

At Compass Minerals, we recognize the importance of managing our environmental, social and governance (ESG) impacts and growing our company in a sustainable manner. As we look to the future, we have been engaging stakeholders and internal business partners in conversations as well as assessing the broader sustainability landscape to help inform our fiscal 2025 ESG goals and targets that will guide us in the years ahead. These goals, and the targets that serve as milestones toward achieving them, span the key focus areas of Our Workforce, Our Environment, Our Products and Our Communities. They are driven by the four pillars of our sustainability compass — safety, growth, transparency and stewardship — and also informed by our most recent materiality assessment completed in fiscal 2021. We will report progress against our goals and targets in our future ESG reports to help ensure our stakeholders understand where we are each step of the way. For more information on our approach toward and management of the ESG issues that matter most to our company and our stakeholders, please see our latest [ESG report](#).

OUR WORKFORCE

Compass Minerals is committed to fostering a safe, ethical, diverse and inclusive workplace that empowers bottom-up innovation and equips employees with the tools and training they need to thrive and grow professionally.

SAFETY:

Achieve continuous improvement in safety performance across our platform

- **Fiscal 2025 Target:** Achieve 10% annual reduction in Total Case Incident Rate (TCIR) over previous three-fiscal-year average
- **Interim Target:** Enhance behavior-based safety training programs at 100% of our sites by end of fiscal 2023

EMPLOYEE DEVELOPMENT:

Be an employer of choice, ensuring that employees have access to the tools and training they need to thrive and grow professionally

- **Fiscal 2025 Target:** Maintain at least an 85% voluntary retention rate for employees
- **Interim Target:** Employees will have access to 500+ learning modules of company-sponsored training across safety, compliance, cybersecurity and professional development by end of fiscal 2022
- **Interim Target:** Engage at least 85% of salaried, exempt employees in professional development by end of fiscal 2023

DIVERSITY AND INCLUSION:

Foster an inclusive workplace, while increasing diversity at all levels of the company

- **Fiscal 2025 Target 1:** Achieve and maintain at least 40% diversity¹ on the board of directors
- **Fiscal 2025 Target 2:** Achieve and maintain at least 40% diversity¹ at the management level²
- **Interim Target:** Establish programs to support a diversity pipeline for recruitment and talent development by end of fiscal 2023
- **Fiscal 2025 Target 3:** Maintain gender pay parity³

¹ Women, racial/ethnic minorities, people with disabilities, LGBTQ+.

² Director-level management employee and above.

³ We define gender parity as a female to male pay gap of 2% or less at the consolidated company level.



OUR ENVIRONMENT

Compass Minerals continually evaluates risks and opportunities related to our climate and broader environment. By going beyond compliance, we responsibly transform our natural resources while mitigating impacts and protecting our environment for future generations.

GHG EMISSIONS:

Pursue a proactive energy strategy that enables GHG emissions reductions

- **Fiscal 2025 Target:** Reduce Scopes 1 and 2 GHG emissions by 5% compared to baseline⁴
- **Interim Target:** Conduct energy assessment at top five GHG emitting sites by end of fiscal 2023

WATER:

Reduce freshwater use

- **Fiscal 2025 Target:** Reduce freshwater use by 5% compared to baseline⁴
- **Interim Target:** Conduct water assessment at top five water consuming sites by end of fiscal 2023

WASTE:

Reduce waste to landfill

- **Fiscal 2025 Target:** Reduce waste to landfill by 30% compared to baseline⁴
- **Interim Target:** Conduct waste assessment at top five waste producing sites by end of fiscal 2023

OUR PRODUCTS

Compass Minerals is committed to product safety, quality and transparency. We are also engaging with our vendors to ensure sustainability throughout our supply chain.

OUR COMMUNITIES

Compass Minerals is committed to building relationships that support and enhance our communities while operating in a manner that protects the health and safety of its members.

CUSTOMER TRANSPARENCY:

Ensure customers have transparency on critical information for Compass Minerals-branded products

- **Fiscal 2025 Target:** 100% of Compass Minerals-branded consumer packaged products will have ingredient labeling and packaging end-of-use instructions

RESPONSIBLE SUPPLY CHAIN:

Engage vendors to accelerate the maturing of a metrics-driven, responsible supply chain

- **Fiscal 2025 Target 1:** Engage suppliers comprising 80% of addressable⁵ spend on meeting Compass Minerals ESG supplier scorecard metrics
- **Fiscal 2025 Target 2:** Increase by 10% addressable⁵ supplier spend with diverse-owned⁶, veteran-owned or small business enterprises
- **Interim Target:** Develop an ESG supplier scorecard with a set of social and environmental metrics to assess addressable⁵ supplier spend by end of fiscal 2022

COMMUNITY ENGAGEMENT:

Drive positive community change through active engagement and support

- **Fiscal 2025 Target 1:** 100% of our sites will actively engage in the community in or around which we operate through charitable giving and company-sponsored volunteer activities
- **Fiscal 2025 Target 2:** Compass Minerals will actively engage with and support organizations focused on local economic development, workforce training, scholarships, internships and/or other educational opportunities in communities around 100% of our operating sites
- **Interim Target:** 100% of our charitable contributions will align with the U.N. Sustainable Development Goals by end of fiscal 2022

⁴Fiscal 2021, which is the period beginning Oct. 1, 2020, and ending Sept. 30, 2021.

⁵Excludes costs related to logistics, government fees, certifications, sole-source items or services, business travel, entertainment, or any spend where competitive sourcing is not feasible.

⁶Women, racial/ethnic minorities, people with disabilities, LGBTQ+.