



FISCAL 2025

SUSTAINABILITY REPORT





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LETTER FROM THE CEO

Dear Stakeholders,

In fiscal 2025, we continued to be guided by our back-to-basics strategy which focuses on living our Core Values, enhancing our processes, and safely and responsibly delivering our core Salt and Plant Nutrition products. Our Core Values of Integrity, Respect, Collaboration, Value Creation and High Performance are the foundation of this strategy. These values aren't just words; they are the behaviors that define who we are, help us make decisions and shape a culture that can thrive for years to come.

With a renewed focus on our core businesses, we remain committed to the environmental, social and governance (ESG) matters that are most important to our stakeholders. From water conservation and ecological stewardship to workplace safety and community engagement, we're making meaningful progress and being transparent about our journey. We achieved a number of our fiscal 2025 ESG goals and targets and fell short on others, both of which are detailed in this report. Regardless, and more importantly, we continue to take steps forward — learning, improving and adapting.

I'm especially impressed by how our company is embracing efficiency and sustainability across our operations. While there is still much work ahead of us, we have the key building blocks in place and continue to be inspired by the pillars of our sustainability compass, which reflect our commitments to safety, growth, transparency and stewardship.

At the end of the day, we're all stewards of the resources entrusted to us. This includes the energy, natural resources and other inputs we use to produce and distribute our essential mineral products. It also includes the safety, time and talent of our employees, the capital investments we deploy, and the goodwill we build in the communities where we operate.

We recognize that earning and maintaining our social license to operate requires the utmost care and attention. We're dedicated to doing business in a way that minimizes our environmental footprint and maximizes our positive impact on society. Behind every metric in this report is a person touched by our actions, whether positively or negatively. It's a responsibility we take seriously.

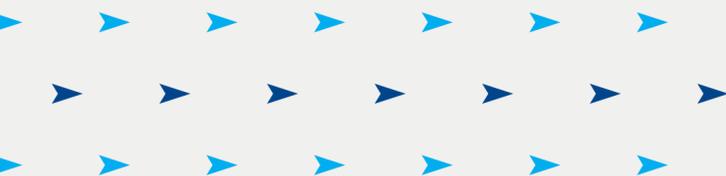
To our employees, I want to express my sincere appreciation for the dedication and resilience each of you brings to our company. Your commitment is at the heart of our success and a key reason we continue to operate sustainably and responsibly. I'm proud of what we've accomplished together.

In the pages of this Fiscal 2025 Sustainability Report, we share more about the work we're doing to make Compass Minerals a stronger and more sustainable company.

Thank you for your ongoing support. Your feedback is always welcome.

Sincerely,

Edward C. Dowling Jr.
President and CEO
Feb. 24, 2026



IN THIS SECTION

About Compass Minerals

About This Report

Fiscal 2025 Sustainability Highlights

Our Approach to Sustainability

Sustainability Governance

Materiality Assessment and Stakeholder Engagement

Governing Policies

Cybersecurity

Human Rights

Public Policy

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.



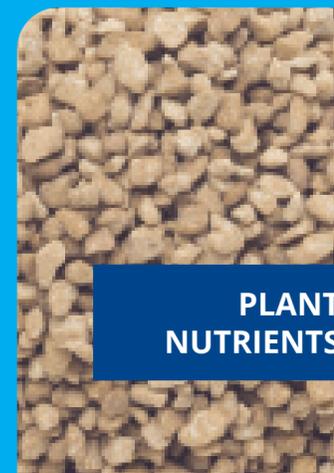
ABOUT COMPASS MINERALS

FOR MORE THAN 180 YEARS, COMPASS MINERALS HAS BEEN COMMITTED TO PROVIDING HIGH-QUALITY, CONSISTENT AND RELIABLE PRODUCTS WHILE STAYING FLEXIBLE TO ADAPT TO CHANGING MARKET NEEDS.

Our salt products play a critical role in helping to keep winter roadways safe and are used across a range of consumer, industrial, chemical and agricultural applications. Through our plant nutrition business, we offer solutions that enhance crop quality and yield while supporting sustainable agricultural practices. We operate 12¹ production and packaging facilities, along with several sales and support offices, employing more than 1,800 people across the U.S., Canada and the U.K.



SALT



PLANT NUTRIENTS



MAGNESIUM CHLORIDE



SUSTAINABLE STORAGE

¹ On Feb. 3, 2026, we entered into a share purchase agreement to sell our operation in Wynyard, Saskatchewan, Canada.



COMPASS
— TO THE —
CORE

OUR CORE VALUES

INTEGRITY

We operate in a fair and transparent manner, embracing the highest ethical standards in everything we do

RESPECT

We are committed to creating a diverse, safe and inclusive organization where all are treated with dignity

COLLABORATION

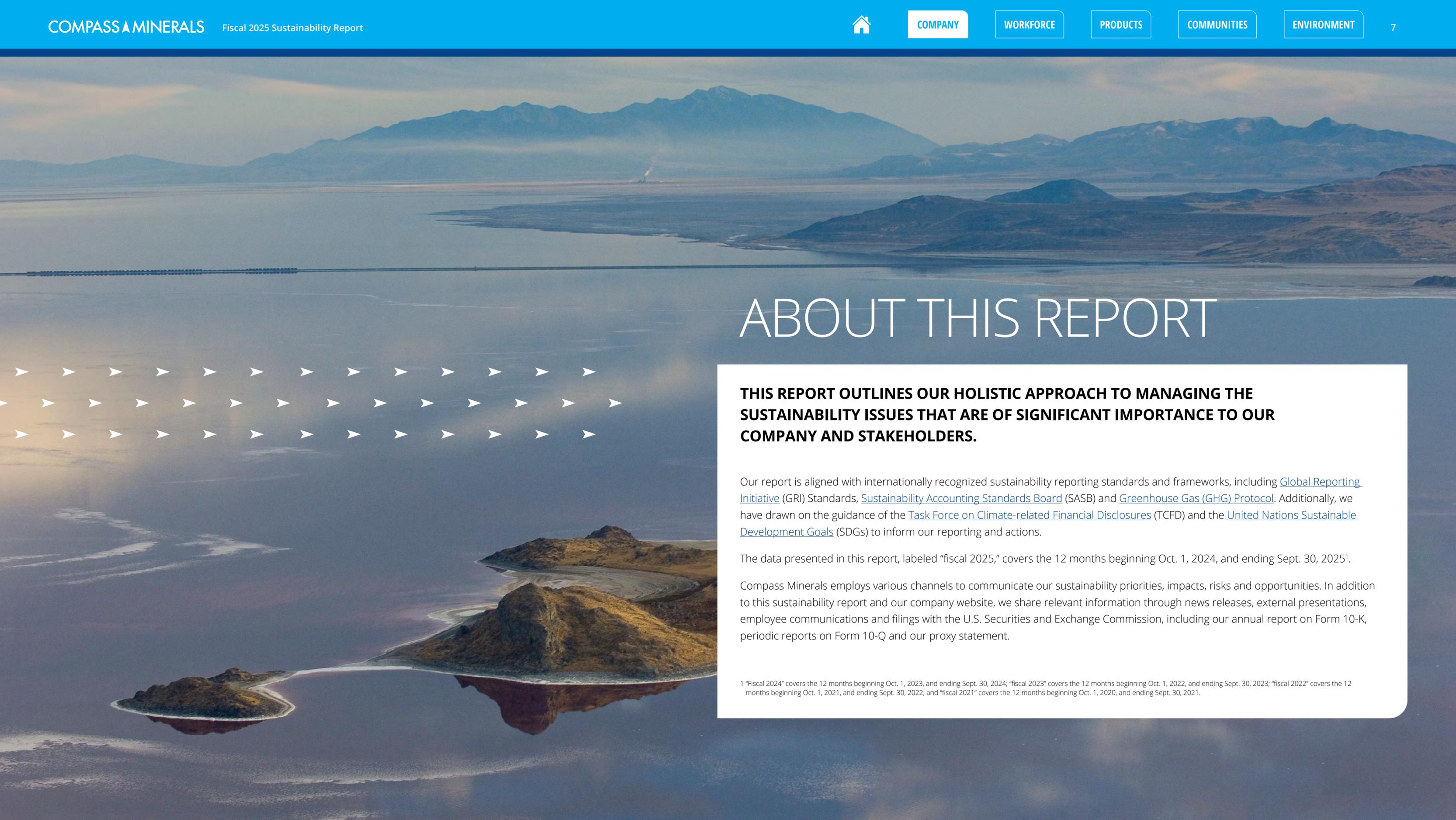
We accomplish more through cooperation and teamwork

VALUE CREATION

We deliver the best possible results for our customers and shareholders in a manner that respects the resources entrusted to us

HIGH PERFORMANCE

We achieve excellence through initiative, accountability and superior results



ABOUT THIS REPORT

THIS REPORT OUTLINES OUR HOLISTIC APPROACH TO MANAGING THE SUSTAINABILITY ISSUES THAT ARE OF SIGNIFICANT IMPORTANCE TO OUR COMPANY AND STAKEHOLDERS.

Our report is aligned with internationally recognized sustainability reporting standards and frameworks, including [Global Reporting Initiative \(GRI\) Standards](#), [Sustainability Accounting Standards Board \(SASB\)](#) and [Greenhouse Gas \(GHG\) Protocol](#). Additionally, we have drawn on the guidance of the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) and the [United Nations Sustainable Development Goals \(SDGs\)](#) to inform our reporting and actions.

The data presented in this report, labeled “fiscal 2025,” covers the 12 months beginning Oct. 1, 2024, and ending Sept. 30, 2025¹.

Compass Minerals employs various channels to communicate our sustainability priorities, impacts, risks and opportunities. In addition to this sustainability report and our company website, we share relevant information through news releases, external presentations, employee communications and filings with the U.S. Securities and Exchange Commission, including our annual report on Form 10-K, periodic reports on Form 10-Q and our proxy statement.

¹ “Fiscal 2024” covers the 12 months beginning Oct. 1, 2023, and ending Sept. 30, 2024; “fiscal 2023” covers the 12 months beginning Oct. 1, 2022, and ending Sept. 30, 2023; “fiscal 2022” covers the 12 months beginning Oct. 1, 2021, and ending Sept. 30, 2022; and “fiscal 2021” covers the 12 months beginning Oct. 1, 2020, and ending Sept. 30, 2021.

FISCAL 2025 SUSTAINABILITY HIGHLIGHTS

OUR WORKFORCE

101% total female-to-male pay ratio

90% voluntary retention rate for employees

OUR PRODUCTS

100% of Compass Minerals-branded consumer packaged products have ingredient labeling

100% of Compass Minerals-branded consumer packaged products have packaging end-of-use instructions

OUR COMMUNITIES

100% of our operating sites participated in charitable giving, company-sponsored volunteer activities and supported local economic development, workforce training and/or educational opportunities

\$350K+ donated to local nonprofit organizations

OUR ENVIRONMENT

12% reduction in total Scopes 1 and 2 GHG emissions compared to fiscal 2021 baseline

30% reduction in freshwater withdrawal compared to fiscal 2021 baseline



OUR APPROACH TO SUSTAINABILITY

OUR COMPANY UNDERSTANDS THE VITAL ROLE OF SUSTAINABLE GROWTH IN OUR BUSINESS.

By responsibly transforming 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.

Four key pillars anchor our sustainability strategy: safety, growth, transparency and stewardship. Together, these pillars form our sustainability compass, guiding our decisions and business practices throughout the 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 that the markets we serve may be impacted by a changing climate.

