

# Commitment to Human Rights

May 2026

At Mosaic, acting with integrity includes respecting the dignity and rights of every person connected to our business. Our Code of Business Conduct and Ethics and Business Partner Code of Conduct and Ethics support this Human Rights Commitment.

This commitment applies to employees, officers, directors, Business Partners (defined as suppliers, contractors, consultants and other Business Partners, including their employees, agents, representatives, and subcontractors) and majority-controlled joint ventures and sets expectations to recognize human rights and avoid, prevent and mitigate adverse impacts at all times and everywhere in the world we do business. Where Mosaic does not have a controlling interest, we promote alignment with this commitment. We comply with applicable laws while seeking to uphold internationally recognized human rights standards. We expect the same from Business Partners. Our commitment is guided by the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights (UDHR); the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises; and the UN Global Compact.

## COMMITMENTS

Mosaic conducts a risk-based human rights due diligence process to identify, prevent, mitigate, and address potential impacts across our operations and business relationships. This includes risk assessments, use of a third-party screening and monitoring tool, and operation of an independent ethics line and processes for remediation and continuous improvement. Mosaic's Code of Business Conduct and Ethics and Business Partner Code of Conduct and Ethics further outline the standards of business integrity to which we hold ourselves and our Business Partners accountable.

### **Non-discrimination and Non-harassment**

Discrimination and harassment are strictly prohibited at Mosaic. Mosaic's Equal Employment Opportunity and Nondiscrimination policies provide for equal employment opportunities to all qualified applicants and employees based on the individual's qualifications for the role, skills and experience and not based on race, color, sex, national origin, religion, or other protected characteristics. This applies to all terms and

conditions of employment, including recruiting and hiring, training and promotion, compensation and benefits, performance assessments, transfers, terminations, layoffs or recalls, leaves of absence, and company-sponsored training and education. We periodically review risks affecting vulnerable groups, including indigenous peoples, women, national, religious or ethnic minorities, veterans, LGBTQ populations and persons with disabilities. Mosaic further prohibits any type of physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse or other forms of intimidation. Retaliation or reprisal toward any employee or worker who reports alleged violations of these policies or who has exercised their rights under these policies is strictly prohibited.

### **Forced Labor and Child Labor**

Mosaic is committed to eliminating all forms of forced and compulsory labor, human trafficking, modern slavery and child labor.

Within Mosaic, we adhere to the definition of child labor adopted by UNICEF and the ILO. We consider anyone working below the age of 16 to be a child laborer and require that all employees be at least 18 years of age. Mosaic does participate in regional apprenticeship programs governed by national and local laws, which occasionally provide apprenticeship opportunities for those under 18. We take action to prevent, detect and eliminate the use of child labor within our value chain, regardless of whether the practice is permitted under local law.

We maintain due diligence, screening and ongoing monitoring of Business Partners to identify and address risks across our operations and supply chain, and we expect Business Partners to meet these standards.

### **Freedom of Association and Collective Bargaining**

Mosaic respects the rights of all workers to form or join unions and bargain collectively without intimidation, discrimination, or retaliation. We engage with workers and their freely designated representatives to bargain in good faith over terms and conditions of the employment relationship and to ensure safe working environments, equitable pay and equal access to employment and employment opportunities. Workers' representatives are not discriminated against and have appropriate access to conduct their organizational activities in all operating regions.

### **Safe Working Conditions**

It is Mosaic's policy to conduct all business activities in a way that reflects good stewardship of the environment and protection of the health and safety of our employees, contractors, customers and communities. Environmental stewardship,

health, and safety are integrated into all business practices at Mosaic sites through our Environmental, Health and Safety Management System, contractor oversight and employee training programs. Globally, all Mosaic employees and Business Partners are held to the same high standards outlined in our Code of Business Conduct and Ethics and Business Partner Code of Conduct and Ethics.

### **Work Hours, Wages and Benefits**

We provide fair compensation that meets or exceeds legal requirements and aligns with our global pay philosophy. Working hours comply with applicable laws and agreements.

### **Indigenous Peoples and Communities**

We respect the rights of Indigenous peoples and local communities, including cultural heritage and land rights. We seek meaningful consultation and support free, prior and informed consent (FPIC) where and if applicable.

### **Security Providers**

We expect security providers to act in accordance with the Voluntary Principles on Security and Human Rights and provide training and oversight to prevent misuse of force.

## **GOVERNANCE**

Mosaic's commitment to human rights starts with our Board of Directors (Board). The Environmental Health, Safety and Sustainable Development (EHSS) Committee of Mosaic's Board provides oversight of our environmental, health, safety, and sustainable development strategic vision and performance. Management integrates human rights elements into an enterprise risk management framework, which is reviewed and updated annually.

The Board and the Company's Executive Leadership Team (ELT), led by our President and Chief Executive Officer, review the EHSS Committee's recommendations and stakeholder interests and activities to develop new companywide policies, initiatives, targets and goals. We engage with employees, communities, Indigenous groups, Business Partners and other stakeholders to inform our human rights approach, identify risks and formalize this commitment.

A team of employees, overseen by a Vice President, manages sustainability initiatives and commitments on a day-to-day basis. Transparency and accountability are integral to our company's progress. We are committed to reporting human rights risks, due diligence and broad sustainability performance in our annual sustainability disclosure, with certain information subject to independent assurance.

## RESPONSIBILITY

### **Training and Policies**

All Mosaic employees receive training annually on our Code of Business Conduct and Ethics, which includes elements of anti-harassment, anti-discrimination, diversity and respect, workplace health and safety. Certain Mosaic employees, officers, directors and Business Partners acting on Mosaic's behalf are educated and trained on this Commitment on a regular basis to reinforce awareness and understanding of our operations' impacts on global human rights and how we can work to identify and combat violations.

Mosaic's Worldwide Third-Party Screening Policy requires that before entering into a relationship with any Business Partner, and during the course of the relationship, the Business Partner is appropriately screened for legal and ethical risks in relation to, among other things, modern slavery, child labor and other types of human rights violations.

All suppliers must acknowledge Mosaic's Business Partner Code of Conduct and Ethics at onboarding through our third-party screening system and periodically throughout the business relationship. We conduct screening, risk assessments and monitoring, and require corrective action or mitigation of non-compliance where needed.

### **Reporting**

Employees, Business Partners and external stakeholders can raise concerns through confidential and anonymous grievance mechanisms, including an ethics line ([Mosaic.ethicspoint.com](https://mosaic.ethicspoint.com)). Retaliation is strictly prohibited, and stakeholders can expect timely investigation and remediation.