



# Fiscal 2022 ESG Report



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# CEO Letter

**Dear Stakeholders,**

Sustainability is a word used often in today’s business environment, and in a number of different contexts. At Compass Minerals, our focus on sustainability is rooted in the belief that operating safely and responsibly helps ensure the long-term health of our business. By doing so, we can successfully create enduring value for our shareholders, employees, customers and communities.

To achieve sustainability for our business requires deep commitments. It means building a safe and inclusive workplace where all employees can grow and thrive, and where they are empowered to bring forward new ideas that enable stronger collaboration, agility and ultimately, execution toward our mission. It takes a dedication to continuous improvement in responsible operations, ensuring that as we work to transform Earth’s natural resources into societally beneficial products, we understand the impact we have on our shared environment. It requires transparency with our many stakeholders regarding our

stewardship of those impacts through this report and other disclosures. And it necessitates finding creative ways to mitigate near-term challenges to our business such as recent, historic inflationary pressures and the ongoing drought in the western U.S., while having an eye consistently focused on future growth.

In the following pages, we detail how our fundamental commitment to safety, growth, transparency and stewardship are fueling our progress toward the fiscal 2025 goals and targets we shared with you in last year’s report. Over the past year, we have made meaningful strides in all four key areas of Our Workforce, Our Products, Our Communities and Our Environment. While we are pleased with our progress to date, we remain cognizant that continued, focused efforts will be necessary in order to achieve and sustain our broader goals.

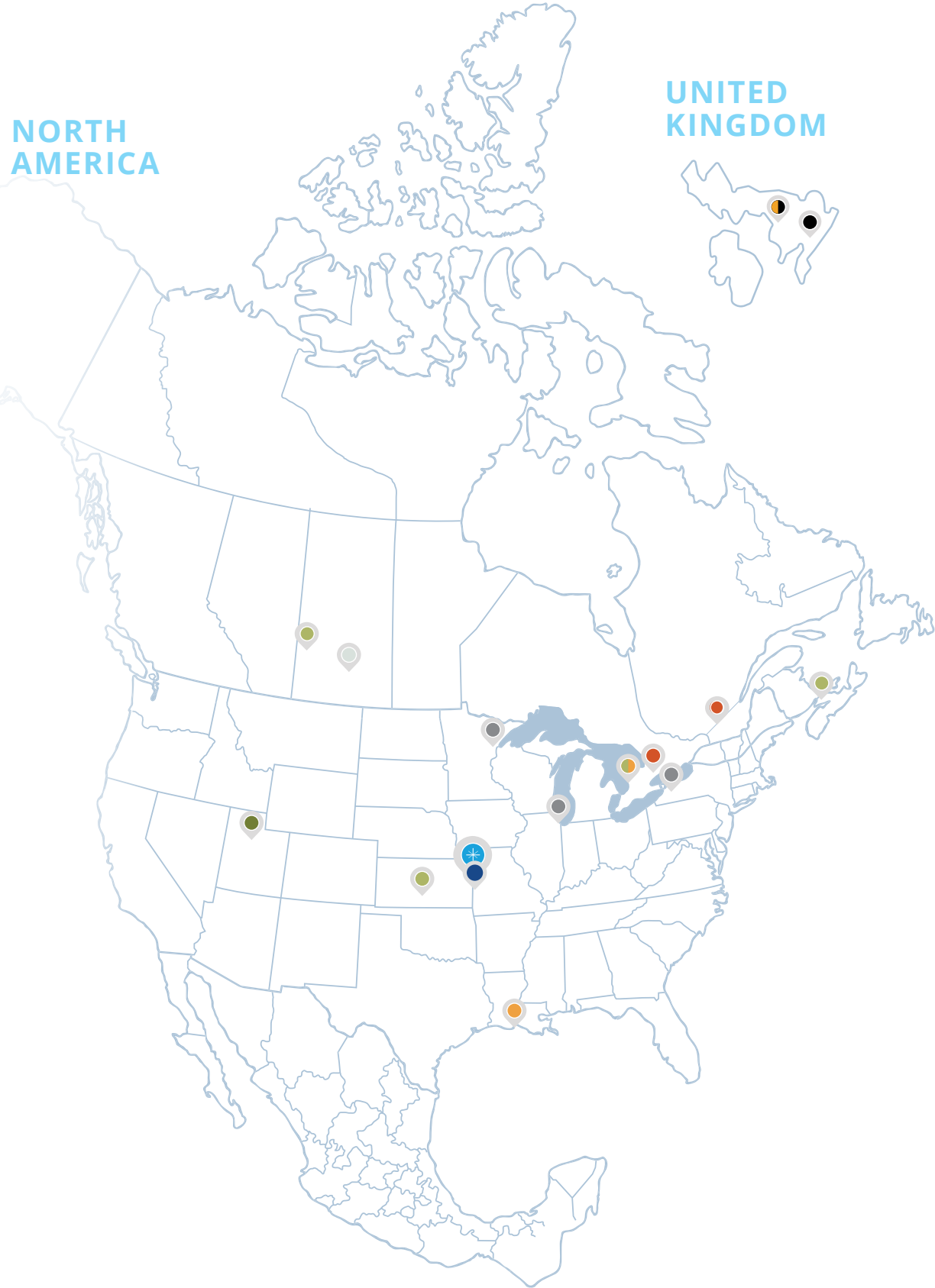
You will also note highlights within the report of our ongoing effort to expand our essential mineral portfolio into two adjacent, high-growth markets — namely lithium and next-generation

fire retardants — both of which are expected to bring long-term environmental benefits to help mitigate the impact of our changing climate.

As we work to deliver on these commitments to you, our stakeholders, I invite and welcome your feedback regarding our strategy, performance and the ongoing transformation of our company. I take great pride in our employees’ dedication to operating safely and sustainably, and I look forward to keeping you informed of our continued progress.

Sincerely,

**Kevin S. Crutchfield**  
President and CEO  
April 27, 2023



..... LOCATION KEY .....

- Headquarters
- Research & Development
- Underground Salt Mining
- Storage/Records Management
- Solar Evaporation
- Sales Office
- Mechanical Evaporation
- Packaging Facilities
- Ion Exchange



# Our Company

Compass Minerals is a leading global provider of essential minerals focused on safely delivering where and when it matters to help solve nature's challenges for customers and communities.

## About Compass Minerals

For over 175 years, Compass Minerals has embraced the responsibility to develop and deliver high-quality, consistent and reliable products while remaining agile to evolve and meet market demands. Our salt products keep winter roadways safe and are used in a variety of other consumer, industrial, chemical and agricultural applications. Our plant nutrition business creates products that improve the quality and yield of crops while supporting sustainable agriculture.

Compass Minerals is strategically pursuing organic opportunities to grow our essential minerals portfolio into adjacent markets. We are advancing development of a sustainable lithium brine resource and intend to be ready for market entry with a battery-grade lithium carbonate product in 2025. To help accelerate the development of a secure, domestic lithium supply chain, we partnered with Koch Minerals & Trading LLC, which has made a \$252 million strategic equity investment in our company. Approximately \$200 million of that investment is expected to be used to advance our lithium development.

Another growth opportunity is through our investment in [Fortress North America](#) (Fortress). A next-generation fire retardant company focused on reinventing wildfire application technologies, Fortress is dedicated to creating a portfolio of more environmentally friendly fire retardants to combat

wildfires, utilizing the magnesium chloride we produce at our Great Salt Lake solar evaporation facility in Ogden, Utah.

## About This Report

This report highlights our approach toward and management of the environmental, social and governance (ESG) issues that matter most to our company and stakeholders. We have aligned this report with leading sustainability reporting frameworks, namely the [Global Reporting Initiative](#) (GRI) Standards and the [Sustainability Accounting Standards Board](#) (SASB). We have also looked to the [Task Force on Climate-related Financial Disclosures](#) (TCFD) and the [United Nations Sustainable Development Goals](#) (U.N. SDGs) to inform our reporting and actions.

Compass Minerals uses a variety of channels to communicate and disclose our ESG priorities, impacts, risks and opportunities. Beyond our ESG report and website, we disclose relevant ESG information in our annual report, proxy statement, news releases, external presentations and employee communications.

Data contained in this report labeled “fiscal 2022” covers the 12-month period beginning Oct. 1, 2021, and ending Sept. 30, 2022, and “fiscal 2021” covers the 12-month period beginning Oct. 1, 2020, and ending Sept. 30, 2021. The data does not include our former South America operations <sup>1</sup>. For historical data, please visit [Compass Minerals Reporting & Archives](#).

## COMPASS MINERALS AWARDS



### COMPASS MINERALS NAMED ONE OF “AMERICA’S MOST RESPONSIBLE COMPANIES”

For the second year in a row, Compass Minerals was recognized by *Newsweek* as one of [America’s Most Responsible Companies](#). *Newsweek* partnered with global research and data firm Statista to assess 2,000 of the largest public U.S. companies, focusing on a holistic view of corporate responsibility that considers all three pillars of ESG: environment, social and corporate governance. We are proud to be recognized for the work we do each and every day to advance ESG priorities at Compass Minerals.



### U.K. BUSINESS CERTIFIED AS A GREAT PLACE TO WORK®

In fiscal 2022, our U.K. business, which is comprised of our Winsford, Cheshire, mine and DeepStore records management, was certified as a [Great Place to Work](#) for the second year in a row. The accreditation process included a survey of U.K. employees that measured our workplace culture, employee experience and leadership behaviors proven to deliver market-leading revenue and increased innovation, as well as an audit of our U.K. policies and practices.



### RECOGNIZED BY AETNA AS A WORKPLACE INSPIRING CHANGE

Over the last several years, we have increased our focus on well-being to support our employees’ desire to lead healthier lives. Our program focuses on five pillars of well-being: physical, social, community, financial and career. In fiscal 2022, our efforts in activity-oriented programs, like our on-site health screenings in the U.S. and our ongoing focus on communicating well-being information to employees through multiple channels, earned us recognition as one of Aetna’s 2022 Inspiring Change award winners.

<sup>1</sup> Sale of our former South America specialty plant nutrition business was completed in July 2021, and the sale of our former South America chemicals business was completed in April 2022.

# Our Approach to ESG

At Compass Minerals, we recognize the importance of growing our company in a sustainable manner. Through the responsible transformation of Earth’s natural resources, we deliver products that help keep people safe, feed the world and enrich lives. That is our Core Purpose and we take great pride in fulfilling it.

We approach our ESG work through a fundamental commitment to four key pillars: **safety, growth, transparency and stewardship**. Together, these pillars form our sustainability compass, guiding our decisions and business practices across all aspects of our company.



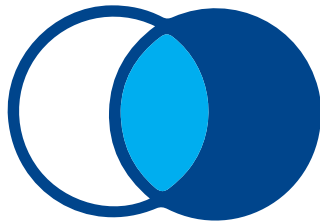
## SAFETY

Striving toward zero harm, our highest priority is ensuring the health and safety of our employees and the communities in which we operate.



## GROWTH

We work to enable sustainable, profitable growth by maximizing the value and efficiency of our production assets, investing in our people, driving innovation and exceeding customer expectations.



## TRANSPARENCY

Firmly committed to a culture of trust, transparency and accountability, we seek open and honest communication with our stakeholders while showing respect for diversity in all its forms.



## STEWARDSHIP

We honor our responsibility to serve as good stewards of the natural resources we rely on to produce, manufacture and market essential mineral products, minimize the impact we have on our environment and recognize the markets we serve may be impacted by a changing climate.

## Sustainability Governance

ESG responsibilities are governed at the highest level of the company. Our [board of directors](#) (board) and its four standing committees oversee our [senior management team](#) (SMT), ensuring we are meeting our responsibilities to our diverse stakeholders. This includes growing sustainably, acting ethically and working to deliver on our full potential. In fiscal 2022, we expanded our board through four additional appointments, deepening the board's operational, financial, advanced battery supply chain and human capital management expertise and experience.

Our board's Environmental, Health, Safety and Sustainability (EHS&S) Committee has oversight of Compass Minerals' EHS&S management, policies, targets and procedures. Throughout the year, the committee discusses matters such as employee safety, health, environmental stewardship and natural resource management.

The Compensation Committee charter includes oversight of Compass Minerals' human capital

management strategies, as well as talent management policies and practices for promoting diversity and inclusion. The committee regularly reviews and discusses our diversity, belonging, inclusion and equity (DBIE) strategy with management.

Our chief public affairs and sustainability officer serves on Compass Minerals' SMT, reporting directly to our president and CEO.

### FISCAL 2025 ESG GOALS AND TARGETS

To help guide our work and keep us accountable to our stakeholders, Compass Minerals set a suite of goals and targets to reach by the end of fiscal 2025. These goals, and the targets that serve as milestones toward achieving them, span the key focus areas of Our Workforce, Our Products, Our Communities and Our Environment. They are driven by the four pillars of our sustainability compass — safety, growth, transparency and stewardship — and informed by our most recent materiality assessment.

We communicate progress against our goals and targets throughout the report in each respective section. To access our suite of goals and targets, please visit the [Corporate Responsibility page](#) of our company website.



## Governing Policies

Compass Minerals is guided by our Core Values of Integrity, Respect, Collaboration, Value Creation and High Performance. These values are foundational to who we are and how we engage with our shareholders, customers, vendors, communities and colleagues. Our business strategies are built upon the foundation of shared ethical principles and standards for doing business the right way.

These commitments are outlined in our [Code of Ethics and Business Conduct](#) and govern our decisions and actions, whether we are working in a mine, selling our products to customers or meeting in our corporate offices.

Our chief legal and administrative officer and corporate secretary serves as our chief compliance officer. This role oversees our legal compliance program, including our anti-corruption and fair competition policies. Employees throughout the company manage legal and regulatory compliance, audits and reporting requirements for the jurisdictions in which we operate. Site leaders collaborate with key corporate partners to ensure site-level management is successful and performance expectations are achieved. In addition, Compass Minerals' Policy Committee, a cross-functional and multidisciplinary team of employees, helps ensure a consistent and collaborative process for developing, implementing, revising and maintaining companywide policies.

### COMPLIANCE TRAINING

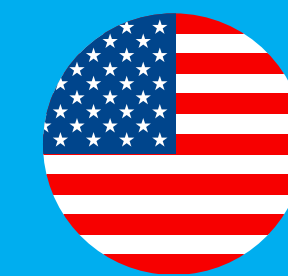
In fiscal 2022, we continued to provide networked employees with ethics and legal compliance training through Compass Minerals University (CMU), a web-based platform that employees can also access for leadership and professional development training. This compliance training platform allows us to tailor ethics and compliance content to specific company policies and the jurisdictions and industries in which we operate. This training complements other components of our compliance program, including regular ethics and compliance communication through our company intranet, newsletter and toolbox talks, which are communications on important business topics designed for frontline employees.

### ANTI-CORRUPTION

Compass Minerals has a companywide Anti-corruption Policy that is communicated to all employees and includes specific examples of actions that align with or are prohibited by the policy. Anti-corruption training is part of our new-hire curriculum for networked employees, and we include anti-corruption topics in broad-based employee communications.

Anti-corruption risk assessment is part of our enterprise risk management process. Each of our sites is assessed for risks related to corruption, and we use screening procedures to consider corruption risks when evaluating third parties with which we do business. We have other mechanisms to evaluate corruption risks, including risks related to how products are sold in the industries and countries in which we operate. Compass Minerals' [Supplier Code of Conduct](#) requires our suppliers to fully comply with all applicable anti-corruption laws.

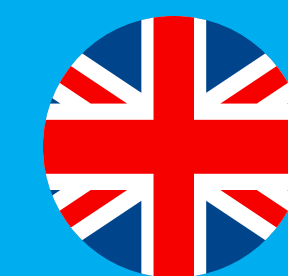
## Hours of Compliance Training in Fiscal 2022



2,050  
U.S.



848  
CANADA



233  
U.K..



3,131  
TOTAL



## REPORTING CONCERNS

We provide multiple avenues for employees and external stakeholders to easily report concerns. In addition to speaking directly with managers, human resources representatives and other employee resources outlined in our Code of Ethics and Business Conduct, employees can confidentially raise issues of concern and seek guidance via Compass Quest, a dedicated email platform. All employees and external stakeholders also have 24-7 access via phone or internet to our company's [Ethics Hotline](#), which is operated by an independent third-party provider. Any stakeholder can communicate issues, questions or concerns to the hotline anonymously to the extent permitted by local law.