SUSTAINABILITY GOVERNANCE

OUR COMMITMENT TO BEING A SUSTAINABLE AND RESPONSIBLE COMPANY BEGINS WITH OVERSIGHT OF SUSTAINABILITY MATTERS AT THE HIGHEST LEVEL.

The board of directors (board) governs four standing committees: the Audit Committee, Compensation Committee, Environmental, Health, Safety and Sustainability (EHS&S) Committee and Nominating/Corporate Governance Committee. The board also oversees the executive leadership team (ELT) to ensure we meet diverse stakeholder expectations, including growing sustainably, acting ethically and driving operational excellence.

The EHS&S Committee, which includes our president and CEO, is responsible for oversight of management, policies and targets related to environmental, health, safety and sustainability matters. Throughout the reporting year, the committee discusses topics such as safety performance and opportunities for improvement, health and wellness initiatives, climate change, environmental stewardship and natural resource management. The Compensation Committee oversees talent management and human capital management strategies, including recruitment, succession, development, retention, and diversity and inclusion, to ensure they are aligned with our company's strategy.

Our chief operations officer (COO) serves on our ELT, reporting directly to our president and CEO, and provides regular updates to the EHS&S Committee and board as necessary.

GOALS AND TARGETS

Our fiscal 2025 ESG goals and targets helped us stay focused on our overall sustainability strategy, which was informed by our materiality assessment completed in fiscal 2021. Working toward these goals and targets allowed us to track our progress as a company and kept us accountable to our stakeholders. Our goals spanned across the critical focus areas of our workforce, our products, our communities and our environment and aligned with the four pillars of our sustainability compass. We leverage this report as an opportunity to communicate progress against our goals and targets.



SAFETY



EMPLOYEE DEVELOPMENT



DIVERSITY AND INCLUSION



CUSTOMER TRANSPARENCY



RESPONSIBLE SUPPLY CHAIN



COMMUNITY ENGAGEMENT



GHG EMISSIONS



WATER



WASTE





MATERIALITY ASSESSMENT AND STAKEHOLDER ENGAGEMENT

WE CONDUCT FORMAL MATERIALITY¹ ASSESSMENTS TO IDENTIFY PRIORITY SUSTAINABILITY TOPICS THAT INFORM OUR REPORTING, GOALS AND STRATEGY.

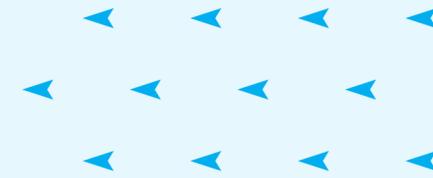
The material topics featured in this report are based on a materiality assessment completed in fiscal 2021 with third-party facilitation. We engaged various internal and external stakeholders through anonymous surveys and interviews to determine these topics. Ultimately, our board and ELT incorporated the findings into the development of our sustainability strategy, goals and targets. For more details on this materiality assessment, please refer to our [Fiscal 2021 ESG Report](#).

Our material sustainability priorities and reporting practices reflect the feedback and interests of stakeholders who are directly or indirectly affected by our operations and products, or who have the potential to influence our business. We continuously evaluate our engagement strategies with stakeholder groups across our value chain to deepen relationships and gather comprehensive insights. Communication occurs through various channels, including direct conversations, surveys, focus groups, multiparty forums and online platforms, all aimed at soliciting feedback, addressing concerns and cultivating ongoing connections.

In fiscal 2025, we completed a new materiality assessment and gathered further insights and perspectives on sustainability topics from diverse stakeholders. The rich feedback from this process will help ensure our sustainability focus areas are aligned with evolving stakeholder expectations. Our fiscal 2025 materiality assessment is discussed further in the [Looking Ahead](#) section.

¹ In this sustainability report, we use the terms “material,” “materiality” and similar terms to refer to sustainability 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.

KEY STAKEHOLDERS



EMPLOYEES

We are dedicated to providing a safe and inclusive work environment. This commitment includes supporting our employees with professional development opportunities such as training and leadership programs, while also offering a competitive and comprehensive total rewards package.

CUSTOMERS

Our products aim to improve our customers’ quality of life by helping to keep people safe, feed the world and enrich lives. From salt to plant nutrition, creating essential products for our customers remains a priority.

BUSINESS PARTNERS AND SUPPLIERS

We cultivate constructive relationships with our business partners throughout the value chain to enable responsible mining, manufacturing and innovation of products and delivery of those products to our customers. Our [Supplier Code of Conduct](#) guides our partners in adhering to our commitment to ethical business practices.

INVESTORS AND ANALYSTS

We strive to fulfill our commitments to shareholders and uphold transparency with investors and analysts by providing regular updates through quarterly earnings releases, investor presentations and conference calls.

COMMUNITIES

We are dedicated to promoting positive change in our communities. By engaging with community stakeholders, we learn about the needs of the community and can offer charitable funding or volunteer services, where applicable.

GOVERNMENTS

We adhere to all applicable federal, state and local laws and regulations in the areas where we operate and conduct business as part of our commitment to corporate responsibility. We also participate in public policy discussions that may affect our business and encourage feedback from our stakeholders.

GOVERNING POLICIES

OUR CORE VALUES ARE ESSENTIAL TO OUR IDENTITY AND SHAPE OUR INTERACTIONS WITH SHAREHOLDERS, CUSTOMERS, VENDORS, COMMUNITIES AND COLLEAGUES.

Our [Code of Ethics and Business Conduct](#) (our Code) outlines our Core Values and commitments to ethical behavior. It governs our decisions and actions, whether working in a mine, selling products or collaborating in our corporate offices.

Our legal compliance program includes anti-corruption and fair competition and is a key part of our commitment to ethical business practices. Employees across the organization are responsible for managing legal and regulatory compliance, audits and reporting obligations relevant to the jurisdictions in which we operate.



COMPLIANCE

Compass Minerals is committed to upholding our Core Values, adhering to our Code and meeting all applicable legal requirements while enhancing the effectiveness of our compliance program throughout the organization.

LEADERSHIP

Our compliance efforts are overseen by our board and ELT

STANDARDS, POLICIES AND CONTROLS

We foster cross-functional collaboration among departments to enhance compliance practices

COMMUNICATION AND EDUCATION

We provide targeted training that is relevant to our business and stakeholders

RISK ASSESSMENT AND MONITORING

Our internal audit function and enterprise risk management (ERM) process support ongoing risk assessment and monitoring

REPORTING AND INVESTIGATION

We offer stakeholders resources and channels for reporting concerns

ENFORCEMENT OF STANDARDS

We promote adherence to our policies through investigation tracking and corrective actions

PROMPT RESPONSE

We are committed to promptly responding to concerns raised

We have established a program to promote compliance across our organization through which our employees play a crucial role. Networked employees access ethics and legal compliance training through our online training platform, Compass Minerals University (CMU). This training is a key component of our broader compliance program, which includes communication on ethics and compliance topics via company channels, such as our employee newsletter.

ANTI-CORRUPTION

Our Anti-corruption Policy is shared with employees, outlines our expectations and provides examples of actions that align with our policy. To support understanding and comprehension, we incorporate anti-corruption training into the onboarding process for networked employees, and relevant topics are included in companywide communications.

As part of our ongoing regulatory compliance and monitoring activities, we evaluate sites for corruption risk, and our third-party partners are subject to screening procedures. Compass Minerals' Supplier Code of Conduct also mandates that our suppliers fully comply with all applicable anti-corruption laws..

REPORTING CONCERNS

Compass Minerals is committed to fostering transparency across our operations. We offer various channels for employees and external stakeholders to report concerns regarding our business practices. Employees can communicate directly with their managers, human resources representatives and other Company Resources as outlined in our Code. They also have the option to confidentially raise concerns and seek guidance through Compass Quest, our dedicated email platform. Further, our independent third-party [Ethics Hotline](#) is available 24/7, allowing employees and external stakeholders to report issues via phone or online. Any stakeholder can anonymously express concerns, questions or issues via the hotline, subject to local laws.

In line with our legal and ethical responsibilities, we are committed to promptly and impartially investigating any reported or suspected violations of our Code, company policies or applicable laws. We strictly prohibit retaliation against anyone who, in good faith, reports activities or behaviors they reasonably believe to be unlawful, unethical or in violation of our policies.



CYBERSECURITY

THE LANDSCAPE OF CYBERSECURITY PRESENTS NEW AND EVOLVING CHALLENGES EACH YEAR.

Compass Minerals is committed to minimizing risk by protecting its systems and safeguarding sensitive business, partner and customer information.

We employ a strategically focused, multilayered cybersecurity program executed with consistency and vigilance. Governance is overseen by the board-level Audit Committee, with program leadership provided by the vice president of information technology services. The ELT regularly briefs the Audit Committee and board on emerging threats and initiatives, reinforcing transparency and accountability.

Our risk-based approach includes continuous assessments aligned with industry standards to identify and remediate vulnerabilities. Key elements of our cybersecurity framework include:

Secure architectural design and system configuration

Assessment and remediation of cybersecurity events

Proactive monitoring of networks and systems for suspicious activity

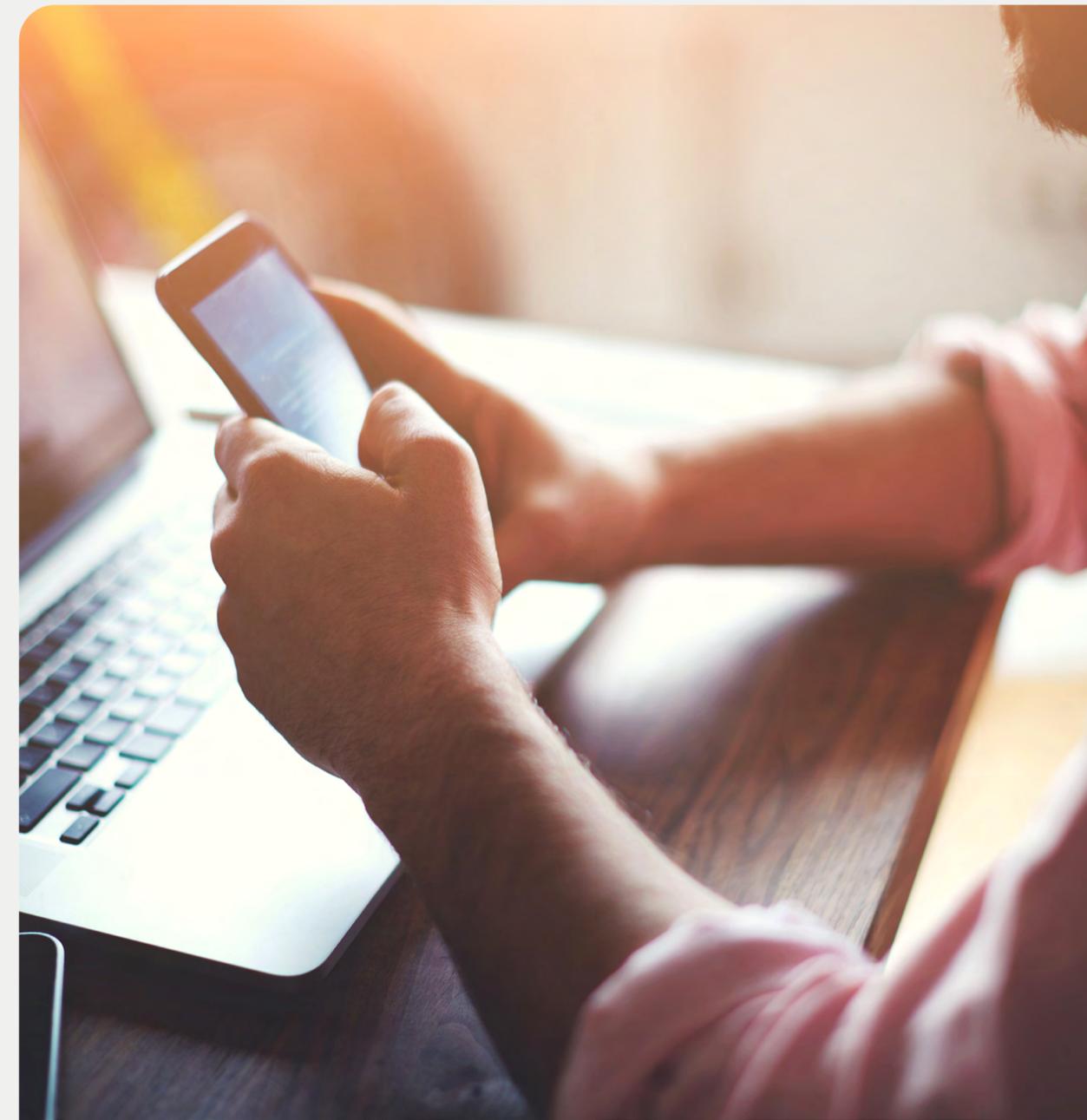
Evolution of our information security governance program

Cybersecurity is fully integrated into our ERM framework, aligning with broader business objectives to protect operations and reputation. Our policies adhere to industry best practices and applicable regulations.

