



Mosaic Environment, Health and Safety Policy

January 1, 2024

The Mosaic Company is committed to conducting business activities in a manner which protects the environment and the health and safety of our employees, contractors, customers, and communities. Our principles “We are responsible, innovative, collaborative & driven,” define how we conduct our business, how we interact with each other, and how we treat our communities and our planet. We strive to help the world grow the food it needs in balance with preserving the ecosystems around us, knowing that we can always improve. Mosaic is committed to complying with applicable legal requirements and other commitments to which we subscribe.

Our implementation of this policy has the following goals:

Environmental Protection – We are careful stewards of natural resources. All phases of the business are managed in a manner which minimizes the impact of our operations on the environment. Pollution minimization and prevention practices will include substitution of environmentally friendly materials whenever feasible, and the employment of sound reuse and recycling practices and pollution control technology.

Health and Safety – We are accountable for the safety and wellbeing of our colleagues and our company. In support of our pursuit of an injury-free and healthy workplace, we identify health and safety risks to our employees and contractors and take appropriate action to reduce or eliminate these risks.

To achieve these goals, we have established a detailed Management System.

The Mosaic Management System (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 our sites. We set targets and develop objectives to drive and measure our progress. We conduct periodic leadership reviews and self-assessments that ensure continual improvement of the MMS.

A handwritten signature in black ink that reads "Bruce Bodine".

Bruce Bodine
President and Chief Executive Officer

A handwritten signature in black ink that reads "Pat Kane".

Pat Kane
Vice President, EHS

General Manager/Facility Manager