## Human Rights

Compass Minerals promotes and supports human rights, consistent with our Core Values and guided by the Universal Declaration of

Human Rights, the United Nations Global Compact and the Guiding Principles on Business and Human Rights. Our commitment to human rights permeates all aspects of our business and value chain. We respect the rights of individuals belonging to groups or populations that may be particularly vulnerable, including but not limited to (in alphabetical order): children; ethnic or racial minorities and people of color; Indigenous Peoples; the LGBTQ+ community; migrant workers and their families; national, linguistic and religious minorities; people with disabilities; and women.

This commitment starts with senior leadership and is reflected throughout all levels of our organization. Our board oversees management's decision-making, considering the economic, environmental and social impacts (including human rights impacts) of our company's operations.

We enhanced and strengthened our [Human Rights Policy](#) in fiscal 2022, including our commitment

to inclusion and recognition of vulnerable populations. The policy, which was approved by our cross-functional Policy Committee and chief legal and administrative officer and corporate secretary, addresses modern slavery and child labor, freedom of association, equal opportunity, compensation and benefits, workplace safety and security, community relationships and Indigenous Peoples, and training.

Consistent with our Core Values, we honor and respect the rights of Indigenous Peoples. We are committed to engaging with people in the communities where we operate and work to understand their cultures, customs and values.

We are dedicated to complying with all applicable local, state or provincial, and national laws regarding human rights and worker rights where we do business. We also seek out suppliers, vendors and other business partners who share our respect for human rights and conduct their business accordingly.

Through our Supplier Code of Conduct, we expect our suppliers to uphold our human rights standards, which include zero tolerance for the use of child labor, all forms of forced or compulsory labor, discrimination and harassment. We also expect suppliers to respect freedom of association, provide a secure and safe work environment, and comply with all applicable laws. In fiscal 2022, we developed an ESG supplier scorecard, which addresses human rights among other topics, and we will begin supplier scorecard distribution and data collection in fiscal 2023.

Although none of our operations are located in areas at high risk for human rights issues or child labor, integrating and promoting respect for human rights throughout our operations remains a priority for our business.



## Stakeholder Engagement

Compass Minerals values feedback and input from stakeholders when determining our material ESG priorities and reporting practices. We define stakeholders as those who are impacted by or have an interest in our operations and products, as well as those who can influence our business.

We identify stakeholder groups across our value chain and continuously assess our engagement methods to deepen stakeholder relationships. We communicate through direct conversations, anonymous surveys, focus groups, multiparty forums and online communications to solicit feedback, answer questions and stay connected.

Following best practices, we periodically conduct a formal materiality assessment<sup>2</sup> to identify priority ESG and economic topics, which we use to inform reporting, goals and strategy. The material topics in this report were informed by a materiality assessment completed in fiscal 2021 with third-party facilitation.

This materiality assessment included the following:

- **Research and peer benchmarking** to identify sustainability-related risks and opportunities
- **Engagement** from Compass Minerals' Sustainability Steering Committee members
- **Surveys and interviews** with diverse stakeholders representing employees, investors and analysts, customers, business partners, community leaders and local regulators
- **A strategic business perspective** from our board and SMT
- **Mapping and prioritization** based on stakeholder engagement and leadership review

Please see the **Materiality Matrix** page for the layout of our material and other priority topics.

### PUBLIC POLICY

Compass Minerals engages in public policy discussions relevant to our business, employees, stakeholders and the communities where we operate at local, regional and national levels. We support public policies that promote safe and sustainable operations, responsible stewardship of our natural resources, productive mining and manufacturing practices, fair competition and regulatory certainty. Our advocacy efforts occasionally include support for political organizations that align with our business interests.

We are actively involved with a range of associations and organizations, which help to advance public policy discussions, strengthen relationships, and promote research and sharing of best management practices. Please see the **GRI / SASB Index** for a list of our membership of associations.

<sup>2</sup> In this ESG report, we use the terms "material," "materiality" and similar terms to refer to ESG topics that are most significant to Compass Minerals' business and stakeholders. We are not using these terms as they have been defined or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting, and nothing in this report should be construed to indicate otherwise.



## Cybersecurity

We firmly safeguard the data and systems of our business, our partners and our customers. Our vice president, informational technology services, leads our cybersecurity program, which is overseen by our board-level Audit Committee. Regular updates on our cybersecurity risks and the status of our cybersecurity efforts are provided by the SMT to the Audit Committee and broader board.

We conduct ongoing risk assessments of Compass Minerals' security posture against industry standards, identifying risks and vulnerabilities. Our layered approach to cybersecurity risk mitigation includes the following:

- **Secure architectural solution** design of processes and system configuration
- **Assessment and remediation** of cybersecurity events with potential impact on our business processes
- **Proactively monitoring and mitigating** active exploits through managed services
- **Evolution** of the information security governance program

Our information security policies play a central role in ensuring the success of our cybersecurity strategy. These policies are aligned with best practices and comply with applicable laws and regulations. In addition, Compass Minerals maintains an information security risk insurance policy. We offer annual cybersecurity training to employees and contractors, and promote year-round awareness through internal communications and ongoing simulated phishing campaigns. In fiscal 2022, nearly 400 hours of cybersecurity training was completed across the organization.



# Our Workforce

Our workforce drives the success of Compass Minerals and is paramount to creating long-term value. We put our employees first and foster a culture that prioritizes safety and well-being, career progression, and sense of belonging. By investing in our workforce and culture, we are ensuring a strong, sustainable future for our company.

# Goals and Targets <sup>3</sup>

## SAFETY: Achieve continuous improvement in safety performance across our platform

TARGET	PROGRESS
<b>Fiscal 2025:</b> Achieve 10% annual reduction in Total Case Incident Rate (TCIR) <sup>4</sup> over previous three-fiscal-year average	<b>On track:</b> TCIR of 1.27, a 45% improvement over our previous three-year average <sup>5</sup> of 2.30
<b>Interim:</b> Enhance behavior-based safety training programs at 100% of our sites <sup>6</sup> by end of fiscal 2023	<b>On track:</b> 71% of sites have implemented an enhanced behavior-based safety training program

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

TARGET	PROGRESS
<b>Fiscal 2025:</b> Maintain at least an 85% voluntary retention rate for employees	<b>On track:</b> 87% voluntary retention rate for employees
<b>Interim:</b> Employees will have access to 500+ learning modules of company-sponsored training across safety, compliance, cybersecurity and professional development by end of fiscal 2022	<b>Achieved:</b> Employees now have access to well over 500 company-sponsored learning modules
<b>Interim:</b> Engage at least 85% of salaried, exempt employees in professional development by end of fiscal 2023	<b>On track:</b> 83% of employees surveyed indicated they had access to opportunities to learn and grow at Compass Minerals

## DIVERSITY AND INCLUSION: Foster an inclusive workplace, while increasing diversity at all levels of the company

TARGET	PROGRESS
<b>Fiscal 2025:</b> Achieve and maintain at least 40% diversity <sup>7</sup> on the board of directors	<b>On track:</b> 40% diversity on the board
<b>Fiscal 2025:</b> Achieve and maintain at least 40% diversity <sup>7</sup> at the management level <sup>8</sup>	<b>Focused attention:</b> 31% diversity at the management level
<b>Interim:</b> Establish programs to support a diversity pipeline for recruitment and talent development by end of fiscal 2023	<b>On track:</b> Increasing targeted partnerships and proactive sourcing strategies focused on diverse talent pools, leveraging transferable skill sets from talent outside of our industry and utilizing diverse interview slates for select positions
<b>Fiscal 2025:</b> Maintain gender pay parity <sup>9</sup>	<b>On track:</b> Total female-to-male pay ratio was 101% <sup>10</sup> ; additional pay equity review conducted in fiscal 2022 and equity adjustments made in early fiscal 2023

<sup>3</sup> Progress as of Sept. 30, 2022, unless otherwise indicated.  
<sup>4</sup> TCIR is calculated as the number of reportable incidents per year multiplied by 200,000, divided by exposure hours. It is an indicator of the number of incidents per 100 employees per year.  
<sup>5</sup> Three-year average includes calendar year 2019, calendar year 2020 and the nine-month period from Jan. 1, 2021, to Sept. 30, 2021.  
<sup>6</sup> Sites includes 12 production and packaging facilities, company headquarters and innovation center.  
<sup>7</sup> Women, racial/ethnic minorities, people with disabilities and/or LGBTQ+.  
<sup>8</sup> Director-level management employee and above.  
<sup>9</sup> We define gender parity as a female-to-male pay gap of 2% or less at the consolidated company level.  
<sup>10</sup> Ratio compares average female salary to average male salary.

### PROGRESS TOWARD TARGETS LEGEND

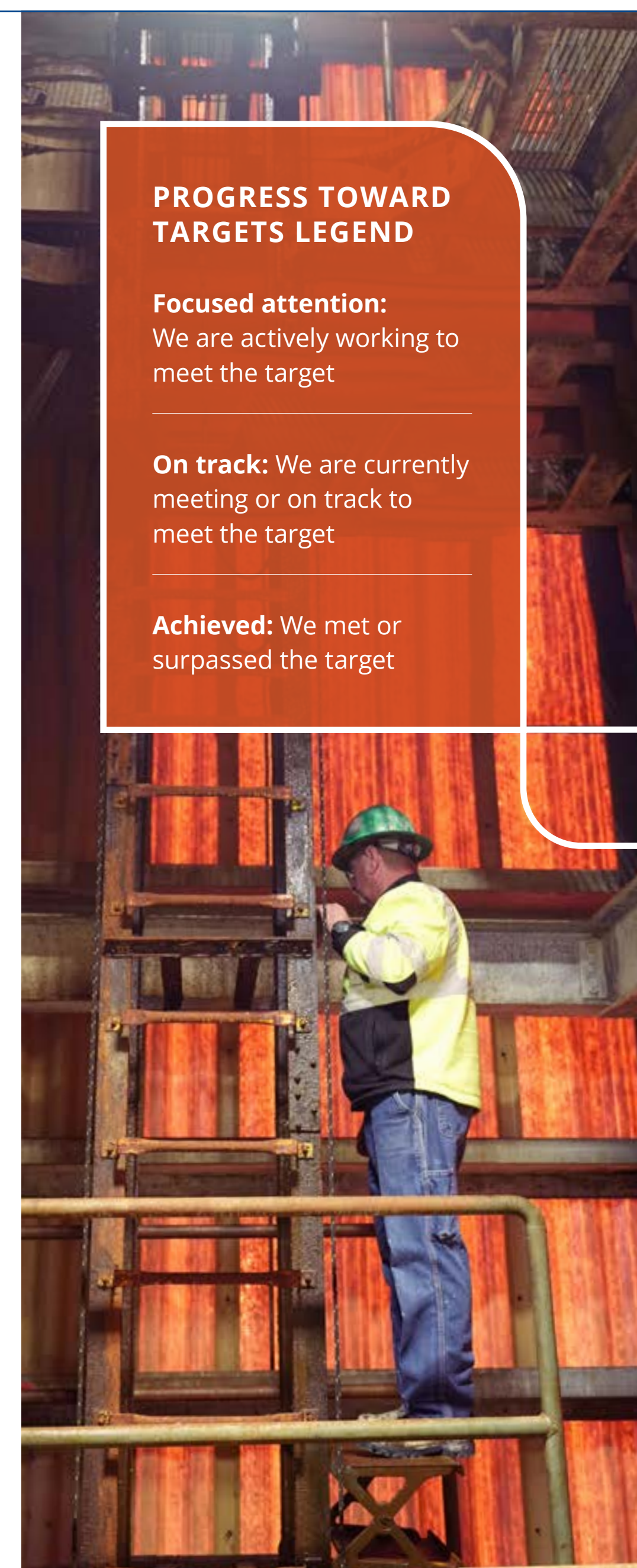
**Focused attention:**  
We are actively working to meet the target

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**On track:** We are currently meeting or on track to meet the target

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**Achieved:** We met or surpassed the target



## Health and Safety

Ensuring our employees' health and safety is the highest priority we have as a company. We approach health and safety through a robust framework that includes policies, procedures, training and company standards that go beyond compliance. We continue making progress toward our ultimate goal of zero harm, which includes zero injuries to our employees and contractors and zero environmental incidents. In fiscal 2022, we achieved a TCIR of 1.27, which denotes a significant improvement compared to the previous 12 months.

All Compass Minerals locations aim to comply with applicable occupational health and safety regulations. Our [EHS&S Commitment](#) outlines companywide principles for identifying and applying protocols that reflect our dedication to health and safety for employees throughout our operations. Because safety is our highest priority, we employ a work-halt process that empowers all employees and contractors, regardless of position, to stop work immediately if they believe it is unsafe or unhealthy to continue. In addition, all of our collective bargaining agreements (CBAs) address safety and occupational health issues.

Health and safety are governed at the highest levels of Compass Minerals, with oversight from the board's EHS&S Committee. Our senior vice president of environment, health, safety and security is responsible for creating our safety strategies, implementing companywide programs, ensuring regulatory compliance, and overseeing audits and reporting requirements. At our sites, EHS&S professionals are responsible for site-specific risk mitigation.

A number of our operational sites have a safety committee comprised of employees, management

and, when applicable, union representation. We strive to keep health and safety top of mind by encouraging employees to begin internal meetings with a "safety share," which is a safety reminder or lesson learned. In addition, we aim to engage team members to establish and share best practices, such as weekly leadership field walks to increase supervisory visibility. Having leadership teams in the field engaging with employees on safety has enhanced communications and increased knowledge, trust and accountability.





## MINE RESCUE TEAM COMPETITIONS AND MOCK EMERGENCIES

At Compass Minerals' North American underground operations, employees volunteer to join mine rescue teams as part of their health and safety training. Teams compete in contests and simulations designed to test and sharpen emergency response skills, such as repairing self-contained breathing apparatuses and gas detection equipment, measuring air velocity and quantities, exploring a mine post-disaster, applying first aid, and safely evacuating. Our Cote Blanche, Louisiana, teams participated in the Holmes Mine Rescue Association National Mine Rescue Competition, which for the first time in its history combined the metal/nonmetal and coal industries into a single competition to promote interaction and sharing of best practices regarding mine emergency response. In fiscal 2022, our Goderich, Ontario, mine rescue team was the overall champion of the Southern District Ontario

Mine Rescue Competition, where teams put their training into practice as they faced simulations of potential hazards and mine emergency scenarios.

Our Winsford mine is a member of the Mining Association of the United Kingdom (MAUK). In lieu of competitions, MAUK members created a collaborative training approach based on increased focus and reliance on mutual assistance. MAUK members take turns staging an annual mock emergency around the country, and Winsford hosted the event in 2017 and 2021. In addition, each mine hosts at least one smaller-scale mock emergency per year to conduct collaborative training with another mine. Any learning outcomes from the mock events are shared between MAUK members to improve safety for the whole industry.

## HEALTH AND SAFETY MANAGEMENT SYSTEM

We employ a comprehensive approach to workplace health and safety that covers risk identification, assessment, elimination and mitigation. Through these efforts, we have developed a safety-focused culture that drives progress toward an injury- and incident-free workplace.

We established a health and safety management system in 2016, which continues to evolve as we evaluate opportunities to raise health and safety standards. At the core of our health and safety management system is a team of highly qualified and well-versed EHS&S leaders who have a number of certifications among them, including board-certified safety professional, master electrician, professional engineer, high angle rescue fall protection certification and first aid certification.

As part of our safety strategy, we continue to prioritize the investigation and elimination of high-potential incident factors. In the event of a high-potential incident, Compass Minerals investigates the cause or factors and uses the findings to help implement mitigation measures while establishing more effective controls.

In fiscal 2022, Compass Minerals reinstated our annual EHS&S summit, which is held in person but had been suspended for the past two years

due to COVID-19 protocols. During the summit, operational and EHS&S leads gathered to review the EHS&S performance for each site, determine opportunities for improvement and share key learnings.

## TRACKING HEALTH AND SAFETY PERFORMANCE

Compass Minerals complies with the appropriate national and local jurisdictional reporting agencies worldwide to measure injury and illness, including the U.S. Occupational Safety and Health Administration (OSHA), the U.S. Mine Safety and Health Administration (MSHA), the Canadian Minister of Labour and Minister of Natural Resources, and the U.K. Health and Safety Executive. Where no local regulatory reporting guidelines existed, we used OSHA standards as our benchmark.

In fiscal 2022, our EHS&S team began implementing a new data management platform that combines tracking and reporting of environmental, health and safety processes into a single integrated software. The new platform is used by all sites and offers a standardized method for recording and reporting incidents. While all of our employees have always had the ability to report an incident, this management system has improved constancy of collected data, streamlined the reporting process, enhanced trend analysis and provided greater risk management capabilities.

