

Stock Ownership Guidelines

This Policy is being enacted pursuant to the authority delegated by the Board of Directors of Compass Minerals International, Inc. (the “Company”) to its Compensation Committee.

1. **Purpose:** Compass Minerals’ Stock Ownership Guidelines (“Guidelines”) align the interests of our directors and senior management with the interests of stockholders and promotes our commitment to sound corporate governance.
2. **Administration:** The Guidelines are interpreted by the Compensation Committee and administered by the Human Resources Department. The Compensation Committee may, from time to time, temporarily suspend, reevaluate and revise these guidelines to give effect to changes in our common stock, significant personal hardship or other factors it deems relevant.
3. **Participation:** The Guidelines apply to Compass Minerals’ executive officers, Vice Presidents and Non-Executive Directors.
4. **Ownership Requirements:** The Compensation Committee has adopted the following equity ownership requirements for senior Company management to further align the interests of management with those of the Company’s stockholders:

| <u>POSITION</u> | <u>GUIDELINES</u> |
|------------------------------|-------------------------|
| CEO | 5x salary |
| All Other Executive Officers | 2x salary |
| Vice Presidents | 1x salary |
| Non-Executive Directors | 5x annual cash retainer |

5. **Stock Counted:** For purposes of the Guidelines, restricted stock units, whether vested or unvested, earned performance stock units, and director deferred stock units count toward the ownership guideline for senior management and non-executive directors. Options do not count toward the ownership guideline for senior management until exercised and issued as Company stock.
6. **Compliance Period:** Participants are required to achieve their ownership requirements within five years of becoming subject to the Guidelines. If a participant’s Stock Ownership Guideline increases because of a change in title, a five-year period to achieve the incremental guideline begins upon promotion. Once achieved, ownership must be maintained for as long as the individual is subject to the Guidelines. Any sale of shares, other than holding in the Company’s 401(k) plan, by a Company employee participant who has not achieved the required ownership level must be approved by the Chief Executive Officer.
7. **Compliance Measurement Date:** Compliance with the Guidelines will be measured on April 5 of each year and reported to the Compensation Committee at its May meeting.