

TCFD Reporting Index

February 2024

By its very nature, Mosaic’s mission to help the world grow the food it needs is rooted in sustainability. Mosaic’s primary products, fertilizers, are responsible for 40-60% of the world’s crop yields, and thus play a vital role in increasing food production and land use efficiency in agriculture and livestock production – actions that are critical to ensuring a sustainable food future. Put simply, fertilizers play an essential role in ensuring society can feed 10 billion people by 2050 without increasing emissions, contributing to deforestation or exacerbating poverty.

Our progress on environment, social and governance subjects over the last decade has been driven in large part by our transparency practices. Annually, we produce a Sustainability Disclosure and GRI Index (aligned to GRI and SASB metrics for Metals & Mining and Chemicals industries); respond to CDP Climate Change; have issued commitments to climate change and water stewardship and a position statement on deforestation; and regularly engage investors and other stakeholders on Mosaic’s ESG performance. The reporting landscape is evolving, and we are committed to meeting the information needs of our stakeholders as they demand enhanced disclosure on climate change-related topics, including this reporting index on climate-related risks and opportunities, which is aligned to recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and will soon be transitioned to the new IFRS framework.

| Recommended TCFD disclosures | Summary Of Disclosure | Location Of Full Disclosure |
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| Governance | | |
| a) Describe the board’s oversight of climate-related risks and opportunities | Mosaic’s Environmental Health, Safety, and Sustainable Development Committee (EHSS Committee) of the Mosaic Board of Directors (the “Board”) provides oversight of our environmental, health, safety | 2023 CDP Climate Change Response C1.1a |

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| | <p>and sustainable development (EHSS) strategic vision and performance, including managing climate-related risks and opportunities.</p> <p>The Compensation Committee considers ESG performance when making compensation determinations for management and executives. In 2022, performance towards ESG goals, including the completion of environmental or sustainability (risk reduction) projects that resulted, in part, in reduction of greenhouse gas emissions (GHGs), was part of incentive compensation.</p> | |
| <p>b) Describe management’s role in assessing and managing climate-related risks and opportunities</p> | <p>Climate-related responsibilities are shared by many at Mosaic. For example, Environment, Health and Safety (EHS) leadership manage climate-related issues due to the interplay between EHS performance and our progress toward sustainability targets, ESG strategy and regulatory developments pertaining to the implementation of price on carbon in our operating jurisdictions. Public Affairs manages our company’s reporting, targets tracking and stakeholder engagement</p> | <p>2023 CDP Climate Change Response C1.2</p> |

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| | <p>practices. Senior Leadership are active in identifying and assessing enterprise-wide risks, overseeing progress toward GHG targets, and guiding our overall GHG reduction strategy, which we view as important to managing Mosaic's climate-related risks.</p> | |
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Strategy

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| <p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</p> | <p>We have identified climate-related risks and opportunities with potential to impact our business over short (0-4 years), medium (5-9 years) and long-term (10-20 years). Per TCFD guidelines, risks are categorized as transition risks or physical risks.</p> | |
| <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning</p> | <p>Based on the results of a comprehensive climate risk assessment, the most significant transition risk is the prospect of the imposition of a price on GHG emissions in our operating jurisdictions – principally, the United States, Canada and Brazil. The most significant physical risk we face is the threat of increasingly severe weather events and changes in precipitation patterns, primarily at our operating facilities in Florida and Louisiana.</p> | <p>2023 CDP Climate Change Response C2.3a (risks); C2.4a (opportunities); 3.2a (scenario analysis)</p> |
| <p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p> | <p>Climate-related risks and opportunities influence our organization's strategy in many ways. For example, the needs of customers and growers are rapidly evolving, and there is increased demand for products that address myriad agricultural challenges, like a plant's ability to thrive in increasingly</p> | |

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| | <p>stressful conditions (drought, changing temperatures, etc.) and for solutions that help reduce the impact of agricultural activities on the environment. We are adapting our product portfolio and seeking opportunities to bring products to market that meet needs like these.</p> <p>Similarly, climate-related risks and opportunities influence our company's financial planning process. For example, adverse weather can affect agricultural commodity markets, which could impact revenue. Mosaic's market analysis team monitors climate and growing regions, forecasting for climate-related events like droughts, floods and severe weather events, to determine their potential impact on the markets, our production and Mosaic's overall financial performance. Further, existing and proposed EHS laws and regulations, some of which are climate-related, may affect direct costs, operating expenditures, and capital allocation. In Saskatchewan, where we are subject to carbon pricing mechanisms, we forecast the financial implications associated with our direct energy consumption and the indirect impacts of how the tax is</p> | |
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| | <p>passed on to Mosaic from third parties. See our CDP Climate Change Response for more information.</p> <p>To reduce our exposure to the risk of the imposition of a price on GHG emissions, which, according to a risk scenario analysis, is greatest under a Sustainable Development Scenario (SDS) 1.5-2 °C over the 2050 time horizon, we are focused on executing our GHG reduction strategy. We manage the threat of physical risks, which are likely to materialize more slowly but projected to increase in the future under both the Intergovernmental Panel on Climate Change representative concentration pathway (RCP) 2.6 and RCP 6.0 scenarios, by maintaining insurance coverage and conferring with leading property and casualty insurers and engineers to improve asset design, construction and maintenance of at-risk assets. We have implemented – and regularly practice – hurricane preparedness plans at our Florida and Louisiana sites that protect our employees and mitigate the potential for business interruption and damage to our facilities.</p> | |
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Risk Management

a) Describe the organization's processes for identifying and assessing climate-related risks

b) Describe the organization's processes for managing climate-related risks

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management

We identify and assess climate-related risks as part of a multi-disciplinary companywide risk management process. Climate, including climate changes, and associated risks and opportunities that apply at companywide and asset levels are monitored regularly by teams at Mosaic including EHS, public affairs, enterprise risk management and market analysis, and the results are reported to the company's senior leadership team, the Board, the EHSS Committee, and to additional stakeholders through our annual sustainability disclosure. In 2021, to complement our risk identification process, we engaged a third party to conduct a climate risk assessment and scenario analysis.

[2023 CDP Climate Change Response C2.2](#)

Metrics and Targets

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| <p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks</p> <p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and perform against targets</p> | <p>We use key metrics to monitor our progress managing our GHG risks, including tracking of direct and indirect energy use and GHG emissions on absolute and intensity bases. Our 2025 ESG performance targets outline our ambition to reduce our Scope 1 and 2 GHGs by 20% per tonne of product. We recently announced our participation in a net-zero economy with targets to achieve net-zero GHG emissions in our Florida operations by 2030 and companywide by 2040. The 2030 target amount considers projects across global operations to achieve CO₂e reduction equivalent to the sum of Mosaic’s Florida Operations emissions. By using a 2030 milestone target, Mosaic is motivated to make short-term and long-term progress toward decarbonization.</p> | <p>2022 Sustainability Disclosure and GRI Index</p> <p>2025 ESG Performance Targets</p> <p>2022 ESG Performance Summary</p> <p>2023 CDP Climate Change Response</p> |
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