## Safety Performance <sup>11</sup>

	FISCAL 2021	FISCAL 2022
<b>REPORTABLE INJURIES</b>		
U.S.	35	9
Canada	14	16
U.K.	0	0
<b>Total</b>	<b>49</b>	<b>25</b> <sup>12</sup>
<b>TOTAL CASE INCIDENT RATE (TCIR) <sup>13</sup></b>		
U.S.	3.14	0.83
Canada	2.03	2.32
U.K.	0.00	0.00
<b>Total</b>	<b>2.45</b>	<b>1.27</b> <sup>12</sup>
<b>LOST-TIME INCIDENT RATE (LTIR) <sup>14</sup></b>		
U.S.	2.42	0.83
Canada	1.45	1.60
U.K.	0.00	0.00
<b>Total</b>	<b>1.85</b>	<b>1.02</b> <sup>12</sup>
<b>FATALITIES</b>		
U.S.	0	0
Canada	0	0
U.K.	0	0
<b>Total</b>	<b>0</b>	<b>0</b> <sup>12</sup>

<sup>11</sup> Includes employees and contractors under the company's direct supervision.

<sup>12</sup> Data assured by ERM CVS.

<sup>13</sup> TCIR is calculated as the number of reportable incidents per year multiplied by 200,000, divided by exposure hours. It is an indicator of the number of incidents per 100 employees per year.

<sup>14</sup> LTIR is calculated as the number of lost-time and restricted-duty incidents per year multiplied by 200,000, divided by exposure hours. It is an indicator of the number of lost-time/restricted-duty incidents per 100 employees per year.

## HEALTH AND SAFETY TRAINING

Employees at our operational sites are expected to complete Compass Minerals' annual health and safety training. Training programs are highly tailored to site-specific operations, procedures and hazards, and routinely cover topics such as emergency response, lockout/tagout, electrical best practices and handling materials. Equipment operators receive additional equipment-specific training and safe work procedures for certain tasks. We use environmental, health and safety software to manage and document adherence to our company's standards and regulatory compliance.

### SAFESTART®: DRIVING OUR PERFORMANCE

The [SafeStart methodology](#) is one of the most impactful health and safety tools we have implemented. The program complements our other safety programs to enhance and accelerate our ongoing efforts to eliminate workplace incidents. SafeStart is a set of behavior-based tools with a particular focus on the state-to-error pattern, aiming to prevent unintentional human error and foster critical safety habits to

reduce the risk and probability of injury. Four states of mind — rushing, frustration, fatigue and complacency — lead to 90% of critical errors, including eyes not on task, mind not on task, line of fire, and loss of balance, traction or grip.

SafeStart has been a driving factor in our improving health and safety performance. In fiscal 2022, SafeStart tools were utilized by 71% (10 of 14) of our sites, and we have seen a statistical decrease in injury rates and severity following implementation. More than 6,900 SafeStart training hours were completed in fiscal 2022, following 4,690 estimated hours in fiscal 2021. We anticipate implementing the program at four additional locations by the end of fiscal 2023, concluding our rollout at 100% of our operational sites, company headquarters and innovation center. We expect SafeStart training hours to rapidly decline beginning in fiscal 2024 as the focus transitions to reinforcing SafeStart principles and tools and more deeply embedding them in our culture.

## A LOOK AHEAD AT FISCAL 2023 SAFETY REPORTING STANDARD

Compass Minerals has 12 operations located throughout the U.S., Canada and the U.K., ranging from underground mines to solar evaporation and mechanical evaporation plants to packaging facilities and records management. Historically, Compass Minerals relied upon local regulatory agency requirements to determine whether an injury was reportable. If no regulatory authority existed, OSHA standards were used and the combined incident rate for the company was reported as TCIR. Although TCIR was founded upon local regulatory reporting requirements, there were some inconsistencies as to what constituted a reportable injury, depending upon the geographic location of the operation.

A new incident reporting standard, based on U.S. Department of Labor MSHA regulations, was developed internally and will be implemented in fiscal 2023 across our company. The new standard will be Total Recordable Injury Rate (TRIR) and includes all medical treatment, lost time and restricted duty injuries based upon 200,000 exposure hours. This new injury reporting standard will allow for increased reporting consistency across the platform and will provide greater clarity of operational safety performance and capabilities. Starting in fiscal 2023, we will disclose TRIR data instead of TCIR data. At that time, our fiscal 2025 safety target will be modified to reflect a reduction in TRIR.



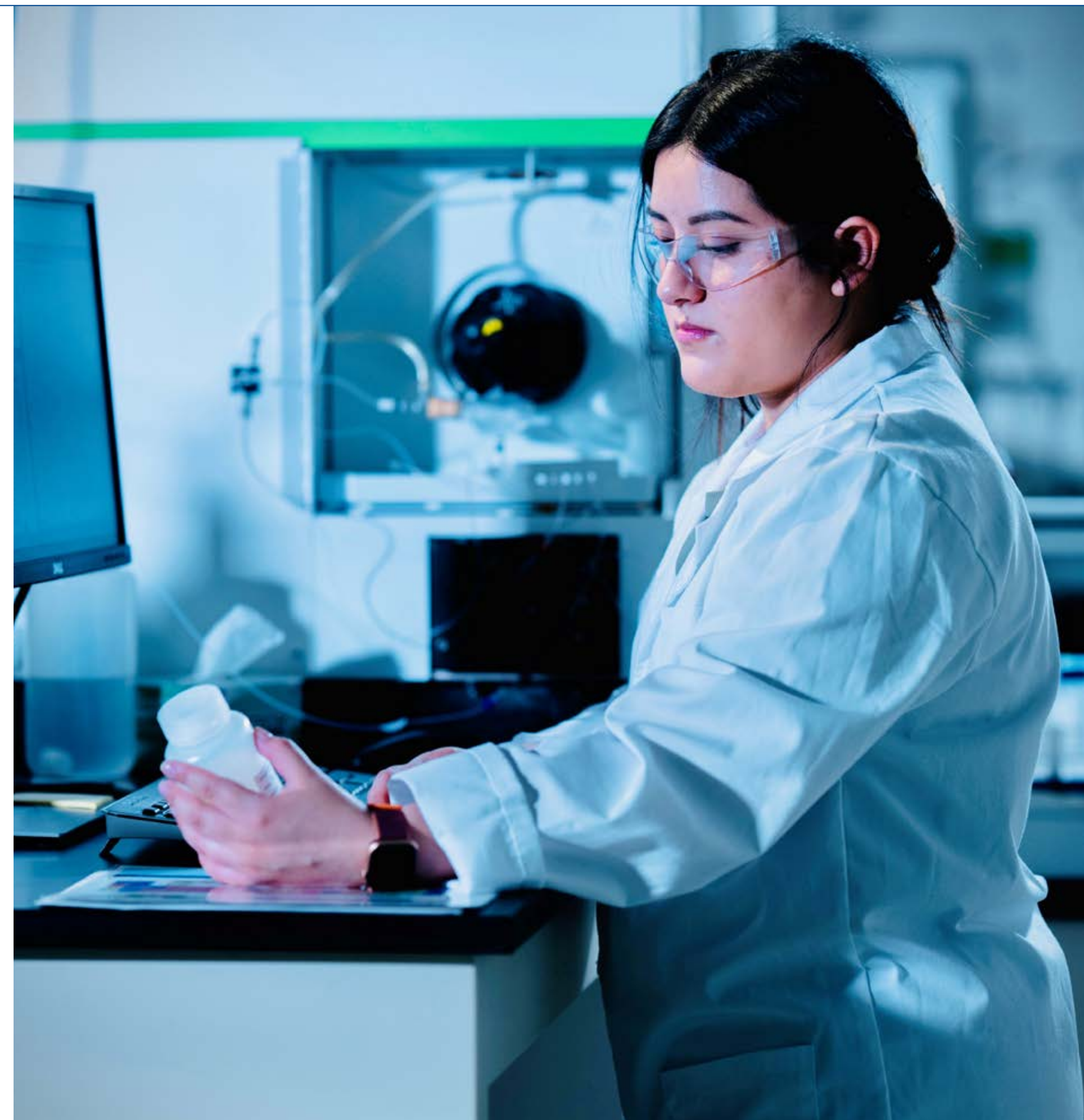
## Diversity, Belonging, Inclusion and Equity

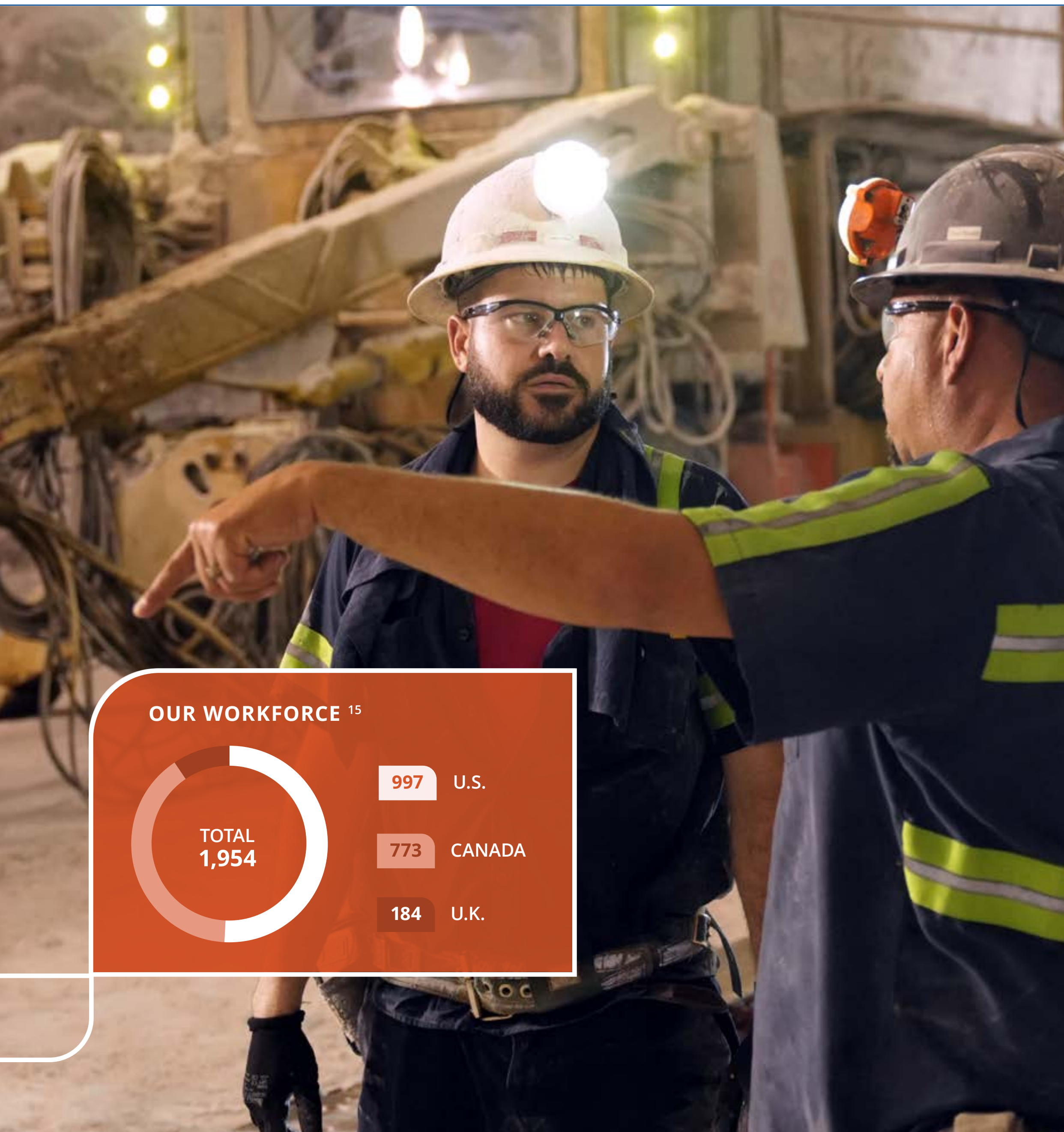
At Compass Minerals, we believe everyone has a voice and every voice matters. We hire, promote and retain people with different backgrounds and experiences, which strengthens our company culture and brings a wider range of perspectives to help solve critical issues.

The vice president of human resources leads our diversity, belonging, inclusion and equity (DBIE) strategy and provides updates to the Compensation Committee of our board. Our senior management team (SMT) has formally pledged its commitment to creating accountability systems to track progress and to share regular updates with employees. In fiscal 2022, we continued to focus on executing our companywide DBIE strategy, which is built on the following three foundational areas:

- **Raising awareness and educating** our workforce on concepts related to DBIE and its benefits
- **Actively engaging employees** in creating a more diverse, inclusive and equitable workplace where all employees feel they belong
- **Impacting DBIE** internally through more inclusive policy and program enhancements, enrichment activities and community service where we live and work

As part of our continued efforts in these areas, we launched several DBIE initiatives, including an Executive Diversity Council, which is an internal advisory group that serves as a strategic thought partner and champion for the company's DBIE strategy. We facilitated 875 hours of targeted DBIE trainings focused on cultural competence and valuing difference, inclusive leadership, bias mitigation and allyship for employees, site leaders, human resource professionals and the SMT. We also added four new employee resource groups (ERGs) and continued to leverage programs and partnerships to recruit potential employees from diverse talent pools.





**OUR WORKFORCE** <sup>15</sup>



997 U.S.

773 CANADA

184 U.K.

**U.S. Workforce Racial and Ethnic Diversity**

	FISCAL 2021	FISCAL 2022
White	69%	65%
Black	8%	8%
Asian	2%	2%
Hispanic	7%	7%
Other <sup>16</sup>	2%	1%
Undisclosed	12%	17%

**Workforce Gender Diversity**

	FISCAL 2021	FISCAL 2022
<b>U.S.</b>		
Female	17%	15%
Male	83%	85%
<b>CANADA</b>		
Female	9%	10%
Male	91%	90%
<b>U.K.</b>		
Female	12%	12%
Male	88%	88%
<b>TOTAL</b>		
<b>Female</b>	<b>13%</b>	<b>13%</b> <sup>17</sup>
<b>Male</b>	<b>87%</b>	<b>87%</b>

**Workforce Age Diversity**

	FISCAL 2021	FISCAL 2022
<b>U.S.</b>		
Age ≤ 30	11%	13%
Age 30-50	55%	53%
Age ≥ 50	34%	34%
<b>CANADA</b>		
Age ≤ 30	8%	9%
Age 30-50	50%	52%
Age ≥ 50	42%	39%
<b>U.K.</b>		
Age ≤ 30	20%	19%
Age 30-50	45%	47%
Age ≥ 50	35%	34%
<b>TOTAL</b>		
Age ≤ 30	11%	12%
Age 30-50	52%	52%
Age ≥ 50	37%	36%

<sup>15</sup> Workforce demographic data is as of Sept. 30, 2022. Excludes contractors, temporary workers, interns and apprentices.

<sup>16</sup> Represents Native American or Alaska Native, Native Hawaiian or other Pacific Islander, or two or more races.

<sup>17</sup> Data assured by ERM CVS.

## EMPLOYEE RESOURCE GROUPS

Compass Minerals' ERGs foster a community for employees to feel involved, represented and supported. The groups, which are open to all employees, provide mentoring and development, create engagement opportunities, and drive business results. In fiscal 2022, we launched four new ERGs: Advanced Career, Asian Employees and Allies, Compass Pride (LGBTQ+ and allies), and Women and Allies. Emerging Leaders is an existing ERG that continues to enhance our organizational culture by providing ways for our employees to participate in professional development opportunities, facilitate collaboration between employees and engage with local communities.

Our ERGs help celebrate diversity and increase awareness during important moments, such as Pride Month and Women's History Month. Compass Pride participated in Pride festivities near our sites in Overland Park, Kansas; Ogden; and Cote Blanche. Women contribute meaningfully to our company every day, and in honor of Women's History Month, we highlighted a number of female employees across our organization. These moments provide an opportunity to celebrate the diversity

of our workforce, learn how to be better allies and promote DBIE.

Our Asian Employees and Allies ERG's first networking event brought people together to connect and engage in professional development discussions. The event featured a keynote on career navigation from the ERG's executive sponsor, performances from the Thai Culture Dance Team of Greater Kansas City, and traditional Thai and Indian cuisine. In addition, the Advanced Career ERG sponsored a financial literacy series that included estate planning and management of personal finances.

