cobre Panama:

- **AUXILIARY LABOUR:**
 - Scaffolder
 - Mechanics
 - Welders
 - General Helpers
 - Warehousemen
 - Industrial Electrical
 - Instrumentalists
 - Painters
 - Ceramic Tiler

- **MAIN LABOUR:**
 - Crane Operators
 - BoomTruck Operators
 - Riggers
 - Manlift Operators
 - Heavy Equipment Operators

2. Scope – General

- The supplier must provide the personnel in an on-demand scheme, based on the quantities and terms determined by the company, which may vary from time to time.
- The company does not commit amounts or rental terms, since these are variable and depend on the needs of the operation.
- Provide support staff for assistance during shutdown activities at the Company's Process Plant. These staff will be provided upon request.
- Provide all subcontracted personnel with the necessary work tools and the Company's safety requirements, which may vary depending on the area where they work according to Company guidelines.
- Ensure homologous personnel available for immediate replacement of subcontracted personnel who are not available due to illness or other valid operational reasons.
- The Contractor must ensure that the subcontracted personnel have the experience, suitability and other certifications and licenses required according to the position to be held.

3. Contract Term

Minera Panama expect to manage a contract for a term of **2 Years**, which will be subject to permanent evaluation and compliance with established management indicators.

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 **OUTSOURCED HIRING** 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 **“LABOUR SUPPLY SERVICES”** 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. 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.
5. I confirm my ability to offer the equipment detailed in Annex 2.1 (below).

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)

Annex 2.1 - List of Personnel

Annex 2.1 - Scope of Service		
SERVICE FOR THE SUPPLY OF SUPPORT PERSONNEL		
By means of this table, the proponent indicates that it can supply the following technical personnel.		
Description	Can provide?	
	Yes	Nope
Auxiliary Labor		
scaffold		
Mechanic		
Carpenter		
Welder		
General helpers		
Warehouseman		
Industrial electricity		
Electrician		
Instrumentalist		
Electrician		
Security officer		
Pipefitter		
Painter		
Main Labor		
Crane Operators		
Basket Lift Operators		
Heavy Equipment Operators		
Foreman		
Riggers		
Ceramics Tiler		
Boom Truck Operator		

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: _____