To strengthen our defenses, we engage third-party cybersecurity firms for independent assessments and penetration testing. We also maintain a cybersecurity risk insurance policy.

We continue to enhance our incident response program to meet evolving regulatory requirements, including timely disclosure of material cybersecurity breaches. In the event of a significant incident, we activate a dedicated Incident Response Team and initiate a structured review process with automated workflows and governance controls to ensure efficient mitigation. To date, we have had no material incidents.

Training and awareness are core pillars of our security strategy. We deliver an extensive, year-round education program that goes beyond annual cybersecurity training to include emerging threat briefings, targeted interactive workshops and micro-learning modules. Our teams receive ongoing reinforcement through internal communications, online webinars, tabletop exercises and simulated phishing campaigns designed to strengthen decision-making in real-world scenarios. This continuous, multi-layered approach ensures employees at all levels stay informed, vigilant, and are equipped to recognize and respond to the evolving threat landscape.



1,150 HOURS OF CYBERSECURITY TRAINING COMPLETED

HUMAN RIGHTS

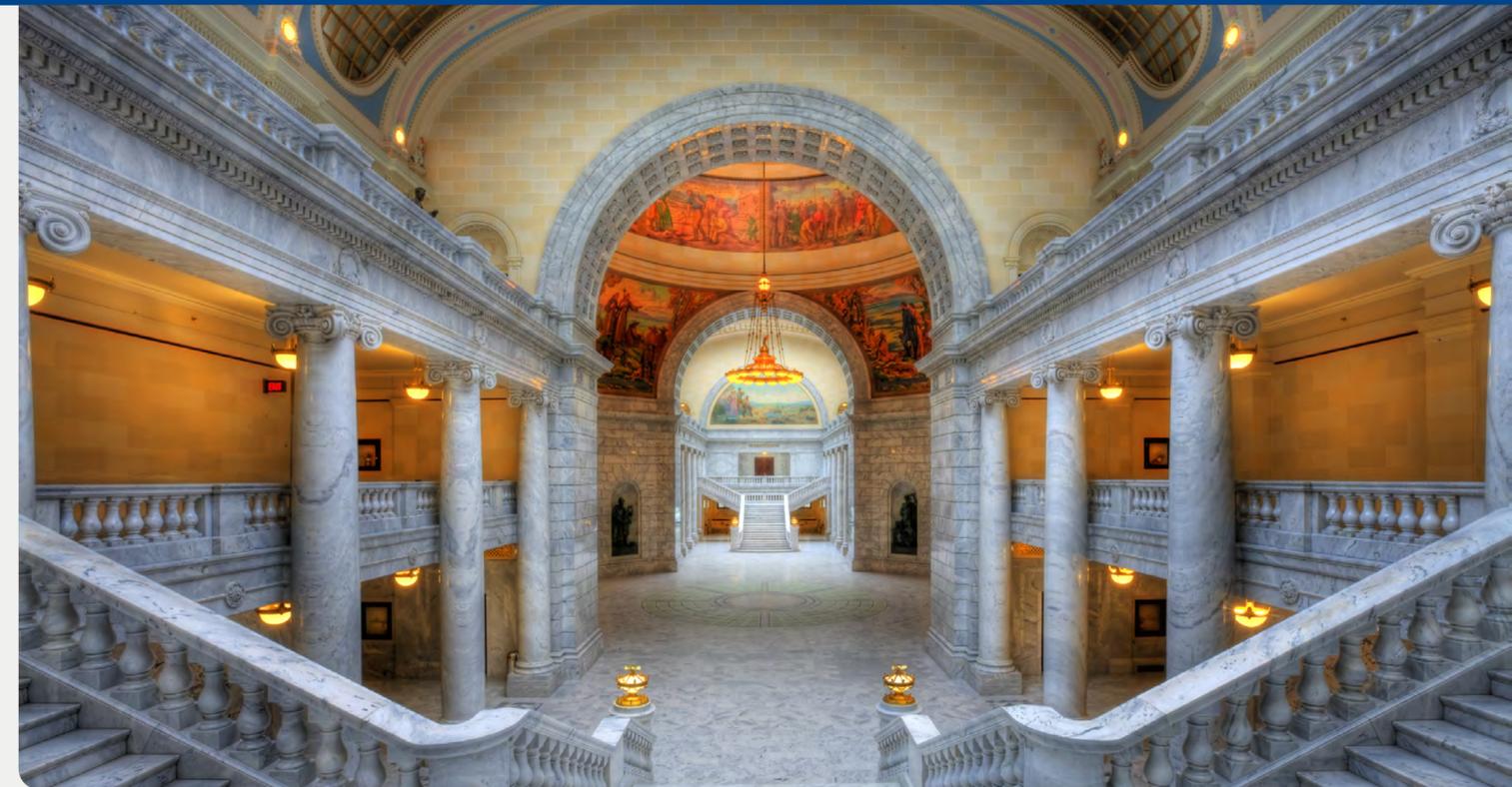
COMPASS MINERALS PROMOTES AND SUPPORTS HUMAN RIGHTS, CONSISTENT WITH OUR CORE VALUES.

We're guided by the [Universal Declaration of Human Rights](#), the [United Nations Global Compact](#) and the [Guiding Principles on Business and Human Rights](#). We are committed to complying with all applicable local, state or provincial, and national laws regarding human and worker rights where we do business. 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 people; the LGBTQ+ community; migrant workers and their families; national, linguistic and religious minorities; people with disabilities; and women.

[Our Human Rights Policy](#) serves as the foundation of our expectations surrounding topics such as modern slavery and child labor, freedom of association, equal opportunity, compensation and benefits, workplace safety and security, community relationships and Indigenous people.

Consistent with our Core Values, we honor and respect the rights of Indigenous people. Our commitment involves engaging with the communities we operate in and working collaboratively to understand their cultures, customs and values.

We seek to engage with suppliers, vendors and other business partners throughout our value chain who share our respect for human rights and conduct their business accordingly. Our Supplier Code of Conduct communicates our expectations for all suppliers, including zero tolerance for child and forced labor, respecting freedom of association, and promoting an inclusive workplace free from discrimination and harassment. While none of our operations are in areas with a high risk for human rights violations or incidences of child labor, we continue to focus on integrating and promoting respect for human rights throughout our company.



PUBLIC POLICY

COMPASS MINERALS IS DEDICATED TO ADVANCING PUBLIC POLICY OBJECTIVES THAT FOSTER RESPONSIBLE AND SUSTAINABLE BUSINESS PRACTICES.

We engage in discussions at local, regional and national levels on policies that impact our business, employees, stakeholders and the communities we serve. We advocate for policies that enhance safe and sustainable operations, promote responsible stewardship of natural resources, support productive mining and manufacturing practices, contribute to fair competition and provide regulatory certainty. Our advocacy efforts may also include support for political organizations or candidates, as allowed by law, which align with our business interests.

We take a collaborative approach to advocacy, actively participating in various associations and organizations to further public policy discussions, strengthen relationships and promote research and best management practices. For a list of our association memberships, please refer to the [GRI/SASB Index](#).

IN THIS SECTION

Goals and Targets

Health and Safety

Employee Culture



OUR WORKFORCE

Compass Minerals is dedicated to providing meaningful, engaging and challenging work for our employees, who are essential to the success and long-term value of our company. Our aim is to create a safe and inclusive work environment that emphasizes employee well-being, empowerment and career growth. We are working toward a strong and sustainable future for our company by investing in our workforce and organizational culture.



GOALS AND TARGETS¹



SAFETY

Achieve continuous improvement in safety performance across our platform

SDGs	Target	Progress
	Fiscal 2025: Achieve 10% annual reduction in total recordable injury rate (TRIR) ² over previous three-fiscal-year average ³	X Not Achieved: TRIR of 1.50 fell short of our 1.12 TRIR target, which represents a 10% reduction compared to our previous three-fiscal-year average



EMPLOYEE DEVELOPMENT

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

SDGs	Target	Progress
	Fiscal 2025: Maintain at least an 85% voluntary retention rate for employees	✓ Achieved: 90% voluntary retention rate for employees



DIVERSITY AND INCLUSION

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

SDGs	Target	Progress
	Fiscal 2025: Achieve and maintain at least 40% diversity ⁴ on the board of directors	X Not Achieved: 25% diversity on the board
	Fiscal 2025: Achieve and maintain at least 40% diversity ⁴ at the management level ⁵	X Not Achieved: 37% diversity at the management level
	Fiscal 2025: Maintain gender pay parity ⁶	✓ Achieved: Total female-to-male pay ratio was 101% ⁷

1 Progress as of Sept. 30, 2025, unless otherwise indicated.
 2 TRIR is calculated as the number of recordable injuries per year multiplied by 200,000, divided by exposure hours. It is an indicator of the number of injuries per 100 employees per year.
 3 Three-fiscal-year average includes fiscal 2022, fiscal 2023 and fiscal 2024.
 4 Women, racial/ethnic minorities, people with disabilities and/or LGBTQ+.
 5 Director-level management employee and above.
 6 We define gender parity as a female-to-male pay gap of 2% or less at the consolidated company level.
 7 Ratio compares average female salary to average male salary.

HEALTH AND SAFETY

THE HEALTH AND SAFETY OF OUR EMPLOYEES IS A TOP PRIORITY AT COMPASS MINERALS.

We believe every employee should go home in the same condition as when they arrived at work, every day.

Our commitment is reflected in a comprehensive framework of policies, procedures, training, and standards that go beyond regulatory compliance. Across all work environments — mines, production plants, laboratories and offices — we must work together and have shared responsibility to reduce and eliminate risks to our people and communities. We continue to focus on our goal of zero harm, including zero injuries to employees and contractors and zero environmental incidents. We are proud to foster a workplace where communication is encouraged, and we remain focused on preventing, reducing, and mitigating the frequency and severity of incidents.

Our fiscal 2025 safety target was to achieve a total recordable injury rate (TRIR) lower than 1.12, which represents a 10% reduction compared to our previous three-fiscal-year average. Our TRIR in fiscal 2025 was 1.50, and we fell short of our target. We have

redoubled our efforts on fostering a safe workplace, including strengthening our fatal risk management safety standards.