ERG-sponsored community engagements provide opportunities for our employees to support causes important to them. For example, our Advanced Career and Emerging Leaders ERGs volunteered at the local Boys & Girls Clubs to help support summer literacy, spending time reading books with students. And the Women and Allies ERG hosted a donation drive to benefit Hope House, an organization that provides safe refuge and supportive services to educate and empower those impacted by domestic violence.



## MANAGEMENT DIVERSITY

Compass Minerals aims to achieve and maintain at least 40% diversity on the board and at the management level <sup>18</sup> by fiscal 2025. As of Sept. 30, 2022, 40% of our board was diverse and 31% of our management-level employees were diverse. We are committed to being an employer of choice for top diverse talent globally by creating a company that embraces DBIE. To expand our access to a diverse talent pipeline, we are taking the following actions:

- **Increasing targeted partnerships** and intentional recruiting focused on diverse talent pools
- **Leveraging transferable skill sets** from talent outside of our industry
- **Establishing proactive sourcing strategies** to ensure diverse candidate pools as positions become available

In fiscal 2022, we updated our succession plans for all management-level positions, and nearly 55% of these succession plans have at least one diverse candidate.

## FEMALE-TO-MALE PAY RATIO

Compass Minerals is dedicated to providing equal opportunities and pay to our employees, regardless of gender. Our pay policies comply with all applicable laws and regulations, and we conduct pay equity audits at regular intervals to ensure equity across the company. We have a fiscal 2025 target to maintain gender pay parity <sup>19</sup>, and in fiscal 2022, our female-to-male pay ratio was 101% at the consolidated company level <sup>20</sup>. We recognize that we still face challenges in certain geographies where we operate, and we are actively working toward improvement in those areas. We conducted a pay equity review in fiscal 2022 and made adjustments in early fiscal 2023.

## Management <sup>18</sup> Diversity <sup>21</sup>

	FISCAL 2021	FISCAL 2022
Gender Diversity (female)	30%	27%
Racial/ethnic Diversity (non-white)	8%	7%
<b>Total Diverse <sup>21</sup></b>	<b>34%</b>	<b>31% <sup>22</sup></b>

## Board Demographic Diversity <sup>23</sup>

	FISCAL 2021	FISCAL 2022
Gender Diversity (female)	25%	30%
Racial/ethnic Diversity (non-white)	13%	20%
<b>Total Diverse <sup>21</sup></b>	<b>38%</b>	<b>40% <sup>22</sup></b>

## Female-to-Male Pay Ratio <sup>20</sup>

	FISCAL 2021	FISCAL 2022
U.S.	108%	107%
Canada	82%	84%
U.K.	81%	80%
<b>Total</b>	<b>102% <sup>24</sup></b>	<b>101%</b>

## Board Age Diversity <sup>23</sup>

	FISCAL 2021	FISCAL 2022
Age ≤ 55	13%	30%
Age 56-62	38%	40%
Age 63-69	25%	30%
Age ≥ 70	25%	0%

<sup>18</sup> Director-level management employee and above.

<sup>19</sup> We define gender parity as a female-to-male pay gap of 2% or less at the consolidated company level.

<sup>20</sup> Female-to-male pay ratio compares average female to average male salary.

<sup>21</sup> Women, racial/ethnic minorities, people with disabilities and/or LGBTQ+.

<sup>22</sup> Data assured by ERM CVS.

<sup>23</sup> As of Sept. 30, 2022.

<sup>24</sup> Revised to correct a calculation error.

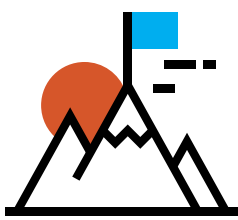


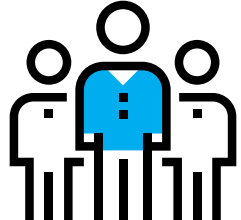
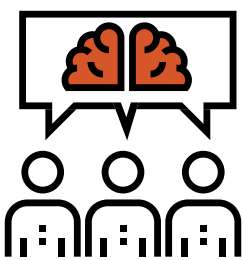
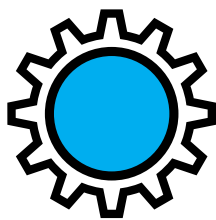


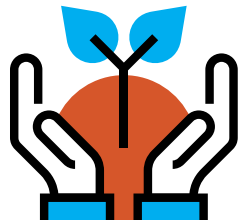
# Employee Culture

Employee input and collaboration help us maintain a healthy organizational culture and meet our business performance goals. In fiscal 2022, we continued to implement and expand programs to encourage employee development and engagement.

## PRIORITY HEALTH PRACTICES

Our priority health practices are designed to improve and sustain long-term business performance, facilitate employee engagement and establish a shared vision, role clarity and accountability. We reinforce employees' understanding of these practices through regular priority health spotlights that dive deeper into what each of the practices means for employees. In addition, we have developed toolbox talks, which provides information about key business topics to support site leads, managers and supervisors, and encourage discussion regarding our priority health practices with frontline employees. And our monthly Above the Line award recognizes employees across the company who model our priority health practices and demonstrate outstanding engagement and impact.

## OUR NINE PRIORITY HEALTH PRACTICES

-  Shared Vision
-  Strategic Clarity
-  Role Clarity
-  Bottom-up Innovation
-  Knowledge Sharing
-  Operationally Disciplined
-  Rewards & Recognition
-  Consequence Management
-  Supportive Leadership



## EMPLOYEE ENGAGEMENT

One of the ways we measure engagement is through regular employee surveys. In fiscal 2022, we surveyed our employees in North America, asking for feedback on various aspects of our culture and effectiveness, including credibility, respect, fairness, pride and camaraderie <sup>25</sup>. The survey participation rate was 73%, and we received more than 2,600 comments, recommendations and opinions from employees at all levels of the organization.

This was the third employee survey completed since 2019. Within each set of results, we have seen significant improvement compared to the prior survey. While there were many positive survey responses and comments, we recognize that more work needs to be done to ensure that we are fostering the best possible atmosphere for employees to thrive and grow professionally. Each of our sites has developed an action plan to improve employee engagement over the coming fiscal year, and dedicated teams have been formed to ensure we address the feedback given.

## TALENT ATTRACTION AND RETENTION

Recruiting, developing, promoting and retaining talent is critical to the overall success of our company, and Compass Minerals hired more than 335 new employees in fiscal 2022. We continued to face a competitive market for top candidates. To meet this challenge, our talent acquisition team

focused on expediting the hiring processes when possible and offering market-competitive compensation packages.

We proactively sourced talent through targeted campaigns on top jobs websites and continued to expand recruitment strategies to connect with diverse candidate pools. This included strengthening our partnership with organizations like Society of Women Engineers and Minorities in Agriculture, Natural Resources and Related Sciences and building new partnerships with Acadiana Veteran Alliance, the Society for Mining, Metallurgy & Exploration and Women in Mining. Sixteen students participated in our summer internship program, which expanded our talent pipeline for future full-time roles. We continued to work toward our fiscal 2023 interim target of establishing programs to support a diversity pipeline and have implemented strategies to promote equal opportunity during the hiring process. For instance, we began utilizing diverse interview panels for select positions that we are actively recruiting for.

Compass Minerals is an equal opportunity and affirmative action employer. We are firmly committed to making all employment-related decisions without regard to race, ancestry, ethnicity, color, religious creed or belief, national origin, sex (including sexual orientation, gender identity, pregnancy and breastfeeding), age, military or veteran status, status as a qualified individual with a disability, genetic information or any other characteristic protected by law.

Over fiscal 2022, our voluntary turnover rate was 13%, which is in line with our target to maintain an 85% voluntary retention rate. In addition to conducting market-based compensation benchmarking, we continue to strengthen retention efforts by prioritizing organizational health, working toward a shared vision and providing career development opportunities for employees.

### Voluntary Turnover Rate

	FISCAL 2021	FISCAL 2022
<b>U.S.</b>		
Female	26%	20%
Male	14%	17%
<b>Total</b>	<b>16%</b>	<b>17%</b>
<b>CANADA</b>		
Female	11%	9%
Male	7%	8%
<b>Total</b>	<b>7%</b>	<b>8%</b>
<b>U.K.</b>		
Female	11%	9%
Male	4%	12%
<b>Total</b>	<b>5%</b>	<b>12%</b>
<b>COMPANYWIDE</b>		
Female	21%	16%
Male	10%	13%
<b>Total</b>	<b>12%</b>	<b>13%</b> <sup>26</sup>



## THE COMPASS MINERALS EMPLOYMENT PARTNERSHIP PROGRAM

Teams at our Goderich mine collaborated in creating a recruitment ambassador program to provide opportunities for local students to learn more about Compass Minerals and the mining industry. Students tour the surface and underground of the mine, then hear an in-depth presentation from company ambassadors, who explain their individual roles and responsibilities as well as their department and how both contribute to achieving company objectives.

<sup>25</sup> U.K. employees responded to a separate employee engagement survey.  
<sup>26</sup> Data assured by ERM CVS.



## COMPENSATION AND REWARDS

Compass Minerals offers a competitive total rewards package, recognizing that competitive compensation contributes to employee engagement and performance and helps us recruit and retain top talent. We offer incentive-based compensation for eligible employees at all levels of the company. This pay-for-performance philosophy, which is measured by financial and other metrics, including safety and individual performance, is intended to motivate employees and encourage greater accountability toward shared business goals. We regularly review our total rewards strategy to recognize the contributions of our employees and ensure market competitiveness.

Incentive compensation programs are designed to:

- **Provide employees with industry competitive pay** that balances “at-risk” incentive-based pay and cash compensation
- **Implement a pay-for-performance philosophy** to encourage exceptional performance and long-term value for shareholders
- **Promote an environment of accountability,** teamwork and cross-functional collaboration
- **Utilize a simple-to-understand framework** that enables hiring flexibility and diverse talent attraction
- **Measure individual performance with relevant metrics** tied to our business and shareholders’ interests

- **Be consistent with our long-term business strategy,** focus on the efficient use of resources, motivate participants to overcome challenges and strive for continuous improvement in the dynamically changing markets and environments in which we operate

## BENEFITS

Full-time employees are eligible for health insurance, company-matching contributions to retirement savings plan accounts, life insurance, paid vacation time, paid sick leave, tuition reimbursement and well-being programs. We offer an employee assistance program that includes services such as counseling, crisis support, and legal and financial advice. Based on employment status and location, employees may also be eligible for additional benefits, such as dental and vision insurance, paid parental leave, adoption assistance, and medical and dependent-care flexible spending accounts.

We use a multichannel approach to ensure employees are aware of updates and equipped with the tools and knowledge needed to take full advantage of their benefits. We regularly communicate benefits-related information by email, our employee app, mailings to home addresses and webinars hosted by benefits providers. In addition, our corporate office and a number of our operating sites offer on-site health screenings, health fairs and flu shot clinics.

## WORKFORCE TRAINING AND DEVELOPMENT

We strengthened our focus on improving individual performance and management support of career development in fiscal 2022. We launched a new evaluation process designed to facilitate more focused and frequent employee-manager discussions. This program encourages monthly (or at minimum quarterly) conversations centered around expectations, feedback and growth opportunities. Regularly discussing these topics increases organizational alignment and fosters greater clarity around performance expectations. The discussions also contribute to the foundation of trust and communication necessary for a constructive managerial relationship. As part of this process, we encourage identification and action on career growth opportunities, with examples including participation on a special project, cross-training, leading an initiative, additional training or professional certification on a relevant topic. In a fiscal 2022 survey, 83% of employees indicated they had opportunities to learn and grow at Compass Minerals, putting us on track to meet our interim target of 85% by the end of fiscal 2023.

Our company provides access to well over 500 learning modules of company-sponsored training across safety, compliance, cybersecurity and professional development, achieving our interim employee development target on training. This

includes learning modules offered through Compass Minerals University (CMU), a virtual learning platform, on topics ranging from strategic thinking to emotional intelligence to project management. CMU also offers professional certifications, such as Six Sigma, information technology and business analysis, at no cost to employees. In fiscal 2022, our employees completed approximately 615 professional development training hours on the CMU platform, which is incremental to hours completed for compliance training offered on the same platform.

Our organizational development team consults with business leadership to provide customized development programs for employees, based on business needs, on topics such as team cohesiveness, coaching and managing in remote environments. Depending on employee level and location, we offer different opportunities for training, ranging from tuition reimbursement to technical skills training to on-demand learning. For example, Compass Leadership Essentials, available on CMU's online platform, is a yearlong program designed to help employees develop effective leadership skills. The program is divided into four modules: Lead Yourself, Lead Your Team, Lead Your Business and a capstone project that gives participants an opportunity to apply what they have learned. In addition, the program includes an individual personality profile assessment and a professional evaluation tool that solicits feedback from an employee's manager, direct reports and peers. Both tools help deepen

employees' understanding of themselves and others to improve communication, teamwork and business results.

## LABOR/MANAGEMENT RELATIONS

We employ salaried and hourly workers, including employees covered by CBAs. In fiscal 2022, approximately 50% of our workforce was covered by a CBA. Above all, we strive to create a culture aligned with our Core Values for all employees, regardless of union representation.

Our Human Rights Policy and Code of Ethics and Business Conduct outline our commitments to freedom of association and collective bargaining. Maintaining strong relationships with unions that represent our employees is critical to our success, and our CBA-represented employees play an active role in our safety compliance and performance committees. We believe it is important to work collaboratively with our labor unions to go above and beyond compliance toward long-term business relationships. This strategy relies on resolving company and union concerns in a constructive, facilitative and proactive fashion, and using an interest-based approach to build trust and commitment.

Of our 12 CBAs in effect on Sept. 30, 2022, six will expire in fiscal 2023, one will expire in fiscal 2024, three will expire in fiscal 2025 and one will expire in each of fiscal 2026 and 2027. In fiscal 2022, none of our sites experienced strikes or lockouts.



## INNOVATION TOURNAMENT

More than 50 employees participated in our fiscal 2022 Innovation Tournament, which is sponsored by our Emerging Leaders ERG. This annual event brings together teams of employees from across business functions to explore solutions to some of our company's most pressing challenges, including employee experience, sustainability, value creation and process improvement. Each team has six weeks to create an innovation model, including key performance indicators, a business proposal and an implementation plan. Finalists present their business proposal to our SMT, and the winning teams receive prizes and companywide recognition. In addition to driving employee engagement and creativity, the Innovation Tournament demonstrates our priority health practices of bottom-up innovation, knowledge sharing, and rewards and recognition.





# Our Products

We mine, manufacture and market products aligned with our Core Purpose. Our deicing salt reduces road hazards during winter weather, helping to keep travelers safe and commerce moving. Our plant nutrition products enhance agricultural productivity and support food security. We are developing a lithium brine resource as part of our vision to accelerate the development of a sustainable, secure, domestic lithium supply chain, and we have an equity investment in Fortress, a next-generation fire retardant company with formulations proven to be more effective and environmentally friendly than standard long-term fire retardants on the market.

# Goals and Targets <sup>27</sup>

## CUSTOMER TRANSPARENCY: Ensure customers have transparency on critical information for Compass Minerals-branded products

### TARGET

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

### PROGRESS

**On track:** 75% of Compass Minerals-branded consumer packaged products have ingredient labeling and 70% have packaging end-of-use instructions

## RESPONSIBLE SUPPLY CHAIN: Engage vendors to accelerate the maturing of a metrics-driven, responsible supply chain

### TARGET

**Fiscal 2025:** Engage suppliers comprising 80% of addressable <sup>28</sup> spend on meeting Compass Minerals ESG supplier scorecard metrics

### PROGRESS

**On track:** Supplier scorecard distribution and data collection beginning in fiscal 2023

**Fiscal 2025:** Increase by 10% addressable <sup>28</sup> supplier spend with diverse-owned <sup>29</sup>, veteran-owned or small business enterprises

**On track:** Increased supplier spend with diverse-owned, veteran-owned or small business enterprises by nearly 5% compared to prior year

**Interim:** Develop an ESG supplier scorecard with a set of social and environmental metrics to assess addressable supplier spend by end of fiscal 2022

**Achieved:** Completed development of an ESG supplier scorecard with a set of social and environmental metrics

<sup>27</sup> Progress as of Sept. 30, 2022, unless otherwise indicated.

<sup>28</sup> Excludes costs related to logistics, government fees, certifications, sole-source items or services, business travel, entertainment or any spend where competitive sourcing is not feasible.

<sup>29</sup> Women, racial/ethnic minorities, people with disabilities and/or LGBTQ+.

