

Mosaic Environment, Health and Safety Policy

January 1, 2025

At Mosaic, we are committed to conducting business in a manner which protects the environment and the health and safety of our employees, contractors, customers, and communities. This commitment is instilled in our culture and reflected in our principles of being **Responsible, Reliable** and **Future-Focused**. We help the world grow the food it needs in balance with the ecosystems around us, knowing that we can always improve. Mosaic is committed to complying with applicable legal requirements and related commitments. We foster an environment of transparency and promote reporting of all environmental, health and safety incidents.

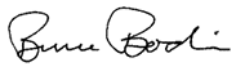
Our implementation of this policy has the following goals:

Environmental Protection – We are careful stewards of natural resources. All phases of the business will meet or exceed applicable environmental and regulatory requirements to minimize the impact of our operations on the environment.

Health and Safety – We value and prioritize human life above all else and proactively work to manage health and safety risks. Everyone has the responsibility and authority to stop work when safety concerns are identified. We all are accountable for the safety and wellbeing of our colleagues and our company.

A comprehensive Mosaic Management System (MMS) is in place to help us achieve these goals. The MMS structures everything we do from an environmental, health and safety standpoint, and consists of critical elements that set clear expectations around how we operate. We set targets and develop objectives to drive and measure our progress. We conduct leadership reviews and self-assessments that support continual improvement of our systems and processes.

All employees are expected to implement and comply with this policy and practice the principles above in a manner consistent with their role at Mosaic.



Bruce Bodine

President and Chief

Executive Officer (CEO)



Karen Swager

Executive Vice President, Operations



Pat Kane

Vice President, EHS

General Manager/Facility Manager