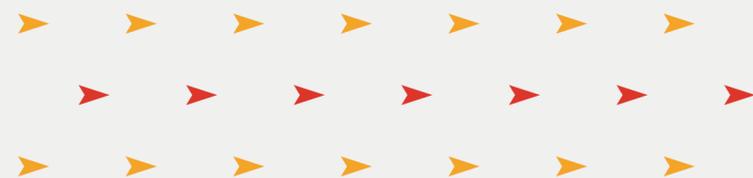
Oversight of health and safety at Compass Minerals is governed by the EHS&S Committee of the board. Our COO is responsible for creating our safety strategies, implementing companywide programs, ensuring regulatory compliance and overseeing audits and reporting requirements.

Operating sites employ EHS&S professionals who manage risk mitigation and prevention at the site level. In addition, several operational sites utilize safety committees, comprising of employees, management and union representatives when applicable.

Our [EHS&S Commitment](#), endorsed by our president and CEO, outlines company-wide principles 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 our collective bargaining agreements (CBAs) address safety and occupational health issues.

Our company promotes a culture of health and safety, emphasizing that each employee shares responsibility for their safety as well as the safety of others. We continue to begin meetings with a “safety share,” which is a safety reminder or lesson learned. Safety shares occur at all levels of the organization, from board meetings to front-line shift changes, and the most impactful ones are those where a personalized event is conveyed. Operational leadership engages in regular field walks, and this hands-on approach has improved communication, knowledge, trust and accountability.



EVERY EMPLOYEE SHOULD GO HOME IN THE SAME CONDITION AS WHEN THEY ARRIVED AT WORK, EVERY DAY.





SAFETY PERFORMANCE¹

HEALTH AND SAFETY MANAGEMENT SYSTEM

Compass Minerals employs a comprehensive health and safety management system focused on risk identification, assessment, elimination and mitigation. Our EHS&S leaders ranging from board-certified safety professionals and master electricians to high-angle rescue experts and certified first aid responders continuously evaluate opportunities to elevate standards and performance across all operations.

In fiscal 2025, we advanced our use of the Incident Cause Analysis Method (ICAM) to drive consistency in root cause investigations and corrective actions. This structured approach helps us move beyond human error to address systemic causes, enabling more effective prevention of future incidents. High potential incidents are now more visible across the platform, with all employees empowered to report and follow up on them, reinforcing transparency and shared accountability.

We've also made major strides in leveraging custom-built reporting tools and dashboards to deliver site-specific messaging and targeted communications. These tools allow us to analyze trends, tailor interventions, and communicate risk insights more effectively at the local level.

Our EHS&S team, operational leaders, ELT, and board members continue to align through our annual EHS&S Summit, where we review performance, identify common risks, and share learnings to drive continuous improvement toward our goal of zero harm.

HEALTH AND SAFETY PERFORMANCE

Compass Minerals complies with the appropriate national and local jurisdictional regulatory agencies worldwide, including the U.S. Occupational Safety and Health Administration, U.S. Mine Safety and Health Administration, Canadian Ministry of Labour and Ministry of Energy and Natural Resources and the U.K. Health and Safety Executive.

Compass Minerals utilizes a custom-built environmental, health and safety platform that is standardized across all sites. This platform offers a structured way to document events and provides quick access to key information.

It also captures important details — such as states of mind, human errors, shift timing, mechanical failures and environmental or organizational factors — so we can take more targeted steps to prevent risks. With reporting tools that focus on leading indicators for business continuity, we are able to take a proactive approach to safety management. In addition, we continue to foster a strong safety culture where employees feel comfortable sharing insights to keep our workplace safe.

	FISCAL 2021	FISCAL 2022	FISCAL 2023	FISCAL 2024	FISCAL 2025
Recordable Injuries					
U.S.	35	9	11	16	15
Canada	14	16	13	8	12
U.K.	0	0	0	1	1
Total	49	25	24	25	28
Total Recordable Injury Rate (TRIR)²					
U.S.	3.14	0.83	0.99	1.47	1.47
Canada	2.03	2.32	1.77	1.22	1.87
U.K.	0.00	0.00	0.00	0.49	0.49
Total	2.45	1.27	1.17	1.28	1.50
Lost Time Injury Rate (LTIR)³					
U.S.	2.42	0.83	0.72	1.01	0.88
Canada	1.45	1.60	1.50	0.76	0.93
U.K.	0.00	0.00	0.00	0.00	0.61
Total	1.85	1.02	0.93	0.82	0.86
Fatalities					
U.S.	0	0	0	0	0
Canada	0	0	0	0	0
U.K.	0	0	0	0	0
Total	0	0	0	0	0

¹ Includes employees and contractors under the company's direct supervision.

² In fiscal 2023, we transitioned from reporting total case incident rate (TCIR) to TRIR. Data for fiscal 2021 and fiscal 2022 are reported as TCIR consistent with prior ESG reports. Data for fiscal 2023, fiscal 2024 and fiscal 2025 are reported as TRIR. TRIR is calculated as the number of recordable injuries per year multiplied by 200,000, divided by exposure hours. It is an indicator of the number of injuries per 100 employees per year.

³ LTIR is calculated as the number of lost-time and restricted-duty injuries per year multiplied by 200,000, divided by exposure hours. It is an indicator of the number of lost-time and restricted-duty injuries per 100 employees per year.

MINE RESCUE TEAMS

Compass Minerals' underground operations integrate mine rescue training into their health and safety programs. Employees volunteer for mine rescue teams and serve as first responders in mining emergencies. As part of their training, teams compete in industry contests and simulations that assess and enhance emergency response skills, including breathing apparatus repair, gas detection, firefighting, air measurement, post-disaster mine exploration, first aid application and safe evacuation procedures.



GODERICH, ONTARIO

The Goderich Mine Rescue Team hosted and participated in the annual Southern District Mine Rescue Competition in Clinton, Ontario. During the scenario, the teams performed in challenging mine rescue situations which included a vehicle crash, fire and casualties. Our Goderich Mine Rescue Team took the top overall award as well as the top technician award, demonstrating critical mine rescue skills such as situational awareness and solving problems under pressure. The team advanced to represent the Southern District at the Provincial Ontario Mine Rescue Competition in Timmis, Ontario.



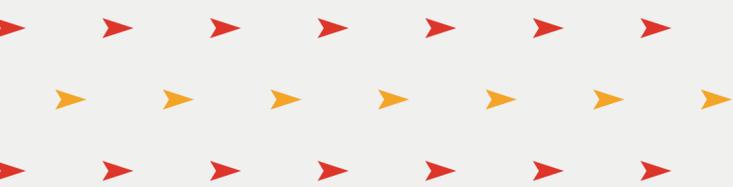
COTE BLANCHE, LOUISIANA

Our Cote Blanche Mine Rescue Team participated in the Southern Regional Mine Rescue Competition in New Iberia, Louisiana. The competition consisted of 11 U.S. mine rescue teams solving a hypothetical problem during a mine emergency under timed conditions, while being observed by judges. Demonstrating both skill and knowledge, the Cote Blanche Mine Rescue Team took away numerous honors, including second place in both Bench Contest and First Aid and fifth place in Field Competition.



WINSFORD, CHESHIRE

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 in fiscal 2025, Winsford mine hosted the U.K. National Mock Mines Rescue event. The Winsford Mine Rescue Team, along with other teams across the U.K., completed simulated exercises including deployment to a vehicle crash with two casualties. The situation required team members to wear a breathing apparatus and use various skills in casualty handling, first aid, catastrophic bleeds and vehicle lifting equipment. The simulation ultimately resulted in successfully rescuing both casualties. Lessons learned from these mock scenarios are shared with MAUK members to improve safety across the industry.



EMPLOYEE CULTURE

WE BELIEVE EVERYONE HAS A VOICE AND EVERY VOICE MATTERS.

Employee input and collaboration create a vibrant organizational culture that supports the achievement of our business performance objectives. Our commitment to nurturing a positive and inclusive culture remains resolute, positioning us to continue attracting and retaining the talent that drives our company forward.

TALENT ATTRACTION AND RETENTION

Recruiting, developing, promoting and retaining talent are vital to our company's success and we are committed to merit-based selection of the most qualified individuals based on skill sets, experiences and competencies. We're proud to partner with organizations such as the Society of Women Engineers and Women in Mining, as well as trade associations and local chambers of commerce to broaden our talent pool. Additionally, our strong community presence positions us as an employer of choice, enhancing our recruitment efforts and brand recognition in the area.

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

In the past year, our voluntary turnover rate for employees was 10%, which is equivalent to a 90% voluntary retention rate — exceeding our fiscal 2025 target of 85%. To enhance retention, we focus on organizational health, promote a shared vision and provide robust career development opportunities. These efforts, combined with community engagement reinforce our commitment to attracting and retaining top talent.



RECOGNIZED AS EMPLOYER CHAMPION OF THE YEAR

The Warrington and Vale Royal College recognized Compass Minerals U.K. as Employer Champion of the Year. The recognition highlights the collaborative relationship in developing our Engineering Apprentice Training Program. Since 2000, the training program has enabled apprentices to develop skills while working at Winsford mine. Apprentices who have been through the program have progressed professionally within our company. Currently, we employ five team leaders, one assistant engineer and two managers who have completed the apprentice program.

WORKFORCE BREAKDOWN¹



¹ Workforce demographic data as of Sept. 30, 2025. Excludes contractors, temporary workers, interns and apprentices.

WORKFORCE TRAINING AND DEVELOPMENT

We remain committed to enhancing career development opportunities for our employees and encourage regular conversations between employees and managers to discuss expectations, feedback and growth opportunities. These discussions foster organizational alignment, clarify performance expectations and build the trust necessary for constructive managerial relationships. This process helps identify potential career advancement paths, including special project assignments, cross-training and professional certifications.

Our company provides access to more than 500 learning modules on our virtual platform, CMU, where employees can complete mandatory and optional training on topics such as strategic thinking and emotional intelligence. CMU also offers professional certifications, including Six Sigma and Project Management Professional, at no cost to employees. During this fiscal year, employees completed 470 hours of professional development training on the CMU platform, which is additional to the compliance training offered on the same platform.

Other professional development opportunities for employees include company-sponsored professional training, certifications and conferences in key areas such as talent management, sustainability and leadership development. These initiatives not only enhance employees' technical expertise but also provide them with critical skills to drive organizational growth and innovation. By investing in their development, we empower employees to take on greater responsibilities, contribute more effectively to cross-functional teams and lead projects that align with our long-term strategic goals.

Through our partnership with the Utah Manufacturers Association, we continued to provide Frontline Supervisor Training to employees in Ogden, Utah. To date, more than 40 of Ogden's leaders and emerging leaders have completed the 12-hour, on-site training program. The three-part workforce development training includes modules on leadership fundamentals, effective communication, emotional intelligence and difficult conversations. Additionally, the site enrolled 14 managers in a Level 2 Frontline Leadership Series. Modules of the Level 2 training include managing conflict, goal setting and leading through change.

Employees attended the 2025 Central Exchange Midwest Leadership Summit, which brought together approximately 1,000 women from a range of industries. Offered in-person and virtually, summit thought leaders, speakers and guests explored the theme of cultivating curiosity. Attendees were encouraged to ask questions, lean into uncertainty and keep growing.