### PROGRESS TOWARD TARGETS LEGEND

**Focused attention:**  
We are actively working to meet the target

**On track:** We are currently meeting or on track to meet the target

**Achieved:** We met or surpassed the target



## Salt

Compass Minerals is a North American and U.K. leader in salt production, with extensive high-grade salt deposits. We leverage these deposits with effective mining techniques and efficient production processes. Among our 12 production and packaging facilities, our Goderich mine is the world's largest operating underground salt mine, and our Winsford rock salt mine is the largest, oldest and only dedicated salt mine in the U.K.

We offer bulk and a variety of packaged salt products used to prevent ice formation and facilitate ice melting to keep roadways, driveways and sidewalks safe during the winter season. In fiscal 2022, our Safe Step® deicing product lines for home use maintained the [Safer Choice Standard](#), an Environmental Protection Agency (EPA) distinction awarded to products that exemplify safety in protecting both consumer health and the environment.

Salt is an essential nutrient for humans and animals. Compass Minerals offers salt for many culinary uses, including iodized table salt, kosher

salt and pickling salt. We also produce salt and mineral products to support the nutritional needs and enhance the overall health of livestock. All of our facilities producing nutrition products for humans and animals comply with the Food Safety Modernization Act. In addition, our Ogden and Cote Blanche sites, which supply animal feed, are Safe Feed/Safe Food certified.

We also produce a diverse array of salt products that are an integral part of everyday routines. This includes water softening products and pool salt, which help create water that is gentler on eyes, skin and hair. All of our water care products are certified to international standards by [NSF](#), an independent organization dedicated to protecting and improving human health.

Additionally, our salt is used to make chemical products that serve as critical inputs for a wide variety of industries, including pharmaceuticals, textiles and petroleum. Our products are used to manufacture plastics, glass, detergents and disinfectants, rubber, and polyester, and help enable communities to treat wastewater in a more environmentally sustainable manner.

### COTE BLANCHE BARGE DOCK

Barges are critical to our business and our ability to safely deliver products to customers. The original dock at our Cote Blanche mine was a wood construct built in the 1960s and not designed to withstand the extreme weather conditions faced by the Gulf Coast in recent years. In fiscal 2022, a new concrete dock that could withstand winds associated with Category 5 hurricanes was installed. The dock features a roadway, which allows for repairs and maintenance to be completed more efficiently. In addition, the new two-side barge loading and adjustable spout allows for reduced spillage and waste. The project was successfully accomplished with zero safety incidents.



## Plant Nutrition

Our plant nutrition products help improve yields and produce consistent crop quality, resulting in higher performance for growers. Protassium+® premium sulfate of potash (SOP) plant fertilizer delivers high potassium and sulfate sulfur with little to no chloride or salt. The dual nutrients of potassium and sulfur help control water loss and improve drought tolerance. Many high-value crops, such as tree nuts, citrus, strawberries, avocados, lettuce and grapes, can benefit from a premium SOP product.

Our Ogden facility is the largest SOP production site in the Western Hemisphere, employing a solar evaporation process to harvest SOP, salt and

magnesium chloride from the Great Salt Lake's naturally occurring brine. Certain product lines of Protassium+ premium SOP have passed the [U.S. National Organic Standards Board](#) review process and are certified and approved by both the [Organic Materials Review Institute](#) and the [California Department of Food and Agriculture](#), and some are approved by [Ecocert](#) for use in organic agriculture production conforming to the [Canadian Organic Standards](#).

## Lithium

Lithium, a key component of batteries for electric vehicles, is a critical resource for the transition to clean energy and sustainable transportation, especially as many car manufacturers shift to

an electric fleet. Compass Minerals is pursuing the development of an approximately 2.4 million metric ton lithium carbonate equivalent (LCE) resource on the Great Salt Lake, readily available for extraction through existing water rights and operational infrastructure at our Ogden facility. By using sun and wind to evaporate the Great Salt Lake's naturally occurring brine, we minimize the use of carbon-based energy and greenhouse gas (GHG) emissions. We expect an annual commercial production capacity of approximately 35,000 metric tons LCE once fully operational, with an initial phase-one capacity of approximately 11,000 metric tons of battery-grade lithium carbonate coming online by 2025.

## Next-Generation Fire Retardants

In fiscal 2022, we completed a \$45 million equity investment in Fortress North America, a next-generation fire retardant company focused on reinventing wildfire application technologies. Fortress leverages the magnesium chloride produced from our Ogden solar evaporation facility to produce a proprietary portfolio of innovative, environmentally friendly aerial and ground retardant formulations to fight wildfires and decrease fire risk.



## Product Quality

**Developing high-quality products starts with high-quality raw materials. We evaluate raw material suppliers through a rigorous process, ensuring they provide ingredients that meet our quality standards. At our operating sites, we have implemented manufacturing processes that ensure our products are consistent in quality across all batches. We routinely test finished products for identity, purity and potency of additives so that our products meet our customers' expectations. We do not conduct any animal testing.**

We are working toward our fiscal 2025 target that 100% of Compass Minerals-branded consumer packaged products will have ingredient labeling and packaging end-of-use instructions. We are on track to meet that target, as 75% currently have ingredient labeling and 70% have end-of-use instructions.

Our sites adhere to current Good Manufacturing Practices and, in many cases, exceed legal requirements that govern best practices. Our food manufacturing facilities are audited against the [BRCGS: Global Food Safety Standard](#), a third-party certification ensuring we comply with the Global Food Safety Initiative that provides safety guidelines for food-grade products. In addition, our two animal feed sites are Safe Feed/Safe Food certified, demonstrating our commitment to animal food safety. All of our water care products are certified to NSF/ANSI/CAN Standard 60, and our pool salt is also certified to NSF/ANSI Standard 50. These certifications give our

customers confidence in the quality and safety of our products.

Our site leaders and safety teams conduct hazard analyses for all raw materials and chemicals brought into our manufacturing facilities. This ensures that our finished products, facilities and employees will not be adversely impacted by potential risks associated with handling, storage and use. As necessary, we implement mitigation strategies before bringing items on-site.

Most of our products are sold in locations with registration and labeling requirements, and we comply with all applicable regulations. This includes U.S. Food and Drug Administration, U.S. Department of Agriculture and Canadian Food Inspection Agency rules, as well as the U.S. Federal Trade Commission's Truth in Advertising and Marketing regulations. As required, we obtain approval for labels prior to products entering the market. We also provide documentation for all product shipments when requested by customers,

including required labels and information regarding appropriate product handling, storage and safety precautions.

We have a cross-functional platform to track and monitor incidents related to noncompliance with labeling regulations, and voluntary codes concerning our products, service information and labeling. We investigate reported incidents of noncompliance regarding labeling or guaranteed analysis of our products and work with customers and/or appropriate agencies to resolve any claims that arise. In fiscal 2022, we received no labeling claims resulting in government-imposed penalties exceeding \$5,000.

## Responsible Supply Chain

Our suppliers are essential to our business, providing us with logistics, transportation services, facility and professional services, as well as equipment, packaging and raw materials. We partner directly with thousands of suppliers, big and small, and we expect them to uphold the same commitment to responsible and ethical operations as we uphold in our own business.

Our expectations are outlined in our [Supplier Code of Conduct](#), which states suppliers must:

- **Comply** with all applicable laws, regulations and rules
- **Act with integrity** and compete fairly and honestly
- **Embrace our value of respect** and commit to creating a diverse, safe and inclusive workplace where all are treated with dignity
- **Promote sustainability** and minimize environmental impacts

We monitor our suppliers to ensure alignment with our standards. Our sanctions screening procedure helps to ensure that we do not do business with parties on the Office of Foreign Assets Control lists or other sanction programs. This procedure includes screening our larger vendors and suppliers as well as those located outside the U.S. and Canada. In addition, we work with a procurement intelligence and analytics provider to assess our key suppliers on risk and compliance parameters, such as finances, ethics and labor.

Throughout fiscal 2022, we continued configuration of a new source-to-pay platform, which went live in early fiscal 2023. This platform enables us to send customizable questionnaires, such as ESG metrics and surveys, to our suppliers and collect information from them. In addition to gathering sustainability information through the platform, our procurement team can require suppliers to review and accept our Supplier Code of Conduct as a condition of participating in our e-sourcing events. The platform includes a Risk Aware module, which provides indicators of financial, judicial and news sentiment risks combined with community-rated scores. This information supports our procurement team in monitoring and reviewing supplier risk and determining which suppliers to conduct business with.

We completed the development of an ESG supplier scorecard in fiscal 2022 to assess supplier alignment with our company's values and ESG metrics. The scorecard contains questions regarding pertinent ESG topics, including human rights, GHG emissions, waste and freshwater

management, diversity and inclusion, community engagement, and ethics. Supplier scorecard distribution and data collection will begin in fiscal 2023.

Our supplier intelligence platform provides further visibility across our supplier base. The platform enables us to review sustainability certifications and identify opportunities to increase sourcing with women-, veteran- or minority-owned and small businesses. In fiscal 2022, our supplier intelligence platform added functionality to generate and save supplier diversity reports and allow for comparisons over time. This information about our supplier base will help us work toward our fiscal 2025 target to increase addressable supplier spend by 10% with diverse-owned, veteran-owned or small business enterprises. In fiscal 2022, we increased spend with the aforementioned targeted suppliers by nearly 5% compared to the fiscal 2021 baseline.

### STRUCTURE AND RESILIENCE

To ensure supply chain reliability and resilience, we have enhanced our communication with suppliers

to address critical items in terms of supply chain risk. We also have qualified alternative vendors to ensure multiple sourcing options. In fiscal 2022, our suppliers remained agile and worked to provide us with goods and services essential for our company's operations despite continued supply chain disruption across the global economy.





## Customer Experience

Our customer experience team works to deliver world-class service to our customers through personalized support. The team keeps their skills sharp through training on topics such as relationship building and system enhancements. In fiscal 2022, members of the team visited a number of our production sites to gain insight into our company's operations, site processes and products, which enabled continuous improvement in the quality of support they can provide to customers.

We conducted our third Net Promoter Score survey in fiscal 2022 and were rated in the "excellent" category. Our Net Promoter Score has improved each year since implementing the program. We attribute the year-over-year gains in large part to the collaboration between Compass Minerals and our partners, building action plans based specifically on individual customer feedback

that we prioritize. We stay connected with our customers and update them on our progress throughout the year. In fiscal 2022, customers continued to use our web-based portal to gain increased visibility into existing orders. Our customer experience team was empowered and proactive in educating and assisting customers to utilize the portal.



# Our Communities

We are committed to building relationships that support and enhance our communities. Our community engagement initiatives include charitable gifts and volunteer opportunities, as well as serving in leadership positions on local boards or committees. From volunteering with organizations to targeting our philanthropy toward causes that align with our Core Purpose, our aim is to make sure our presence benefits those around us.



# Goals and Targets

## COMMUNITY ENGAGEMENT: Drive positive community change through active engagement and support

### TARGET

**Fiscal 2025:** 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:** 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:** 100% of our charitable contributions will align with the [U.N. Sustainable Development Goals \(U.N. SDGs\)](#) by end of fiscal 2022

### PROGRESS

**On track:** 100% of our production and packaging facilities, company headquarters and innovation center engaged in charitable giving and company-sponsored volunteer activities throughout the fiscal year

**On track:** 83% of our operating sites participated in local economic development and/or supported educational opportunities; we continue to identify additional opportunities across our sites to prioritize this support

**Achieved:** 100% of our charitable contributions aligned with U.N. SDGs as well as our Core Purpose

## ALIGNMENT WITH THE U.N. SDGS



### EARTH'S NATURAL RESOURCES

Environmental preservation and conservation; parks and nature centers



### KEEP PEOPLE SAFE

Medical care and research; veterans organizations; family support and prevention services



### FEED THE WORLD

Sustainable agriculture; food banks and distribution



### ENRICH LIVES

Science, technology, engineering and math (STEM) education and careers; diversity, belonging, inclusion and equity (DBIE) efforts; arts

### PROGRESS TOWARD TARGETS LEGEND

**Focused attention:**  
We are actively working to meet the target

**On track:** We are currently meeting or on track to meet the target

**Achieved:** We met or surpassed the target



## Community Engagement Strategy

Compass Minerals aims to positively impact each community where we work and live. Our community engagement initiatives continue to bring our employees a sense of pride and belonging. As part of our strategy, philanthropic funding and volunteer activities must align with our Core Purpose to help keep people safe, feed the world and enrich lives. Moving forward, we are committed to maintaining our interim target achieved in fiscal 2022 of aligning 100% of our charitable contributions with the U.N. SDGs to ensure that we maximize our positive impact on the surrounding communities.

In fiscal 2022, all of our production and packaging facilities, company headquarters and innovation center engaged in charitable giving and company-sponsored volunteer activities, and 83% of our operating sites participated in local economic and workforce development activities. We continue to identify opportunities to prioritize involvement in the communities in and around where we operate to achieve our fiscal 2025 community engagement targets.

### Community Engagement Survey

We distributed our third annual community engagement survey to solicit anonymous feedback from our community partners and key stakeholders, including nonprofit organizations, community volunteers, civic leaders and government officials in our local communities. This survey is an important tool for understanding community needs and ultimately helps inform our charitable giving and volunteer efforts.



### Compass Minerals Cares

We donated over \$350,000 through Compass Minerals Cares and our employees volunteered with numerous organizations to make a difference throughout fiscal 2022. Some highlights of our contributions and volunteer activities include the following:

#### EARTH'S NATURAL RESOURCES:

- **Donated \$10,000 to FRIENDS of Great Salt Lake** to support its mission to preserve and protect the Great Salt Lake ecosystem
- **Volunteered to plant trees and pick up trash** at Camp Menesetung, a nonprofit summer camp for kids on Lake Huron
- **Partnered with Minnesota Power**, a local electric utility, to host a small appliance recycling program where individuals in the community dropped off items free of charge to be properly recycled

#### KEEP PEOPLE SAFE:

- **Donated \$10,000 to Alexandra Marine & General Hospital Foundation** to help support quality health care in the Goderich community
- **Contributed \$2,500 to the Homeless Veterans Fellowship** in Ogden to help provide a stable living environment and counseling services for homeless veterans and at-risk veterans
- **Volunteered to provide basic maintenance, gardening and landscaping** at Family Promise of Western New York, a local family shelter

#### FEED THE WORLD:

- **Donated \$10,000 to Harvesters — The Community Food Network**, a regional food bank serving northeast Kansas and northwest Missouri
- **Helped fight food poverty in the U.K.** by volunteering with the Cheshire Food Hub to pack enough food to feed around 400 children
- **Hosted a food drive** in which employees at our Lyons, Kansas, mechanical evaporation plant organized and delivered more than 4,900 pounds of food for the Northern Rice County Food Bank

#### ENRICH LIVES:

- **Funded educational support with a \$25,000 contribution to Boys & Girls Clubs of Greater Kansas City** so they can continue helping children develop the skills and self-esteem to reach their full potential
- **Contributed \$10,000 to Goderich Public School** for the creation of a Coding Corner providing STEM education resources
- **Donated \$2,000 in scholarships** to students achieving top academic results at Wynyard, Saskatchewan, Composite High School



# Earth Week

As a company that relies on Earth’s natural resources throughout our operations, we encourage employees to demonstrate good environmental stewardship by participating in Earth Week. Compass Minerals organized initiatives across the company focused on the Earth Day 2022 theme of Invest in Our Planet.

**Cote Blanche** employees volunteered with the Acadiana Wildlife Education and Rehabilitation Center to help protect wildlife by erecting two enclosures to house injured owls and young displaced owlets



**Unity, Saskatchewan**, employees encouraged the protection of pollinators by establishing bee hotels around the site and gifted employees a bee hotel for use at their homes



**Overland Park and Stilwell, Kansas**, employees prepared garden beds and cleaned fence lines with Kansas City Community Gardens



**Chicago, Illinois**, employees partnered with SkyART’s Artists’ Garden, an organization that provides Chicago youth with free arts programs, to clean up a local park and plant fruit trees donated by our company





# Our Environment

Compass Minerals is committed to responsible environmental stewardship. We strive to protect and preserve ecological balance in the areas where we operate and to minimize climate-related impacts from our operations.

# Goals and Targets <sup>30</sup>

## GHG EMISSIONS: Pursue a proactive energy strategy that enables GHG emissions reductions

TARGET	PROGRESS
<b>Fiscal 2025:</b> Reduce Scopes 1 and 2 GHG emissions by 5% compared to baseline <sup>31</sup>	<b>On track:</b> Scopes 1 and 2 GHG emissions have been reduced by 4% compared to baseline (fiscal 2021)
<b>Interim:</b> Conduct energy assessment at top five GHG-emitting sites by end of fiscal 2023	<b>On track:</b> Third-party consultant will conduct on-site energy assessments and issue reports with recommendations at our top five GHG-emitting sites

## WATER: Reduce freshwater use

TARGET	PROGRESS
<b>Fiscal 2025:</b> Reduce freshwater use by 5% compared to baseline <sup>31</sup>	<b>On track:</b> Freshwater withdrawal has been reduced by 59% compared to baseline (fiscal 2021) <sup>32</sup>
<b>Interim:</b> Conduct water assessment at top five water-consuming sites by end of fiscal 2023	<b>On track:</b> Third-party consultant will conduct on-site water assessments and issue reports with recommendations at our top five freshwater-consuming sites

## WASTE: Reduce waste to landfill

TARGET	PROGRESS
<b>Fiscal 2025:</b> Reduce waste to landfill by 30% compared to baseline <sup>31</sup>	<b>On track:</b> Waste to landfill has been reduced by 14% compared to baseline (fiscal 2021)
<b>Interim:</b> Conduct waste assessment at top five waste-producing sites by end of fiscal 2023	<b>On track:</b> Third-party waste and recycling services company will conduct on-site assessments at our top five waste-to-landfill sites to identify additional waste diversion opportunities

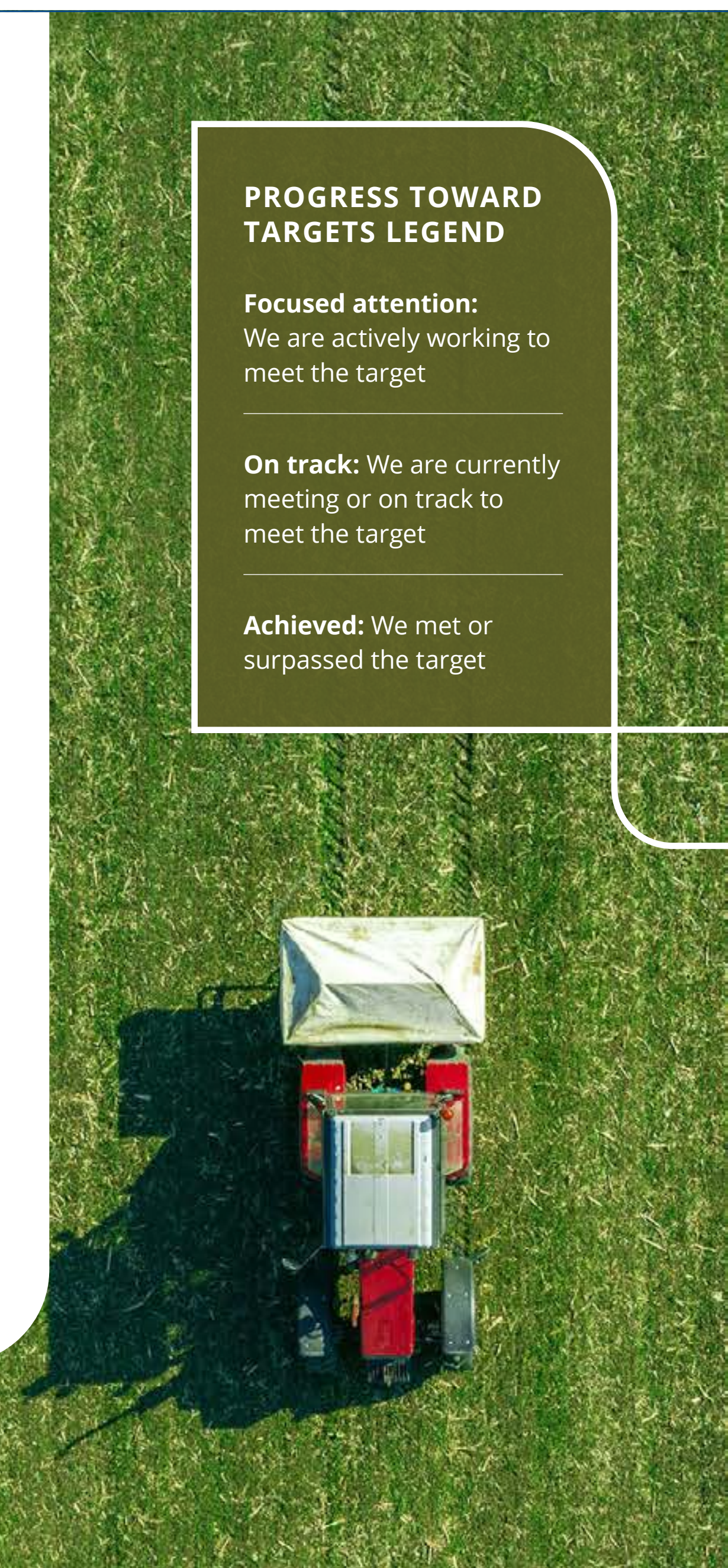
<sup>30</sup> Data in the Our Environment section pertaining to GHG emissions, water and waste represent Compass Minerals' 12 production and packaging facilities, and excludes our company headquarters, innovation center, two satellite sales offices and London storage/records management location due to immateriality. Progress as of Sept. 30, 2022, unless otherwise indicated.  
<sup>31</sup> Fiscal 2021, which is the period beginning Oct. 1, 2020, and ending Sept. 30, 2021.  
<sup>32</sup> Freshwater withdrawal in fiscal 2022 was atypical due to the drought; please see page 42 for additional information.

### PROGRESS TOWARD TARGETS LEGEND

**Focused attention:**  
We are actively working to meet the target

**On track:** We are currently meeting or on track to meet the target

**Achieved:** We met or surpassed the target





## Environmental Stewardship

We are committed to full compliance with applicable environmental regulatory requirements. Our director of environmental compliance collaborates with the environmental, health and safety professionals at each site to ensure that environmental legal and regulatory requirements are met and to drive continued progress on environmental initiatives. These efforts have ensured that Compass Minerals incurred no significant environmental noncompliance regulatory fines for our operations in fiscal 2022.

Compliance with applicable environmental regulatory requirements is a cornerstone of responsible operations. As part of our broader efforts to drive improvements in environmental compliance, with the ultimate goal of zero noncompliance incidents, we track overall environmental compliance performance using the Environmental Noncompliance Index (ENI). This internal performance metric is a standardized count of environmental

noncompliance incidents across the company weighted for severity. In fiscal 2022, we achieved a 43% improvement in the companywide ENI compared to the previous fiscal year. We share this performance metric throughout the company periodically to increase visibility of environmental compliance and drive accountability, increase transparency across the organization and provide a meaningful measure of overall environmental risks and trends.

## Climate Change

Compass Minerals' climate strategy is focused on identifying, managing and mitigating the physical and transition risks associated with climate change. Our actions are focused on reducing GHG emissions in our operations and identifying opportunities where our products and services can help enable broader resilience to climate-related impacts.

Climate-related risks and opportunities are managed at multiple levels within our company. Ultimate oversight of climate-related issues sits with our board, primarily through the board's EHS&S Committee, which meets at least four times per year. The EHS&S Committee reviews and makes recommendations to both the senior management team (SMT) and the board regarding Compass Minerals' EHS&S policies and practices. Our president and CEO sits on the board and is a member of the EHS&S Committee.

Our chief public affairs and sustainability officer collaborates with our chief operations officer to drive sustainability initiatives across our production and packaging sites. Our director of sustainability leads the tactical collaboration of operations and corporate teams to identify and implement improvements across all ESG goal and target categories, including GHG emissions management, freshwater efficiency and waste-to-landfill reduction. Our chief public affairs and sustainability officer also chairs our Sustainability Steering Committee — a cross-functional team of subject matter experts from across the company — which meets quarterly to discuss sustainability and climate-related topics.

Compass Minerals has an ongoing enterprise risk management process to identify and assess risk, and to develop strategies and policies regarding risk acceptance, mitigation or avoidance. We leverage subject matter experts from across the business to identify, assess and prioritize climate-related risks. Findings of this process are

presented periodically to the board, offering them an opportunity to assess and provide guidance on our risk management activities.

Physical risks, such as substantial changes to weather and climate patterns, may affect our operations, product demand and the needs of our customers. Longer periods of mild winter weather could reduce market demand for our deicing products, while droughts or flood conditions could reduce demand for our plant nutrition products. The increased frequency and intensity of natural disasters and adverse conditions, such as major storm events and wildfires, could impact the production and distribution of our products. For transition risks, governmental measures to address climate change could increase our costs, restrict our operations, and affect our ability to compete and obtain permits and/or licensing for our facilities.

Our strategic plans, which our board regularly discusses with our SMT, also reflect the findings of our enterprise risk management process. This

includes incorporating opportunities to utilize our products to mitigate climate-related impacts and support a climate-resilient economy. For example, we support business continuity during extreme winter storms through our highway deicing products, which keep roadways safe and commerce running. In addition, given the potential increase in frequency and severity of wildfires, we are supporting next-generation fire retardant technology through our ownership stake in Fortress. We are also supporting development of a sustainable domestic lithium brine resource that can help support growing market demand for battery-grade lithium for use in energy storage and electric vehicles. Our Protassium+ premium sulfate of potash (SOP) product can help farmers adapt to climate-related impacts by improving crop water efficiency stress tolerance during droughts.

To learn more about our strategy and management of climate-related risks and opportunities, please see our most recent [CDP Climate Change](#) submission.



## AMHERST PARTNERING FOR RENEWABLE ENERGY AND ENERGY EFFICIENCY

Across Compass Minerals, we continuously seek opportunities to manage and reduce our energy use. Our Amherst, Nova Scotia, facility partnered with our utility provider to build a 250 kW on-site solar field that was completed in fiscal 2022 and will add renewable energy to the local electrical grid. The facility also applied for a Nova Scotia efficiency grant to reduce electricity consumption by installing two in-series turbofans with variable frequency drives to replace an old compressor in its mechanical vapor recompression unit. The project continued in fiscal 2023, when final implementation and testing occurred to confirm the energy savings.



## Greenhouse Gas Emissions

Compass Minerals is committed to reducing GHG emissions across our processes and operations, guided by a fiscal 2025 target to reduce Scopes 1 and 2 emissions by 5% compared to a fiscal 2021 baseline.

We use our companywide environmental data management platform to track progress toward this target. The system compiles data to help us benchmark across our operating sites to identify best practices and address gaps. We monitor and report GHG emissions as required by the jurisdictions in which we operate and participate in the Canadian federal and provincial carbon pricing systems.

### GHG Emissions Performance <sup>33</sup>

METRIC TONS CO <sub>2</sub> E	FISCAL 2021	FISCAL 2022
Scope 1 Direct Fuel Combustion <sup>34</sup>	230,251	229,895 <sup>35</sup>
Scope 2 Indirect Electricity Use	84,762	71,914 <sup>35</sup>
Scope 3 Upstream Transportation and Distribution	407,450 <sup>36</sup>	484,348 <sup>35</sup>
<b>Total</b>	<b>722,463</b>	<b>786,157</b>
<b>EMISSIONS INTENSITY (KG CO<sub>2</sub>E/TON PRODUCTION)</b>		
Scope 1 Intensity	19.3	19.1
Scopes 1 and 2 Intensity	26.4	25.1 <sup>35</sup>

<sup>33</sup> We may round data and calculations.

<sup>34</sup> Fuel utilized on-site at our operations: diesel, fuel oil, kerosene, natural gas and propane.

<sup>35</sup> Data assured by ERM CVS.

<sup>36</sup> Revised using improved data and methodology for determining maritime distances. In addition, calculated with updated EPA CO<sub>2</sub> emission factors.

## ENERGY

Managing energy use helps Compass Minerals to reduce costs, lower GHG emissions and increase operational efficiency. We have a target to conduct energy assessments at our top five GHG-emitting sites by the end of fiscal 2023. We are also identifying opportunities to minimize our energy consumption and implement efficiency improvements where possible. We do this because we recognize that fuel conservation benefits both our business and the environment. In addition, some sites are working with their local utilities to explore energy efficiency and renewable energy opportunities.

## TRANSPORTATION

Compass Minerals focuses on using transportation and logistics options that maximize efficiencies and reduce our overall GHG emissions. To move our products, we use modalities such as barge, vessels, rail and trucks. We regularly assess modalities that minimize our environmental impacts and maximize logistical efficiencies.

Resilience is also an important consideration in our transportation strategy. Whenever and wherever possible, we opt for lower-carbon transit systems like rail transportation to move our plant nutrition, consumer and industrial, and highway deicing products. According to the U.S. Environmental Protection Agency (EPA), waterborne craft (e.g., barge, vessel) and rail generate approximately 80% and 90% less GHG emissions on a per ton-mile basis, respectively, compared to trucks. In fiscal 2022, we increased rail and vessel transit to help move our product to market. While we make every effort to utilize barge, vessel and rail for both environmental and efficiency considerations, our fiscal 2022 upstream transportation and distribution GHGs increased from the prior year due to the movement of an increased volume of tons over additional miles.



## Air Quality

Clean air is important for promoting the safety and well-being of our employees and communities. Compass Minerals aims to comply with all air quality regulations at each of our operational sites. Oversight of air quality sits with our director of environmental compliance, who collaborates with Compass Minerals' environmental health and safety site professionals regarding key regulations and rules. We had four minor air-related noncompliance incidents in fiscal 2022, which were quickly addressed to return the operations to compliance, and none of which resulted in regulatory penalties or fines.

In fiscal 2022, we prioritized the maintenance of pollution control equipment, such as baghouses and scrubbers, to prevent air contaminants from entering the environment. We installed additional ventilation to improve air quality and preserve facility compliance with air quality regulations. We continue to develop or uphold preventive maintenance programs for operational and air pollution control equipment, ensuring that stringent air quality standards continue to be met. Across our operating sites, only our Ogden facility is subject to the EPA's Title V permit program as required for major sources of air emissions, and several multiyear projects are underway at Ogden to improve efficiency and impact on air quality.

### LITHIUM LIFE CYCLE ANALYSIS

We're developing a lithium brine resource at our Great Salt Lake operations. Lithium is a sustainable resource that can be converted into battery-grade lithium carbonate or lithium hydroxide for energy storage and use in electric vehicles. We are partnering with EnergySource Minerals as the direct lithium extraction (DLE) technology provider following three years of extensive testing of multiple DLE technologies. By extracting lithium domestically and in a sustainable manner, we are contributing to the clean energy transition in the transportation sector.

To perform a life cycle assessment (LCA) of our lithium development scenarios under consideration, we engaged Minviro, a global industry leader in LCAs. The assessment looked at the global warming potential (GWP) of phase one of our lithium development. The results showed that our process is expected to have a significantly lower GWP than the average GWP for lithium spodumene (hardrock) mining or lithium clay operations. The findings also allow us to continue identifying ways to further minimize the project's environmental footprint as we support the growing market demand for battery-grade lithium and help build a more sustainable economy.

## Water

Water is an essential component of our business, playing a crucial role in our production processes. Management of water is part of Compass Minerals' overall environmental stewardship strategy. We have a fiscal 2025 target to reduce freshwater use by 5% compared to a fiscal 2021 baseline, with an interim target to conduct water assessments at our top five freshwater-consuming sites by the end of fiscal 2023.

Our strategy for water management is twofold: 1) measuring, managing and minimizing water consumption to conserve the natural resources we rely on for our operations; and 2) reducing the impacts on local watersheds from our operations. A large portion of the water used in our operations is derived from brine sources and does not have a negative impact on freshwater availability in watersheds.

Oversight of water at each site is coordinated through our overall environmental management approach. Water impacts and issues vary by location, so a core aspect of our management approach involves ongoing engagement, collaboration and coordination with local stakeholder groups on water policy. Compass Minerals representatives serve in an official capacity on working groups, such as the Utah Department of Environmental Quality's Water Quality Board, Great Salt Lake Advisory Council, Great Salt Lake Technical Team and Great Salt

Lake Salinity Advisory Committee, to participate in important policy discussions.

We monitor our stormwater and effluent-related discharge in compliance with all applicable national, state and provincial regulations. We had eight minor water-related noncompliance incidents in fiscal 2022, which were quickly addressed to return the operations to compliance, and none of which resulted in regulatory penalties or fines.

### WATER CONSERVATION

Our solution mines utilize water to extract salt from underground salt deposits. The solution mining systems are designed to recycle and reuse as much brine as possible in a closed-loop process, thereby conserving water.