Recognizing the need for exceptional leaders throughout the organization, leaders who rely on our Core Values to guide their decisions and actions, Compass Minerals launched an in-house leadership development program aimed at supervisors and people managers across all sites. The program was designed collaboratively with key stakeholders to align with the business' strategic goals. It consisted of 13 modules including planning and prioritizing, effective communication and coaching talent. The participants are expected to apply their knowledge through assignments targeted to their individual development plans, supporting continuous professional growth.

BY INVESTING IN THEIR DEVELOPMENT, WE EMPOWER EMPLOYEES TO TAKE ON GREATER RESPONSIBILITIES, CONTRIBUTE MORE EFFECTIVELY TO CROSS-FUNCTIONAL TEAMS AND LEAD PROJECTS THAT ALIGN WITH OUR LONG-TERM STRATEGIC GOALS.

500+ LEARNING MODULES ON CMU

40 OGDEN LEADERS COMPLETED FRONTLINE SUPERVISOR TRAINING

EMPLOYEE PARTICIPATION AT THE 2025 CENTRAL EXCHANGE MIDWEST LEADERSHIP SUMMIT

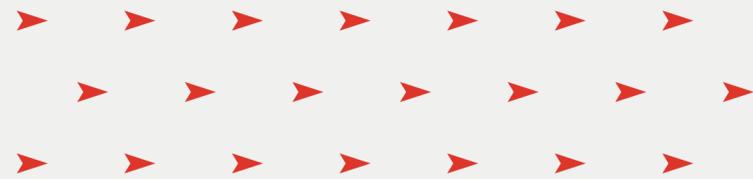


LEVERAGING IN-HOUSE TALENT TO HELP ENSURE SAFE OPERATIONS

Our Goderich mine created a special projects crew to help manage the rehabilitation and construction efforts underground. This dedicated team has focused on the installation of concrete-filled columns designed to support critical areas, which helps ensure the integrity and safety of the mine's underground operations.

In the past, external contractors would have completed projects such as this. However, the introduction of our special projects crew has created valuable opportunities for employees to build their skills and advance their professional development. This initiative has proven successful as we have reduced costs by executing the work internally and delivering ahead of project deadlines.

By safely and efficiently executing this project, the members of our special projects crew have demonstrated a strong commitment to excellence and the ability to deliver high-quality results.



EMPLOYEE INCLUSION AND BELONGING

Guided by our Core Values, we are committed to creating a safe and inclusive organization where all are treated with dignity. We are focused on hiring, promoting and retaining exceptional talent and seek to attract individuals with a broad range of backgrounds and experiences, which strengthens our culture and brings a wider range of perspectives to help solve critical issues. We advanced several initiatives to support employee engagement and belonging, including leadership development programs, conferences and community service.

EMPLOYEE RESOURCE GROUPS

Compass Minerals is dedicated to creating a work environment where employees feel valued, represented and encouraged. Our employee resource groups (ERGs), which are each accessible to all employees, offer opportunities for mentoring, development and engagement and help drive business results. Our six ERGs are Advanced Career, Asian Employees and Allies, Black Employees and Allies Resource Group (BEARG), Compass Pride (LGBTQ+ and allies), Emerging Leaders, and Women and Allies.

Our ERGs promote dialogue and inclusivity within Compass Minerals and within the community. BEARG hosted an event about the life of Dr. Martin Luther King Jr. and the Civil Rights Movement. The educational presentation began with a history lesson and was followed by interactive activities to test participants' knowledge.

Our Compass Pride ERG partnered with Habitat for Humanity of Kansas City to support Pride Build, an initiative that aims to create an inclusive community where every individual and family has the opportunity to obtain and maintain fair and equitable housing. This year, Pride Build assisted LGBTQ+ homeowners by providing critical and minor repairs. In addition, Compass Pride partnered with Sporting Kansas City to march in the KC PrideFest parade as a show of support for the LGBTQ+ community.

Our Advanced Career ERG volunteered with the Veterans Community Project. Employee volunteers created welcome bags of essential items and stocked food items for the pantry in the Veterans Outreach Center, a one-stop shop for veterans in need. Veterans Community Project offers residency to homeless veterans in tiny homes to help transition them off the street and into permanent housing by providing a sense of security, privacy and the ability to reintegrate at a comfortable pace.

FORGING CONNECTIONS AND GROWTH AT THE WOMEN IN MINING CONFERENCE

Sponsored by the Women and Allies ERG, employees across our sites attended the 2025 Women in Mining national conference. Dedicated to advancing women in the mining industry, this event provided a platform for empowering professional growth, engaging discussions and nurturing meaningful connections. Compass Minerals is committed to fostering leadership and empowering women.



MANAGEMENT DIVERSITY

Compass Minerals set targets to achieve at least 40% diversity¹ on our board and at the management level² by the end of fiscal 2025. At the end of the reporting year, 25% of our board and 37% of our management-level employees were diverse. We reaffirm our dedication to being an employer of choice for diverse talent by actively exploring and implementing strategies to improve our talent acquisition processes.

¹ Women, racial/ethnic minorities, people with disabilities and/or LGBTQ+.
² Director-level management employee and above.
³ We define gender parity as a female-to-male pay gap of 2% or less at the consolidated company level.
⁴ Ratio compares average female salary to average male salary.

FEMALE-TO-MALE PAY RATIO

We are dedicated to providing equal opportunities and pay for all our employees, regardless of gender. We regularly perform pay equity audits to ensure equity across the company, and our pay practices comply with applicable laws and regulations. We examine both internal and market data and have made significant progress toward centralizing compensation practices to ensure greater consistency in pay throughout the organization. We are committed to achieving our fiscal 2025 target to maintain gender pay parity³ and have achieved a female-to-male pay ratio⁴ exceeding 100% at the consolidated company level for the past five consecutive years.

NEW HUMAN CAPITAL MANAGEMENT PLATFORM

The human resources team led an implementation of a new human capital management solution. This integrated suite of technologies supports the strategic management of the employee lifecycle through a global system of record. We streamlined human resource data, payroll, benefits, time tracking and talent management processes into a single platform for a better employee experience. The platform also includes a goals and performance management module that helps align employees and managers to achieve business objectives.

Training was provided to human resource teams and site supervisors leading to a smooth rollout with minimal disruption to daily operations. In addition, the unified platform improves collaboration and data integrity, while decreasing risks.

We look forward to continued enhancements using the platform in the coming years with new features and increased functionality to drive employee engagement, improve productivity and optimize our workforce.



FALL FESTIVAL

Overland Park Fall Fest was an event hosted by the Emerging Leaders ERG to celebrate all of the company's ERGs and kick off the site's United Way giving campaign. Attendees had the chance to participate in engaging activities to learn more about our ERGs, each of which is open to all employees. In addition to the festivities, employees connected with representatives from United Way of Greater Kansas City and other local nonprofits, gaining valuable insights into how their contributions make a meaningful and positive difference in our community.

COMPREHENSIVE TOTAL REWARDS

Understanding that competitive compensation is essential for fostering employee engagement and attracting and retaining top talent, Compass Minerals provides a comprehensive total rewards package as part of our employee value proposition. We use a pay-for-performance approach to inspire employees and promote accountability toward our business objectives, including sustainability goals. To implement this philosophy, we provide incentive-based compensation for eligible employees across all levels of the organization.

We continually evaluate our total rewards strategy to recognize our employees' contributions and maintain competitiveness in the market. Our incentive compensation programs are designed to:

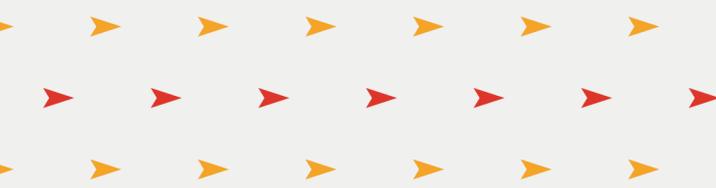
Provide employees with an attractive, market competitive pay opportunity that delivers an appropriate balance of incentive-based pay and fixed compensation

Foster a pay-for-performance culture that motivates employees to achieve exceptional levels of performance

Drive an environment of accountability, teamwork and cross-functional collaboration

Utilize a framework that is simple to understand, provides flexibility to grow, attracts the talent Compass Minerals needs to be successful, and is linked to measurable benchmarks relevant to our business

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 that can be adapted for the changing markets and environments in which we operate



BENEFITS

Full-time employees have access to a wide range of benefits designed to support their health and well-being. These benefits include health insurance, company-matching contributions to retirement savings plans, life insurance, paid vacation time, paid sick leave, tuition reimbursement and wellness programs. Our employee assistance program includes counseling, crisis support, and legal and financial advice services. Additionally, employees may be eligible for further benefits based on their employment status and location, such as dental and vision insurance, paid parental leave, adoption assistance and flexible spending accounts for medical and dependent care.

We utilize a multichannel communication strategy to inform and empower employees to maximize their benefits. We also regularly share updates through email, the company intranet, digital signage at the sites, mailed information and webinars hosted by benefit providers.

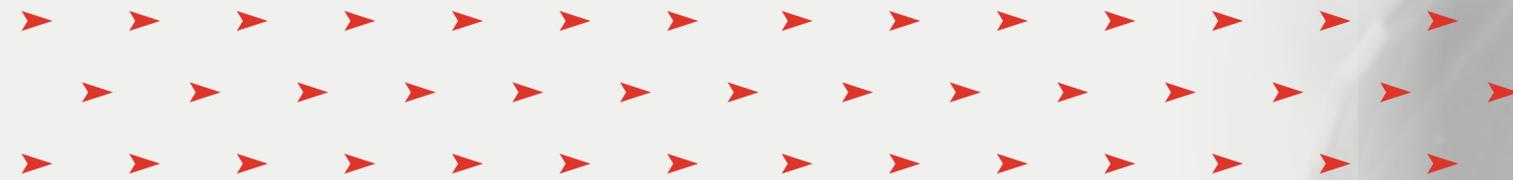


LABOR/MANAGEMENT RELATIONS

Compass Minerals employs salaried and hourly staff, with approximately 50% of our workforce covered by CBAs in fiscal 2025. Regardless of union representation, we foster a culture that aligns with our Core Values for all employees.

Our Human Rights Policy and our Code express our commitment to freedom of association and collective bargaining. We recognize that building strong relationships with the unions representing our employees is vital to our success. Our CBA-represented employees actively contribute to our safety compliance and performance committees. Collaborating effectively with our labor unions is essential for establishing long-term business relationships beyond compliance. This approach focuses on addressing company and union concerns in a constructive, facilitative and proactive manner.

Of our 12 CBAs in effect on September 30, 2025, six expired in fiscal 2025, four will expire in fiscal 2026 and two will expire in fiscal 2027. None of our sites experienced work stoppages in fiscal 2025.



IN THIS SECTION

Goals and Targets

Salt

Plant Nutrition

Product Quality

Responsible Supply Chain

Customer Experience

OUR PRODUCTS

We mine, manufacture and market products that reflect our Core Purpose. Our deicing salt reduces road hazards during winter weather, promoting the safety of travelers and the smooth flow of commerce. Our plant nutrition products boost agricultural productivity and contribute to food security. Our products enrich lives, every day.



GOALS AND TARGETS¹



CUSTOMER TRANSPARENCY

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

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



RESPONSIBLE SUPPLY CHAIN

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

SDGs	Target	Progress
	Fiscal 2025: Engage suppliers comprising 80% of addressable ² spend on meeting Compass Minerals ESG supplier scorecard metrics	✓ Achieved: Cumulatively engaged suppliers comprising over 80% of addressable spend on meeting Compass Minerals ESG supplier scorecard metrics
	Fiscal 2025: Increase by 10% addressable ² supplier spend with diverse-owned ³ , veteran-owned or small business enterprises	✓ Achieved: 12% increase in addressable spend with diverse-owned, veteran-owned or small business enterprises compared to fiscal 2021 baseline

¹ Progress as of Sept. 30, 2025, unless otherwise indicated.
² 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.
³ Women, racial/ethnic minorities, people with disabilities and/or LGBTQ+.