Many of our solar evaporation ponds use barriers in the earthen pond dikes to improve yield and pond efficiency. These barriers were designed by our engineers to reduce brine loss and retain more of the most concentrated brine for evaporation. In retaining the brine more effectively, we require less water volume for evaporation, thereby reducing overall water consumption at our Great Salt Lake operations.

At our Ogden facility, we have proactively implemented a number of projects to reduce freshwater usage, including awareness campaigns to conserve water, decommissioning certain nonessential processes that utilize freshwater and augmenting freshwater with brine whenever

possible for various operational processes. For example, the salt plant began to supplement freshwater with recycled brine from the wet scrubbing process for its salt wash operation. Additionally, the SOP plant began feeding recycled brine to the filter belt operation to reduce freshwater usage.

Our freshwater use has been significantly reduced compared to the prior fiscal year, driven by a prolonged drought in the western U.S. that impacts our Ogden operations. At the facility, freshwater is utilized in various aspects of our operations, including water for plant operations and the mineral return process.

The Bear River is heavily dependent on winter precipitation and snowmelt from various mountain streams to the Great Salt Lake, and ongoing drought conditions significantly reduced the volume of water that flowed into the terminal lake. Because water from the Bear River comprises a significant portion of the site's freshwater use, worsening drought conditions resulted in an atypical decrease in water use in fiscal 2022. This year-over-year reduction should therefore not be viewed as sustainable as we expect our freshwater use to normalize in future years once drought conditions improve and access to freshwater increases. Concurrently, we continue to identify opportunities to reduce freshwater withdrawal on a more sustainable basis toward our fiscal 2025 freshwater target.

## UNIVERSITY RESEARCH

Compass Minerals collaborates with universities to support innovation, research and best practices on topics including safety, the environment and sustainability. We are a member of the Center to Advance the Science of Exploration to Reclamation in Mining, which aims to transform the way geoscience data is used in the mineral resource industry. In fiscal 2022, our Goderich mine partnered with the University of British Columbia to conduct an initial water balance model baseline assessment, enabling us to better understand opportunities where the site can reduce, reuse and recycle its freshwater usage.

## Water Performance <sup>37</sup>

MEGALITERS	FRESHWATER		OTHER WATER		TOTAL	
	FISCAL 2021	FISCAL 2022	FISCAL 2021	FISCAL 2022	FISCAL 2021	FISCAL 2022
<b>WITHDRAWAL</b>						
Surface Water	48,668	17,295 <sup>38</sup>	167,897	97,435	216,565	114,730
Groundwater	5,092	4,389	2,616	2,556	7,708	6,945
Third-party Water	1,593	1,154	0	0	1,593	1,154
<b>Total</b>	<b>55,353</b>	<b>22,838</b>	<b>170,513</b>	<b>99,990</b>	<b>225,866</b>	<b>122,828 <sup>39</sup></b>

<sup>37</sup> We may round data and calculations.

<sup>38</sup> Represents atypically low water withdrawal due to drought conditions in the Western U.S.

<sup>39</sup> Data assured by ERM CVS.

## DECADES OF RESPONSIBLE OPERATIONS ON THE GREAT SALT LAKE

Compass Minerals recognizes that the sustainability of the Great Salt Lake is essential to the environmental health and economy of the region. For decades and in many different lake environments, we have worked successfully with partners throughout the region to ensure the sustainability of our operations and alignment with these important goals. In fiscal 2022, the Great Salt Lake experienced historic drought conditions, impacting lake levels and the lake's many diverse stakeholders.

Our Ogden facility has been operating on the Great Salt Lake for over 50 years and the existing pond system infrastructure was designed to facilitate sustainable mineral extraction through a wide range of lake levels. We've made a number of infrastructure improvements to our system over the years to upgrade our evaporation pond design — such as investing in pond-sealing — in an effort to enable more efficient pond process flows and reduce pond leakage.

The Great Salt Lake is a natural ecosystem that experiences lake level variances from year to year based on winter snowpack, spring runoff and upstream multiple-use management practices. Over the past five decades, the lake has experienced cyclical periods of extreme drought and floods, and our operations have successfully navigated through these challenges.

The Great Salt Lake is important to our company and our community — and we take pride in being an engaged community partner. We work with a broad coalition of community and environmental organizations, regulators, lawmakers, and other lake users to find temporary solutions to challenges caused by current drought conditions until lake levels improve. Through this community engagement and our own process innovation, we're proactively taking steps to ensure a long future at our Ogden operations.

## Waste Performance <sup>40</sup>

METRIC TONS	FISCAL 2021	FISCAL 2022
<b>HAZARDOUS WASTE</b>		
Recycled or Diverted	182	144
Disposed	13	9
<b>Total</b>	<b>195</b>	<b>153</b> <sup>41</sup>
<b>NONHAZARDOUS WASTE</b>		
Recycled or Diverted	2,703	2,369
Disposed	7,682	6,578
<b>Total</b>	<b>10,386</b>	<b>8,947</b> <sup>41</sup>
<b>TOTAL WASTE</b>		
Recycled or Diverted	2,885	2,512 <sup>41</sup>
Disposed	7,695	6,587 <sup>41</sup>
<b>Total</b>	<b>10,581</b>	<b>9,099</b> <sup>41</sup>

## Waste

We recognize that minimizing waste can help to reduce GHG emissions, lower the risk of soil and groundwater contamination, and conserve land. Compass Minerals manages our waste impacts by reducing, reusing, diverting and recycling whenever feasible. We have a fiscal 2025 target to reduce waste to landfill by 30% compared with a fiscal 2021 baseline and an interim target to conduct waste assessments at our top five waste-to-landfill producing sites by the end of fiscal 2023.

Our approach to waste management begins with tracking Compass Minerals' waste footprint through our environmental data platform. We monitor materials, packaging and other waste outputs at each of our production and packaging sites, and the environmental data management platform provides increased visibility for sites to identify issues and opportunities to improve their waste profile. In addition, we look for opportunities to further minimize impacts by sourcing materials with environmental considerations in mind.

Although our material inputs and waste are relatively small in scale, we encourage all operating sites to explore ways to reuse, recycle or otherwise divert waste from landfills. Some of our sites

recycle materials, such as cardboard, pallets, steel, used oil and tires. In fiscal 2022, our Goderich mine implemented a successful aboveground and underground recycling program. Our Winsford site participates in England's waste management plan, and 99% of their waste is either recycled or utilized in a waste-to-energy program.

Our company's production processes generate waste comprised of nonhazardous waste and very limited hazardous waste (approximately 2% of total). We strive to comply with all local and federal regulatory requirements regarding waste management and secure special waste disposal permits where required.

## Biodiversity

Compass Minerals is committed to preserving biodiversity and a thriving natural environment at locations and communities where we operate. Wherever our facilities are adjacent to areas of high biodiversity, we strive to treat those environments with the respect and care necessary to maintain their long-term resilience. Our exploratory activities begin with assessments to ensure we do not operate in protected areas. Our approach also recognizes that each site has its unique ecological aspects as well as regulatory

requirements. For example, all of our U.S. and Canadian sites adhere to the Migratory Bird Act, and our Amherst site is located near a migratory bird sanctuary.

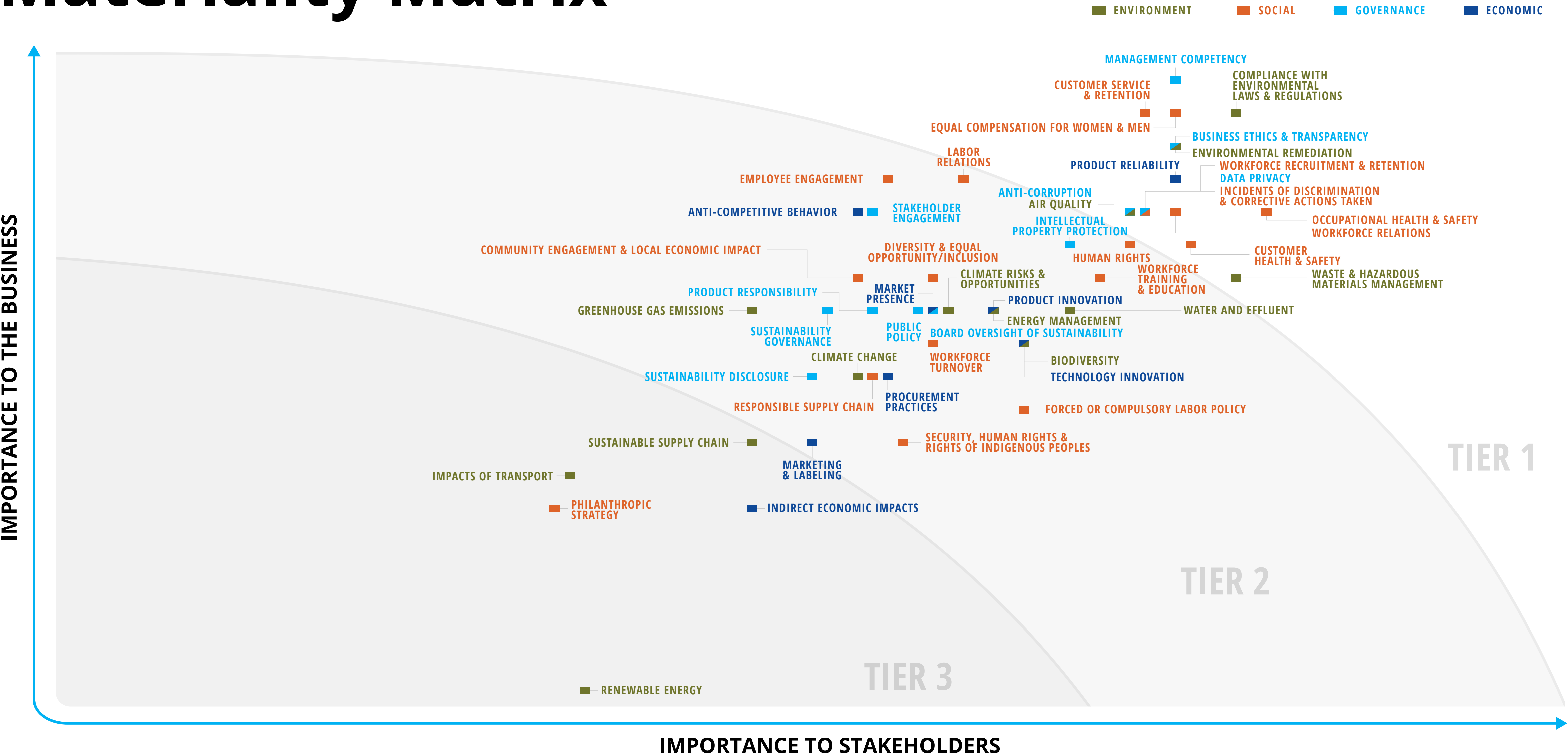
At our Ogden facility, we recognize the rich biodiversity within and around the Great Salt Lake ecosystem. We ensure that any expansion of our operations avoids critical areas of biodiversity and helps facilitate environmental restoration as appropriate. The modernized Cote Blanche barge dock has reinforced the shoreline and will reduce the amount of erosion that is occurring and impacting the habitat. Across our operations, our company endeavors to mitigate operational impacts and demonstrate excellence in environmental stewardship.

Our Winsford mine and DeepStore operations in the U.K. planted trees native to the local ecology and located near existing beehives in order to encourage pollination. In Ontario, we continued an over-25-year partnership with the Maitland Trail Association, which currently maintains 80 km of trails in the Goderich to Auburn area. A portion of the trail runs through Compass Minerals' lands, and we welcome hikers, cross-country skiers and snowshoers throughout the year so they can enjoy the benefit of the local environment.

<sup>40</sup> We may round data and calculations.  
<sup>41</sup> Data assured by ERM CVS.



# Materiality Matrix



# About Our Data

Data contained in this report labeled “fiscal 2022” covers the 12-month period beginning Oct. 1, 2021, and ending Sept. 30, 2022. Unless otherwise noted, data represents all locations: production and packaging facilities, company headquarters, innovation center, satellite sales offices, and storage and records management. Our data is inputted, consolidated and reported by various subject matter experts and systems across our company. Data is pulled according to specific parameters and the data is reviewed for completeness and accuracy by the respective departments. Information and data comply with standards identified throughout the Fiscal 2022 ESG Report, including government regulatory bodies, ESG standards and frameworks, and Compass Minerals basis of reporting. Our chief public affairs and sustainability officer is responsible for the company’s sustainability reporting in collaboration with other members of our senior management team.

Any dollar amounts listed within the report are in U.S. dollars. There are inherent limitations to the accuracy of our reporting data. We recognize that our data will be affected by these limitations and continue to improve data integrity by strengthening our internal controls and revising data when appropriate.

We only include data in our ESG reports that is confirmed by the date the report is published. If incidents are reclassified or confirmed, or if significant data changes occur after publication of an ESG report or other inaccuracies are identified, data is updated and revised in the following year’s report. Due to changes in methodology, some data in this report may not be comparable to data reported in prior years. The accuracy of environmental, safety and employee data may be lower than that of data obtained through our financial systems. We may round data and calculations. Data in this report is collected from third-party and internal sources. We have not independently verified any of the data from third-party sources. We report in this way, in line with industry practice, because these are the data we can directly manage and affect through operational improvements.

The information discussed in this report contains statements regarding future sustainability measures, targets and other goals. These goals are disclosed in the limited context of our ESG efforts and should not be understood to be statements of management’s expectations or estimates of financial results or other guidance. We specifically caution investors not to apply these statements to other contexts. In addition, the inclusion of such

information in this report is not an indication that the contents are necessarily material to investors or required to be disclosed in U.S. Securities and Exchange Commission (SEC) filings. This report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These statements are based on the company’s current expectations and involve risks and uncertainties that could cause the company’s actual results to differ materially. The differences could be caused by a number of factors including those factors identified in the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of the company’s Annual and Quarterly Reports on Forms 10-K and 10-Q, as well as the company’s other SEC filings. The company undertakes no obligation to update any forward-looking statements made in this report to reflect future events or developments, except as required by law.

The company has completed an initial assessment to define the lithium resource at Compass Minerals’ existing operations in accordance with applicable SEC regulations, including Subpart 1300. Pursuant to Subpart 1300, mineral resources are not mineral reserves and do not have demonstrated economic viability. The

company’s mineral resource estimates, including estimates of the lithium carbonate equivalent (LCE) mineral resource, are based on many factors, including assumptions regarding extraction rates and duration of mining operations, and the quality of in-place resources. For example, the process technology for commercial extraction of lithium from brines with low lithium and high impurity (primarily magnesium) is still developing. Accordingly, there is no certainty that all or any part of the LCE mineral resource identified by the initial assessment will be converted into an economically extractable mineral reserve.



# GRI / SASB Index

## STATEMENT OF USE

Compass Minerals has reported the information cited in this GRI content index for the period fiscal 2022 (beginning Oct. 1, 2021 and ending Sept. 30, 2022) in accordance with the GRI Standards.

## GRI 1

GRI 1: Foundation 2021

## GRI DISCLOSURE NUMBER / DESCRIPTOR

## LOCATION IN REPORT AND NOTES

## RELATED SASB DISCLOSURE

## GENERAL DISCLOSURES

### THE ORGANIZATION AND ITS REPORTING PRACTICES

2-1	Organizational details	<a href="#">Fiscal 2022 Annual Report: 10-K</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">Fiscal 2022 Annual Report: 10-K</a> ESG Report: <a href="#">About Our Data</a>
2-3	Reporting period, frequency and contact point	Reporting period: Oct. 1, 2021-Sept. 30, 2022 Publication date: April 2023 Frequency: Annual Contact point: <a href="mailto:sustainability@compassminerals.com">sustainability@compassminerals.com</a>
2-4	Restatements of information	ESG Report: <a href="#">Our Workforce</a> and <a href="#">Our Environment</a> ; any revised information can be found in the footnotes accompanying data tables.
2-5	External assurance	<a href="#">Verification Statement</a> We obtained independent third-party limited assurance for certain key fiscal 2022 ESG metrics from ERM CVS, who utilized the International Standard on Assurance Engagements 3000. Our chief public affairs and sustainability officer is responsible for external assurance engagement in collaboration with other members of our senior management team (SMT).

GRI DISCLOSURE NUMBER / DESCRIPTOR	LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
<b>ACTIVITIES AND WORKERS</b>		
2-6 Activities, value chain and other business relationships	Fiscal 2022 Annual Report: 10-K ESG Report: <b>Our Products</b>	RT-CH-000.A Production by reportable segment
2-7 Employees	Fiscal 2022 Annual Report: 10-K ESG Report: <b>Our Workforce</b>	EM-MM-000.B Total number of employees, percentage contractors
2-8 Workers who are not employees	Fiscal 2022 Annual Report: 10-K ESG Report: <b>Our Workforce</b>	
<b>GOVERNANCE</b>		
2-9 Governance structure and composition	ESG Report: <b>Our Company</b> (Sustainability Governance; Governing Policies) and <b>Our Workforce</b> (Diversity, Belonging, Inclusion and Equity) <a href="#">Board of Directors</a> <a href="#">2023 Proxy Statement</a>	
2-10 Nomination and selection of the highest governance body	<a href="#">Corporate Governance Guidelines</a> <a href="#">2023 Proxy Statement</a> <a href="#">Nominating/Corporate Governance Committee Charter</a>	
2-11 Chair of the highest governance body	<a href="#">Corporate Governance Guidelines</a>	
2-12 Role of the highest governance body in overseeing the management of impacts	ESG Report: <b>Our Company</b> (Sustainability Governance) <a href="#">Environmental, Health, Safety and Sustainability Committee Charter</a> <a href="#">Compensation Committee Charter</a>	
2-13 Delegation of responsibility for managing impacts	ESG Report: <b>Our Company</b> (Sustainability Governance)	



GRI DISCLOSURE NUMBER / DESCRIPTOR		LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
2-14	Role of the highest governance body in sustainability reporting	Our chief public affairs and sustainability officer is responsible for sustainability reporting in collaboration with other members of our SMT with oversight from the board.	
2-15	Conflicts of interest	<a href="#">Corporate Governance Guidelines</a>	
2-16	Communication of critical concerns	ESG Report: <b>Our Company</b> (Sustainability Governance; Governing Policies)	
2-17	Collective knowledge of the highest governance body	<a href="#">Board of Directors</a> <a href="#">2023 Proxy Statement</a>	
2-18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a>	
2-19	Remuneration policies	<a href="#">Corporate Governance Guidelines</a> <a href="#">2023 Proxy Statement</a>	
2-20	Process to determine remuneration	<a href="#">Corporate Governance Guidelines</a> <a href="#">2023 Proxy Statement</a> <a href="#">Compensation Committee Charter</a>	
2-21	Annual total compensation ratio	<a href="#">2023 Proxy Statement</a>	
<b>STRATEGY, POLICIES AND PRACTICES</b>			
2-22	Statement on sustainable development strategy	ESG Report: <b>CEO Letter</b> and <b>Our Company</b>	
2-23	Policy commitments	ESG Report: <b>Our Company</b> (Governing Policies) and <b>Our Workforce</b> (Health and Safety)  Compass Minerals has a comprehensive approach to managing risks but has not formally adopted the "precautionary principle."	
2-24	Embedding policy commitments	ESG Report: <b>Our Company</b> (Governing Policies)	
2-25	Process to remediate negative impacts	ESG Report: <b>Our Company</b> (Sustainability Governance; Governing Policies), <b>Our Workforce</b> (Health and Safety; Employee Culture), <b>Our Products</b> (Product Quality; Responsible Supply Chain) and <b>Our Environment</b>	

GRI DISCLOSURE NUMBER / DESCRIPTOR		LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
2-26	Mechanisms for seeking advice and raising concerns	ESG Report: <b>Our Company</b> (Governing Policies) and <b>Our Workforce</b> (Health and Safety)	
2-27	Compliance with laws and regulations	ESG Report: <b>Our Company</b> , <b>Our Workforce</b> , <b>Our Products</b> , <b>Our Communities</b> and <b>Our Environment</b>	
2-28	Membership associations	<p>ESG Report: <b>Our Company</b> (Public Policy)</p> <p>We are members of organizations including, but not limited to:</p> <p>North America: American Royal, Center for Advanced Subsurface Earth Resource Models, Central Exchange Essential Minerals Association, Great Salt Lake Advisory Council, Kansas City Area Development Council, Manufacturers Alliance, Mid-America LGBT Chamber of Commerce, Ontario Mining Association, Pacific Water Quality Association, Society of Women Engineers, Southern Mine Rescue Regional Association, The Fertilizer Institute, Utah Water Quality Board, Western Plant Health Association, a number of local or regional chambers of commerce, a number of local or state manufacturers associations</p> <p>U.K.: Mining Association of the United Kingdom, Salt Association</p> <p>International: European Salt Producers' Association, Water Quality Association</p>	RT-CH-530a.1: Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	ESG Report: <b>Our Company</b> (Stakeholder Engagement)	
2-30	Collective bargaining agreements	<p><a href="#">Fiscal 2022 Annual Report: 10-K</a></p> <p>ESG Report: <b>Our Workforce</b> (Employee Culture)</p>	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees
MATERIAL TOPICS			
3-1	Process to determine material topics	ESG Report: <b>Our Company</b> (Stakeholder Engagement)	
3-2	List of material topics	ESG Report: <b>Materiality Matrix</b> (Tier 1)	

GRI DISCLOSURE NUMBER / DESCRIPTOR	LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
<b>TOPIC-SPECIFIC DISCLOSURES</b>		
<b>GRI STANDARD 205: ANTI-CORRUPTION 2016 — MATERIAL TOPIC: ANTI-CORRUPTION</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance; Governing Policies)	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain
205-1 Operations assessed for risks related to corruption	ESG Report: <b>Our Company</b> (Governing Policies)	
205-2 Communication and training about anti-corruption policies and procedures	ESG Report: <b>Our Company</b> (Governing Policies)	
<b>GRI STANDARD 303: WATER AND EFFLUENTS 2018 — MATERIAL TOPIC: WASTE AND HAZARDOUS MATERIALS MANAGEMENT</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Environment</b> (Environmental Stewardship)	
303-1 Interactions with water as a shared resource	ESG Report: <b>Our Environment</b> (Water)	
303-2 Management of water discharge-related impacts	ESG Report: <b>Our Environment</b> (Water)	
<b>GRI STANDARD 305: EMISSIONS 2016 — MATERIAL TOPIC: AIR QUALITY</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Environment</b> (Environmental Stewardship; Greenhouse Gas Emissions; Air Quality)	

GRI DISCLOSURE NUMBER / DESCRIPTOR	LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
305-1 Direct (Scope 1) GHG emissions	<p>ESG Report: <b>Our Environment</b> (Greenhouse Gas Emissions)</p> <p>We include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) in our calculations. We do not generate nitrogen trifluoride (NF<sub>3</sub>), sulfur hexafluoride (SF<sub>6</sub>), hydrofluorocarbons (HFCs) or perfluorocarbons (PFCs) and therefore do not measure those gases.</p> <p>Scope 1 energy consumption: 1,227,349 MWh</p> <p>Scope 2 energy consumption: 265,555 MWh</p> <p>Total Scopes 1 + 2 energy consumption: 1,492,904 MWh</p> <p>Data assured by ERM CVS.</p>	<p>EM-MM-110a.1/ RT-CH-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations</p> <p>EM-MM-110a.2/RT-CH-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets</p>
305-2 Energy indirect (Scope 2) GHG emissions	ESG Report: <b>Our Environment</b> (Greenhouse Gas Emissions)	
305-3 Other indirect (Scope 3) GHG emissions	ESG Report: <b>Our Environment</b> (Greenhouse Gas Emissions)	
305-4 GHG emissions intensity	ESG Report: <b>Our Environment</b> (Greenhouse Gas Emissions)	
305-6 Emissions of ozone-depleting substances	We do not generate ozone-depleting substances such as hydrofluorocarbons (HFCs) and therefore do not measure those gases.	
305-7 Nitrogen oxides, sulfur oxides and other significant air emissions	ESG Report: <b>Our Environment</b> (Greenhouse Gas Emissions; Air Quality)	<p>EM-MM-120a.1 / RT-CH-120a.1 Air emissions of the following pollutants: (1) CO<sub>2</sub>, (2) NO<sub>x</sub> (excluding N<sub>2</sub>O), (3) SO<sub>x</sub>, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)</p>
<b>GRI STANDARD 306: WASTE 2020 — MATERIAL TOPIC: WASTE AND HAZARDOUS WASTE MANAGEMENT</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Environment</b> (Environmental Stewardship; Waste)	
306-1 Waste generation and significant waste-related impacts	<p>ESG Report: <b>Our Environment</b> (Waste)</p> <p>Compass Minerals does not produce rock waste as part of our operations.</p>	

GRI DISCLOSURE NUMBER / DESCRIPTOR		LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
306-2	Management of significant waste-related impacts	ESG Report: <a href="#">Our Environment</a> (Waste)	
306-3	Waste generated	ESG Report: <a href="#">Our Environment</a> (Waste)	RT-CH-150a.1 Amount of hazardous waste generated, percentage recycled EM-MM-150a.2 Total weight of mineral processing waste, percentage recycled
306-4	Waste diverted from disposal	ESG Report: <a href="#">Our Environment</a> (Waste)	
306-5	Waste directed to disposal	ESG Report: <a href="#">Our Environment</a> (Waste)	
<b>GRI STANDARD 401: EMPLOYMENT 2016 — MATERIAL TOPIC: WORKFORCE RECRUITMENT AND RETENTION</b>			
3-3	Management approach	ESG Report: <a href="#">Our Workforce</a> (Employee Culture)	
401-1	New employee hires and employee turnover	ESG Report: <a href="#">Our Workforce</a> (Employee Culture)	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Report: <a href="#">Our Workforce</a> (Employee Culture)	
<b>GRI STANDARD 402: LABOR/MANAGEMENT RELATIONS 2016 — MATERIAL TOPIC: WORKFORCE RELATIONS</b>			
3-3	Management approach	ESG Report: <a href="#">Our Company</a> (Sustainability Governance) and <a href="#">Our Workforce</a> (Employee Culture)	
402-1	Minimum notice periods regarding operational changes	ESG Report: <a href="#">Our Workforce</a> (Employee Culture) Compass Minerals' collective bargaining agreement and labor agreement provisions regarding advance notice periods for changes that impact employees vary by contract and region. In the U.S., we adhere to Worker Adjustment and Retraining Notification Act (WARN) laws that require a 60-day notification of significant plant closings and mass layoffs. CBAs and labor agreements with employees in other geographies adhere to appropriate laws in those jurisdictions.	EM-MM210b.2: Nontechnical delays (site shutdowns or delays) EMMM310a.2: Strikes and lockouts

GRI DISCLOSURE NUMBER / DESCRIPTOR		LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
<b>GRI STANDARD 403: OCCUPATIONAL HEALTH AND SAFETY 2018 — MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY</b>			
3-3	Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Workforce</b> (Health and Safety)	
403-1	Occupational health and safety management system	ESG Report: <b>Our Workforce</b> (Health and Safety)	RTCH410b.2: Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact
403-2	Hazard identification, risk assessment and incident investigation	ESG Report: <b>Our Workforce</b> (Health and Safety)	RT-CH-320a.2 Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks
403-3	Occupational health services	ESG Report: <b>Our Workforce</b> (Health and Safety)	
403-4	Worker participation, consultation and communication on occupational health and safety	ESG Report: <b>Our Workforce</b> (Health and Safety)	
403-5	Worker training on occupational health and safety	ESG Report: <b>Our Workforce</b> (Health and Safety)	
403-6	Promotion of worker health	ESG Report: <b>Our Workforce</b> (Health and Safety; Employee Culture)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report: <b>Our Products</b> (Responsible Supply Chain)	
403-8	Workers covered by an occupational health and safety management system	ESG Report: <b>Our Workforce</b> (Health and Safety)	

GRI DISCLOSURE NUMBER / DESCRIPTOR	LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
403-9 Work-related injuries	ESG Report: <b>Our Workforce</b> (Health and Safety)	EM-MM-320a.1 (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees  RT-CH-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees
403-10 Work-related ill health	No cases in fiscal 2022. Data assured by ERM CVS.	
<b>GRI STANDARD 404: TRAINING AND EDUCATION 2016 — MATERIAL TOPIC: WORKFORCE RECRUITMENT AND RETENTION</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Workforce</b> (Employee Culture)	
404-1 Average hours of training per year per employee	ESG Report: <b>Our Company</b> (Governing Policies; Cybersecurity) and <b>Our Workforce</b> (Health and Safety; Diversity, Belonging, Inclusion and Equity; Employee Culture)  11,926 total training hours completed by employees. Data assured by ERM CVS.	
<b>GRI STANDARD 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 — MATERIAL TOPIC: EQUAL COMPENSATION FOR MEN AND WOMEN</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Workforce</b> (Diversity, Belonging, Inclusion and Equity)	
405-1 Diversity of governance bodies and employees	ESG Report: <b>Our Workforce</b> (Diversity, Belonging, Inclusion and Equity)  18% of the U.S. workforce is racially or ethnically diverse. Data assured by ERM CVS.	
405-2 Ratio of basic salary and remuneration of women to men	ESG Report: <b>Our Workforce</b> (Diversity, Belonging, Inclusion and Equity)	

GRI DISCLOSURE NUMBER / DESCRIPTOR	LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
<b>GRI STANDARD 406: NON-DISCRIMINATION 2016 — MATERIAL TOPIC: INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN</b>		
3-3	Management Approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Workforce</b> (Employee Culture)
406-1	Incidents of discrimination and corrective actions taken	ESG Report: <b>Our Company</b> (Governing Policies) and <b>Our Workforce</b> (Employee Culture) <a href="#">Code of Ethics and Business Conduct</a>
<b>GRI STANDARD 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016 — MATERIAL TOPIC: WORKFORCE RELATIONS</b>		
3-3	Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance; Governing Policies) and <b>Our Products</b> (Responsible Supply Chain)
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	ESG Report: <b>Our Company</b> (Governing Policies) and <b>Our Products</b> (Responsible Supply Chain) <a href="#">Supplier Code of Conduct</a> <a href="#">Human Rights Policy</a>
<b>GRI STANDARD 416: CUSTOMER HEALTH AND SAFETY 2016 — MATERIAL TOPICS: CUSTOMER HEALTH AND SAFETY / PRODUCT RELIABILITY</b>		
3-3	Management approach	ESG Report: <b>Our Products</b> (Product Quality)
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	ESG Report: <b>Our Products</b> (Product Quality)
<b>GRI STANDARD 417: MARKETING AND LABELING 2016 — MATERIAL TOPIC: PRODUCT RELIABILITY</b>		
3-3	Management approach	ESG Report: <b>Our Products</b> (Product Quality)
417-1	Requirements for product and service information and labeling	ESG Report: <b>Our Products</b> (Product Quality)

RT-CH-410b.1 (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment



GRI DISCLOSURE NUMBER / DESCRIPTOR		LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
417-2	Incidents of noncompliance concerning product and service information and labeling	ESG Report: <b>Our Products</b> (Product Quality)	
417-3	Incidents of noncompliance concerning marketing communications	ESG Report: <b>Our Products</b> (Product Quality)	
<b>GRI STANDARD 418: CUSTOMER PRIVACY 2016 — MATERIAL TOPIC: DATA PRIVACY</b>			
3-3	Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance; Cybersecurity)	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Report: <b>Our Company</b> (Cybersecurity)	
<b>OTHER MATERIAL TOPICS</b>			
<b>GRI STANDARD: N/A — MATERIAL TOPIC: BUSINESS ETHICS AND TRANSPARENCY</b>			
3-3	Management approach	ESG Report: <b>Our Company</b> In fiscal 2022, more than 700 employees completed our annual compliance and Code of Ethics and Business Conduct certification.	
<b>GRI STANDARD: N/A — MATERIAL TOPIC: COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</b>			
3-3	Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Environment</b> (Environmental Stewardship; Water)	EM-MM-140a.2 / RT-CH-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations
<b>GRI STANDARD: N/A — MATERIAL TOPIC: CUSTOMER SERVICE AND RETENTION</b>			
3-3	Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Products</b> (Product Quality; Customer Experience)	

GRI DISCLOSURE NUMBER / DESCRIPTOR	LOCATION IN REPORT AND NOTES	RELATED SASB DISCLOSURE
<b>GRI STANDARD: N/A — MATERIAL TOPIC: ENVIRONMENTAL REMEDIATION</b>		
3-3 Management approach	ESG Report: <b>Our Company</b> (Sustainability Governance) and <b>Our Environment</b>	
<b>GRI STANDARD N/A — MATERIAL TOPIC: MANAGEMENT COMPETENCY</b>		
3-3 Management approach	<a href="#">Fiscal 2022 Annual Report: 10-K</a> <a href="#">2023 Proxy Statement</a> ESG Report: <b>Our Company</b> (Our Approach to ESG; Sustainability Governance)	

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