SALT

COMPASS MINERALS IS A LEADING PRODUCER OF SODIUM CHLORIDE, OR COMMON SALT, IN NORTH AMERICA AND THE U.K., BOASTING EXTENSIVE HIGH-GRADE SALT DEPOSITS.

We maximize the value of our resources by employing advanced mining techniques and streamlined production processes. Among our 12 production and packaging facilities, our Goderich mine is notable as the world's largest operating underground salt mine, while our Winsford rock salt mine holds the distinction of being the largest, oldest and only dedicated salt mine in the U.K.

We provide bulk and a variety of packaged salt products designed to prevent ice formation and facilitate ice melting, ensuring safe roadways, driveways and sidewalks during winter.

We offer a range of culinary salts, including iodized table salt, kosher salt and pickling salt. Additionally, we produce salt and mineral products that support the nutritional needs of livestock.

Our diverse array of salt products includes water softening products and pool salt. Further, our salt is instrumental in the production of various chemical products, serving as critical inputs for industries such as textiles and petroleum. Our products are used to manufacture plastics, glass, detergents, disinfectants and rubber, while also facilitating environmentally sustainable wastewater treatment in communities.

We are proud to be the largest producer of magnesium chloride in the U.S., harvested from the Great Salt Lake at our Ogden facility. This versatile compound serves as both a crucial additive and an effective standalone deicer. In agriculture, magnesium chloride acts as an early-stage plant nutrient, enhancing the quality and yield of crops like wheat, corn and sorghum. Moreover, liquid magnesium chloride is employed as a dedusting and stabilizing agent for gravel roads, reducing maintenance needs and improving safety.





PLANT NUTRITION

OUR PLANT NUTRITION PRODUCTS ARE DESIGNED TO ENHANCE YIELDS AND MAINTAIN CONSISTENT CROP QUALITY, DELIVERING HIGHER PERFORMANCE FOR GROWERS WHILE PROMOTING SUSTAINABLE AGRICULTURE.

Our Protassium+® premium sulfate of potash (SOP) fertilizer provides a rich source of potassium and sulfate sulfur with minimal chloride and salt content. The combination of these dual nutrients helps manage water loss and enhances drought tolerance, making it especially beneficial for high-value crops such as tree nuts, citrus, strawberries, avocados, lettuce and grapes.

Our Ogden facility stands as the largest SOP production site in the Western Hemisphere. It is one of only four globally that uses a solar evaporation process to produce SOP from naturally occurring brine. In addition to SOP, we extract salt and magnesium chloride from pond-based feedstock at our Great Salt Lake facility. Protassium+ premium SOP is available in an organic-listed form that meets the requirements for organic use under the [U.S. National Organic Program](#). It is certified by [Organic Materials Review Institute](#) and the [California Department of Food and Agriculture](#), and it holds [Ecocert](#) approval for use in organic agriculture in accordance with [Canadian Organic Standards](#).

PRODUCT QUALITY

MAINTAINING PRODUCT QUALITY IS CENTRAL TO OUR CUSTOMER COMMITMENT TO DELIVERING WHERE AND WHEN IT MATTERS.

The foundation of high-quality products begins with sourcing high-quality raw materials. We conduct routine testing of finished products and strive to meet or exceed customer expectations.

CUSTOMER TRANSPARENCY

Our human food and animal feed products are subject to laws such as Canada's [Safe Food for Canadians Act](#), [Food and Drugs Act](#), [Feeds Act](#) and related rules and the United States' [Food, Drug, and Cosmetic Act](#) (as amended by the [Food Safety Modernization Act](#)) and related rules. Our food production is also subject to audits against the [BRCGS: Global Food Safety Standard](#), a third-party audit certification that aligns with the [Global Food Safety Initiative](#) guidelines for food-grade products.

In addition, two of our animal feed manufacturing sites carry FSC 36 [Safe Feed/Safe Food](#) certification. Our water care products are certified to [NSF/ANSI/CAN Standard 60](#) and our pool salt is certified to [NSF/ANSI/CAN Standard 50](#).

Our commitment to compliance includes adhering to registration and labeling requirements set by the [U.S. Food and Drug Administration](#), the [U.S. Department of Agriculture](#) and the [Canadian Food Inspection Agency](#), as well as the U.S. Federal Trade Commission's [Truth in Advertising](#) and marketing regulations. We verify that labels are approved before products enter the market and, upon customer request, provide comprehensive documentation, including required labels and information on proper handling, storage and safety precautions.

Our company tracks and monitors incidents related to noncompliance with labeling regulations and voluntary codes concerning our products. We are dedicated to transparency, adherence to regulations and consumer trust. If incidents of noncompliance regarding labeling or guaranteed analysis are

reported, we investigate thoroughly. Where appropriate, we collaborate with customers and relevant agencies to resolve any claims, demonstrating our commitment to accountability and product integrity. Through this fiscal year, we received no labeling claims resulting in government-imposed penalties exceeding \$5,000.

We achieved our fiscal 2025 target of having 100% of Compass Minerals-branded consumer packaged products with ingredient labeling and packaging end-of-use instructions. We continued our partnership with [How2Recycle®](#) to implement a consistent and transparent labeling program that provides clear end-of-use product instructions on our consumer-packaged products. This strategic initiative highlights our commitment to sustainability by effectively communicating end-of-use instructions that contribute to a more environmentally conscious product life cycle.



100% OF COMPASS MINERALS-BRANDED CONSUMER PACKAGED PRODUCTS HAVE INGREDIENT LABELING AND PACKAGING END-OF-USE INSTRUCTIONS



RESPONSIBLE SUPPLY CHAIN

OUR SUPPLIERS ARE ESSENTIAL TO OUR BUSINESS, PROVIDING TRANSPORTATION, STORAGE AND PROFESSIONAL SERVICES, AS WELL AS EQUIPMENT, PACKAGING AND RAW MATERIALS.

Part of being a sustainable business is building and maintaining a responsible and resilient supply chain. At Compass Minerals, we uphold relationships with thousands of suppliers of different sizes. As with our internal business practices, we hold all suppliers to a high standard of ethical operations.

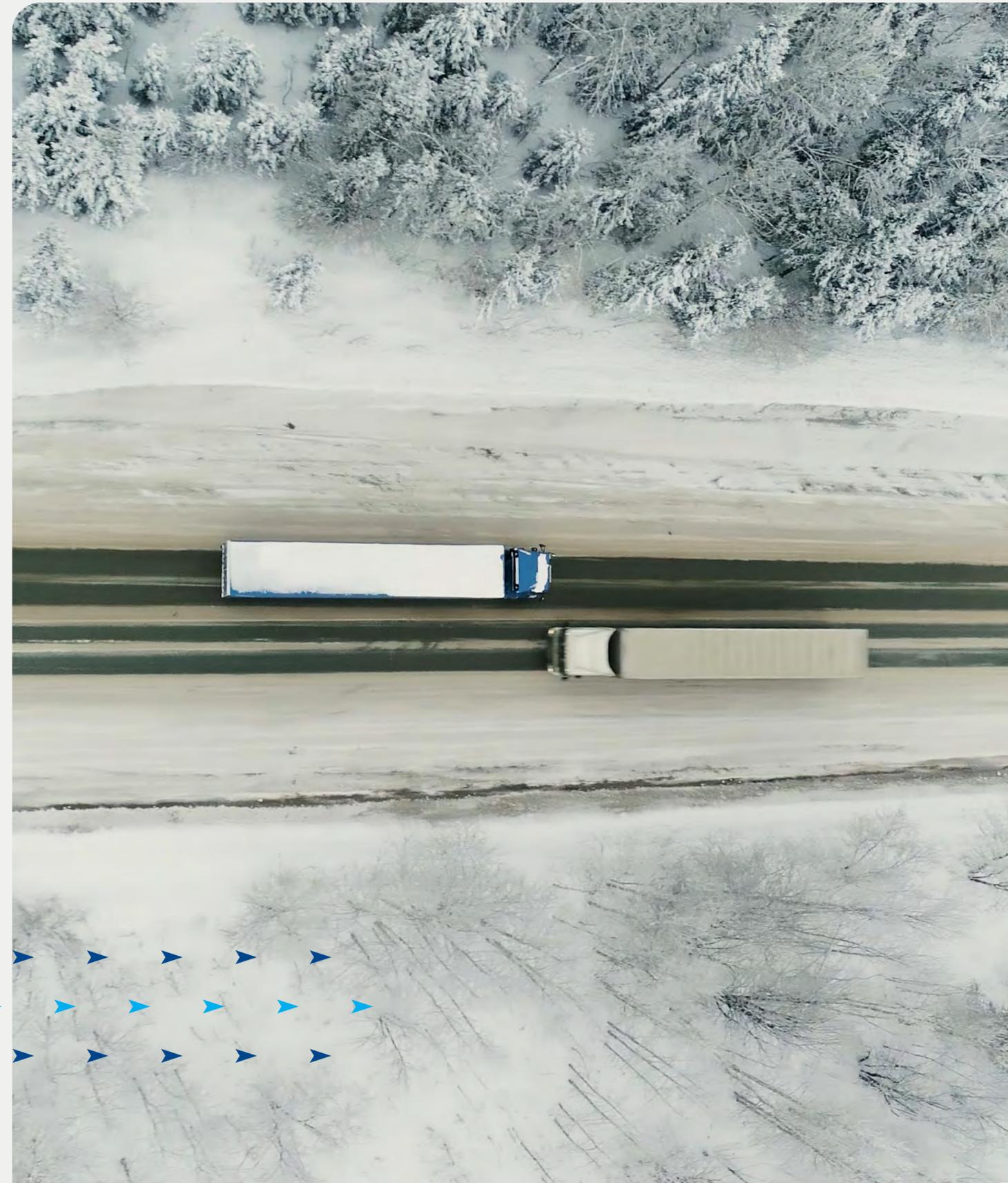
We require our suppliers to abide by our [Supplier Code of Conduct](#), which describes our expectations on topics such as sustainability, integrity, safety, diversity and general compliance with all applicable laws, regulations and rules. We monitor our suppliers for alignment with standards outlined in our Supplier Code of Conduct. In addition, we have internal supply chain policies that guide our everyday procurement practices. Compass Minerals routinely reviews our policies and standards to keep our practices current.

Our sanctions screening procedure helps us to avoid doing business with parties included in sanction programs, including the Office of Foreign Assets Control lists. This procedure includes screening our vendors and suppliers outside the U.S. and Canada. We partner with a third-party procurement intelligence and analytics provider to assess critical suppliers on risk and compliance parameters.

A fiscal 2025 responsible supply chain target involved engaging our suppliers comprising 80% of addressable spend through an ESG supplier scorecard survey, which included questions regarding pertinent sustainability topics such as GHG emissions, freshwater management, human rights, diversity and inclusion, community engagement and ethics. Over the past three years, we cumulatively engaged approximately 350 suppliers totaling over 80% of addressable spend, achieving our target.

SELECTED AS LEADER IN GREENER PURCHASING

ODP Business Solutions, a trusted supplier of business-to-business workplace solutions, recognized Compass Minerals with a Leadership in Greener Purchasing award. The company has made a concerted effort to increase procurement of eco-conscious office products, thereby minimizing the impact on our environment.



SUPPLIER DIVERSITY

Incorporating diverse suppliers into our supply chain remains a priority for Compass Minerals. In fiscal 2025, we achieved our supplier diversity spend target, increasing our addressable spend with diverse-owned, veteran-owned or small business enterprises by 12% compared to our fiscal 2021 baseline.

We continue to leverage our enhanced procurement intelligence platform for supplier discovery, which provides a streamlined search functionality to help identify and evaluate diverse-owned, veteran-owned and small business enterprises. This improved automation along with the availability of detailed profiles reduces the manual effort required for supplier discovery and enhances our ability to make data-driven decisions.

Our procurement process invites qualified vendors to participate and submit bids in the request for proposal process. The procurement intelligence platform provides enhanced visibility to identify diverse-owned, veteran owned and small business enterprises to participate in future bid events.

In addition, when we are awarded bids where customers have diversity requirements, we ensure we continue to meet those standards.

STRUCTURE AND RESILIENCE

Complex supply chains require structure and resilience to withstand disruptions. We understand that business adaptability and continuity go hand in hand with supply chain resilience. Developing and keeping close relationships with our suppliers enable us to understand, prevent and mitigate risks. Where necessary, we identify alternative vendors to remain flexible amid global supply chain challenges.

CUSTOMER EXPERIENCE

IN FISCAL 2025, WE REMAINED FOCUSED ON ENHANCING THE CUSTOMER EXPERIENCE BY BUILDING ON PRIOR PROGRESS — EXPANDING TEAM CROSS-TRAINING AND LEVERAGING OUR WEB PORTAL.

This year, we took a fresh look at our business processes, in collaboration with other functions, and provided team members with increased role clarity to enable more streamlined decision-making. These efforts will enhance communication and improve product delivery to meet customer expectations. We also began implementation of a centralized case management system to allow us to better track customer calls, requests and follow-up actions across the team, with further rollout expected in fiscal 2026. These continuous improvement initiatives position Compass Minerals to effectively serve our customers.



IN THIS SECTION

Goals and Targets

Community Engagement Strategy

Compass Minerals Cares

Earth Week

OUR COMMUNITIES

At Compass Minerals, we're committed to building strong connections with the communities where we live and work. We encourage employees to engage through volunteering, charitable giving and leadership in local organizations. By aligning our efforts with our Core Purpose, we aim to make a meaningful, positive impact.



GOALS AND TARGETS¹



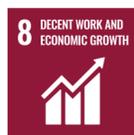
COMMUNITY ENGAGEMENT

Drive positive community change through active engagement and support

SDGs

Target

Progress



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

✓ Achieved: 100% of our production and packaging sites, as well as our company headquarters, engaged in 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

✓ Achieved: 100% of our production and packaging sites, as well as our company headquarters, engaged with and supported organizations focused on local economic development, workforce training and/or educational opportunities



¹ Progress as of Sept. 30, 2025, unless otherwise indicated.

COMMUNITY ENGAGEMENT STRATEGY

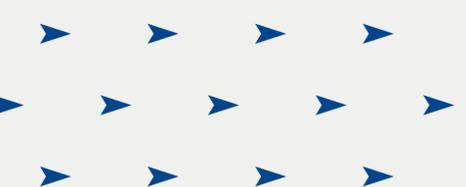
WE ARE COMMITTED TO DRIVING POSITIVE CHANGE IN EVERY COMMUNITY WHERE WE OPERATE.

Our philanthropic funding and volunteer activities are guided by our Core Purpose to help keep people safe, feed the world and enrich lives.

We also continue to align all charitable contributions with the SDGs to help ensure our giving strategy is focused on the areas of greatest need. Engaging with and supporting local communities fosters a sense of pride and belonging among our employees. Further, recognizing our role as a major employer in many of the communities where we operate, we understand that our community support is essential for maintaining our social license to operate and enhancing our recruitment and retention efforts.

We encourage best practice sharing among sites to enhance our collective impact and we remained focused on achieving our two fiscal 2025 community engagement targets. Throughout the fiscal year, 100% of our production and packaging sites, as well as our company headquarters, engaged in charitable giving and company-sponsored volunteer activities. In addition, 100% of our operating sites have actively engaged with and supported organizations focused on local economic development, workforce training and/or educational opportunities.

We continuously identify opportunities to deepen our engagement with the communities around us, ensuring our actions align with community needs. By fostering strong stakeholder relationships and encouraging active stewardship, we aim to be a trusted corporate citizen and a leader in the communities where we operate.



ALIGNMENT WITH THE SDGS



EARTH'S NATURAL RESOURCES:

Environmental preservation and conservation, parks and nature centers.



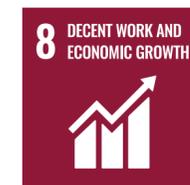
KEEP PEOPLE SAFE:

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



FEED THE WORLD:

Sustainable agriculture, food banks and distribution



ENRICH LIVES:

STEM (science, technology, engineering and math) education and careers, inclusion and belonging efforts, and arts

COMPASS MINERALS CARES



DURING THE FISCAL YEAR, WE CONTRIBUTED MORE THAN \$350,000 THROUGH COMPASS MINERALS CARES, OUR COMMUNITY ENGAGEMENT PROGRAM WHICH INCLUDES CHARITABLE GIVING AND EMPLOYEE VOLUNTEERISM.

Here are some key highlights from our contributions and volunteer efforts:



EARTH'S NATURAL RESOURCES

Partnered with the Huron Stewardship Council to enhance the habitat for Hairy Valerian, one of the rarest plant species in Canada, located on Compass Minerals property

Restored the health of an on-site pond at our U.K. operations by removing overgrown vegetation and installing a pump to aerate the water, improving oxygen levels and biodiversity

Donated CA\$2,500 to the Unity, Saskatchewan, Lions Club to fund tree and shrub plantings



KEEP PEOPLE SAFE

Sponsored Coldest Night of the Year, a fundraiser for United Way Perth-Huron, raising money and awareness for nonprofit partners benefitting the homeless and supporting families; a group of employee volunteers completed a five-kilometer walk outside, which helps them better understand the challenges those experiencing homelessness face during the Canadian winter

Hosted a bicycle safety training course in Unity for approximately 200 students from kindergarten through third grade, including helmet fitting, bike inspections and hand signals

Contributed to relief efforts following Hurricane Helene to help provide essential items, including water and food to stranded families in North Carolina



FEED THE WORLD

Sorted food and non-perishable items at the Catholic Community Services Joyce Hansen Hall Food Bank; also gave the organization a \$20,000 cash donation to help fund the holiday food box program, which distributes food to Utah families during the holiday season

Volunteered at Changing Lives Together to help pack 3,000 boxes for the organization's winter recipe box project, providing nutritious food to low-income families across Cheshire West

Raised \$8,550 during Cote Blanche's Annual Charity Hoisting Day, with a portion of the proceeds supporting Solomon House and St. Mary Outreach, which both provide food and emergency social services to the local community



ENRICH LIVES

Volunteered at Huron Hospice, lending a helping hand with spring cleanup efforts; in addition, presented them with a CA\$10,000 check to support programming throughout the year

Visited Wynyard Composite High School to speak with students enrolled in an energy and mines course, sharing insights on the opportunities for mining in Saskatchewan

Partnered with Operation Breakthrough during the holiday season to support the organization's Adopt-A-Family program to provide gifts and meals to families in need in the Kansas City metro

EARTH WEEK

AS A COMPANY THAT DEPENDS ON EARTH'S NATURAL RESOURCES, WE PRIORITIZE ENVIRONMENTAL STEWARDSHIP THROUGHOUT THE YEAR.

We believe in being responsible caretakers of our planet, and Earth Week provides a special opportunity to engage our teams in various activities designed to protect our environment and support our communities. By encouraging each site to participate in Earth Week activities, we reinforce our commitment to sustainability while boosting teamwork and local involvement. Here is a glimpse of how our teams celebrated Earth Week:



Amherst, Nova Scotia, employees collaborated with local businesses to provide approximately \$4,000 in cash donations, sporting equipment and outdoor classroom items to an elementary school serving 350 students in the community. Additionally, the team spent the afternoon planting bulbs, building bird feeders and bee hotels, cleaning the school yard, and planting seeds with the kids for them to take home.

Lyons, Kansas, employees, in partnership with the city planted five Burr Oak trees around the pond at the city cemetery — an investment in the community's natural beauty for generations to come.

Overland Park employees took a hands-on approach to reducing food waste, volunteering with Kanbe's Markets to sort and rescue food that would have otherwise gone to a landfill. These fresh fruits and vegetables help alleviate food deserts.

Cote Blanche employees dedicated time to clean up and restore Weeks Island Park in Lydia, Louisiana, a community green space where the mine hosts its annual Family Fun Day and where mine rescue drills take place.



These activities not only contribute to environmental protection but also strengthen our employees' connection to their communities and inspire a collective commitment to sustainability.

IN THIS SECTION

Goals and Targets

Environmental Stewardship

Climate Change

Greenhouse Gas Emissions

Air Quality

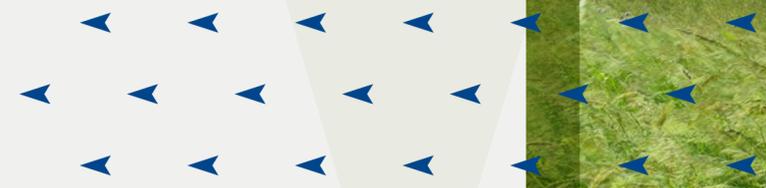
Water

Waste

Biodiversity

OUR ENVIRONMENT

We are committed to protecting the ecology of the areas surrounding our operations. Our focus on environmental stewardship emphasizes sustainable practices and minimizing climate-related and other impacts associated with our operations. From conserving resources to reducing emissions, we adopt strategies that align our business operations with environmental responsibility to foster a more sustainable and resilient future.



GOALS AND TARGETS¹



GHG EMISSIONS

Pursue a proactive energy strategy that enables GHG emissions reductions

SDGs	Target	Progress
	Fiscal 2025: Reduce Scopes 1 and 2 GHG emissions by 5% compared to baseline ²	✓ Achieved: Total Scopes 1 and 2 GHG emissions was reduced by 12% compared to fiscal 2021 baseline



WATER

Reduce freshwater use

SDGs	Target	Progress
	Fiscal 2025: Reduce freshwater use by 5% compared to baseline ²	✓ Achieved: Freshwater withdrawal was reduced by 30% compared to fiscal 2021 baseline



WASTE

Reduce waste to landfill

SDGs	Target	Progress
	Fiscal 2025: Reduce waste to landfill by 30% compared to baseline ²	X Not Achieved: Waste to landfill increased by 8% compared to fiscal 2021 baseline ³

¹ 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, satellite offices and London storage/records management location due to immateriality. Progress as of Sept. 30, 2025, unless otherwise indicated.
² Fiscal 2021, which is the period beginning Oct. 1, 2020, and ending Sept. 30, 2021.
³ Includes one-time discrete event from wind down of Fortress business. Excluding Fortress, waste to landfill from our production and packaging facilities would have been reduced by 15% compared to fiscal 2021.

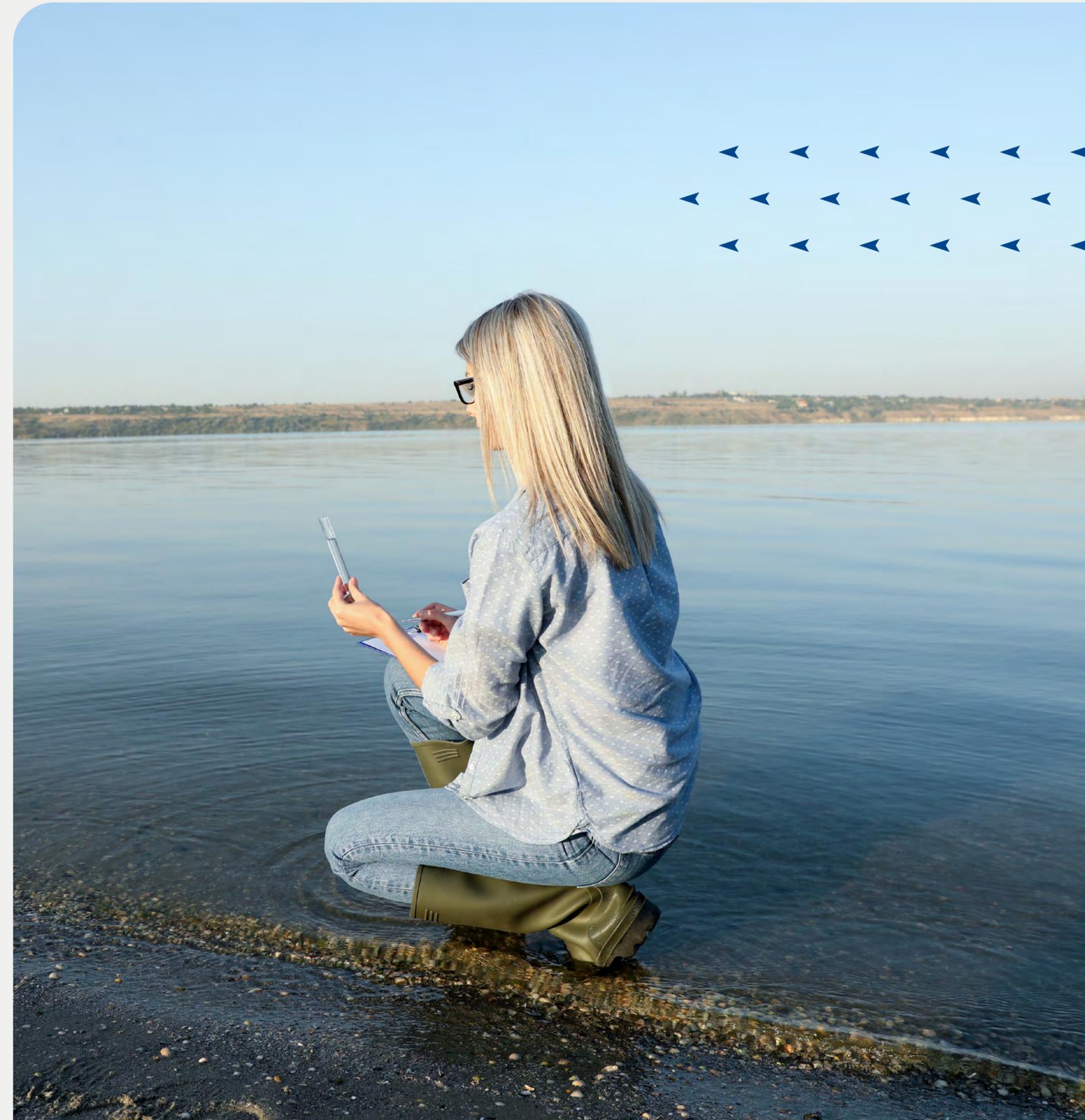
ENVIRONMENTAL STEWARDSHIP

WE ARE DEDICATED TO PROTECTING THE ENVIRONMENT BY UPHOLDING HIGH STANDARDS OF ENVIRONMENTAL RESPONSIBILITY AND FULL COMPLIANCE WITH APPLICABLE REGULATORY REQUIREMENTS.

Our corporate environmental incident reporting standard describes expectations for compliance with environmental laws, regulations, approvals and permits across our operating sites. As part of our broader efforts to drive improvements in environmental compliance, with the ultimate goal of zero incidents, we tracked performance in fiscal 2025 using the environmental noncompliance index (ENI). This internal performance metric is a standardized count of environmental noncompliance incidents across the company, weighted for severity and normalized by exposure hours. We communicate our ENI periodically to operation leaders throughout the company to drive accountability, promote transparency and provide a meaningful measure of overall environmental risks and trends.

Our director of environmental compliance collaborates with on-site EHS&S professionals to ensure adherence to environmental legal and regulatory requirements and advance progress on our environmental programs and initiatives. In fiscal 2025, we incurred one significant soil-related environmental noncompliance incident and took corrective action to address the issue. The company did not incur any significant regulatory penalties or fines related to environmental noncompliance for our operations in the fiscal year. In addition, there were two air-related, five soil-related and 14 water-related noncompliance incidents, none of which resulted in regulatory penalties or fines.

We monitor our stormwater and other outflow discharges in compliance with all applicable national, state and provincial regulations.



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. The board's EHS&S Committee oversees climate-related issues, meeting four times a year to review relevant policies, practices and progress related to environmental, health, safety and sustainability matters. The EHS&S Committee makes recommendations to the ELT and the broader board regarding our company's EHS&S policies and practices.

Physical risks associated with climate change, such as substantial changes to weather and climate patterns, can impact our operations and create shifts in product demand and customer needs. Changing weather patterns can impact our deicing business, with longer periods of milder winter weather contributing to decreasing demand. In addition, drought conditions can reduce demand for our plant nutrition products. The increased frequency and intensity of natural disasters and adverse conditions, such as

major storm events, lake or river level fluctuations or flooding, could impact the production and distribution of our products. Transition risks could include legislative and regulatory measures to address climate change and GHG emissions that could increase our costs, restrict our operations and affect our ability to compete and obtain permits and/or licensing for our facilities.

Through our enterprise risk management process, subject matter experts identify and assess risk, including climate risk, and develop strategies and policies for risk acceptance, reduction, mitigation or avoidance. Our strategic plans, which our board discusses with our ELT, 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, our Protassium+ premium SOP product can help farmers adapt to climate-related impacts by improving crop water efficiency and stress tolerance during droughts.

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





GHG EMISSIONS PERFORMANCE¹

GREENHOUSE GAS EMISSIONS

IDENTIFYING WAYS TO REDUCE ENERGY CONSUMPTION AND IMPLEMENTING EFFICIENCY IMPROVEMENTS IS VITAL TO OUR OPERATIONAL STRATEGY.

Optimizing fuel consumption is a key component in balancing our operational efficiency with our environmental responsibilities. Through our efforts in minimizing energy consumption and increasing energy efficiency, Compass Minerals has reduced our Scopes 1 and 2 GHG emissions by 12% compared to fiscal 2021, surpassing our 5% target.

We continually strive to reduce our environmental impact through innovation and progress. Compass Minerals supports the implementation of energy efficiency and energy management solutions designed to maximize energy performance and reduce GHG emissions.

Our sustainability software facilitates calculations of GHG emissions data using the GHG Protocol methodology and allows sites to track and trend data. This empowers our operations to pinpoint improvement opportunities and share best practices. We report GHG emissions as required by regulations in our operating regions and participate in Canada’s federal and provincial carbon pricing systems.

	FISCAL 2021	FISCAL 2022	FISCAL 2023	FISCAL 2024	FISCAL 2025
<i>METRIC TONS CO₂e</i>					
Scope 1 Direct Fuel Combustion ²	230,251	229,895 ³	229,785 ³	223,532 ³	207,892 ³
Scope 2 Indirect Electricity Use ⁴	84,762	71,914 ³	70,601 ³	76,013 ³	70,648 ³
Scope 3 Category 4 Upstream Transportation and Distribution ⁵	407,450	484,348 ³	450,943 ³	359,802 ³	343,725 ³
Total	722,463	786,157	751,329	659,347	622,265
<i>EMISSIONS INTENSITY (kg CO₂e/TON PRODUCTION)</i>					
Scope 1 Intensity	19.3	19.1	19.4	24.0	21.9
Scope 2 Intensity	7.1	6.0	6.0	8.1	7.5
Scopes 1 and 2 Intensity⁶	26.4	25.1³	25.4³	32.1³	29.4³

¹ We may round data and calculations.

² Fuel utilized on-site at our operations: diesel, gasoline, kerosene, natural gas and propane.

³ Limited assurance of data provided by ERM CVS.

⁴ Location-based.

⁵ Fiscal 2021, fiscal 2022 and fiscal 2023 data includes GHG emissions associated with upstream transportation and distribution of products to customers paid by Compass Minerals in North America; excludes GHG emissions associated with transportation of materials from suppliers, transportation paid directly by customers, warehouse storage and our U.K. business. In fiscal 2024 and fiscal 2025, GHG emissions associated with upstream transportation and distribution of products to customers paid by our U.K. businesses was added and included in the total.

⁶ Emissions intensity is calculated by dividing GHG emissions by tons produced. In fiscal 2021, production=11.9 million tons; fiscal 2022=12.0 million tons; fiscal 2023=11.8 million tons; fiscal 2024=9.3 million tons; fiscal 2025=9.5 million tons.

ENERGY

We recognize that effective energy management plays a crucial role in achieving our sustainability goals. We commit to exploring opportunities to use energy more efficiently, lowering our consumption and utilizing renewable energy sources where feasible and appropriate for our operations.

In collaboration with our utility provider, our Amherst plant houses a 300-kilowatt on-site solar field that supplies renewable electricity directly to our facility. This solar farm provides renewable electricity, enabling our site to avoid approximately 218 metric tons of CO₂e emissions in fiscal 2025.

Our Ogden site voluntarily enrolled in a demand response program with the local utility company. Demand response is a cost-effective way for a utility to incentivize customers to reduce their demand when electricity demand is high, and grid reliability may be at risk. Should a grid emergency occur, our Ogden site would receive advance notification about the option to temporarily reduce our demand for electricity. The processes at our operations allow us the flexibility to ramp down production, which reduces electricity load and helps to stabilize a stressed grid. The temporary curtailing of electricity would result in minimal disruption to the site, and our participation in the demand response program would earn payments from the utility. More importantly, we're able to be a good neighbor during grid emergencies by allowing electricity to flow to where it's needed and help prevent blackouts in the local community.

TRANSPORTATION

We use a variety of transportation and logistics options to reduce GHG emissions and maximize efficiency. Moving our products with barges, lake vessels, rail and trucks, we are continually assessing ways to minimize our environmental impacts and optimize logistical efficiencies.

Whenever possible, we prioritize lower carbon transit systems, such as barges, lake vessels and rail, for delivering our plant nutrition and consumer, industrial and highway deicing products. According to the U.S. Environmental Protection Agency (EPA), these modes of transportation generate significantly less GHG emissions per ton-mile compared to trucks.

We utilize a number of salt depots, which we strategically position to provide cost-effective and timely service to our customers. We remain agile and continually explore new depot opportunities, adding or relocating a depot to be closer to our customers when appropriate. This action can have multiple benefits, including improved service, taking miles out of the network and lowering GHG emissions.

In fiscal 2025, our Scope 3 Category 4 emissions related to upstream transportation and distribution declined 4% year-over-year as a result of transportation and logistical efficiencies.



DEEPSTORE TRANSPORT TEAM COMMITTED TO SAFETY AND SUSTAINABILITY

The DeepStore transport team continues to retain its Bronze accreditation by the Fleet Operator Recognition Scheme (FORS), a voluntary accreditation program. FORS aims to set high standards within fleet operations and to recognize operators achieving exemplary performance in safety, efficiency and environmental protection.

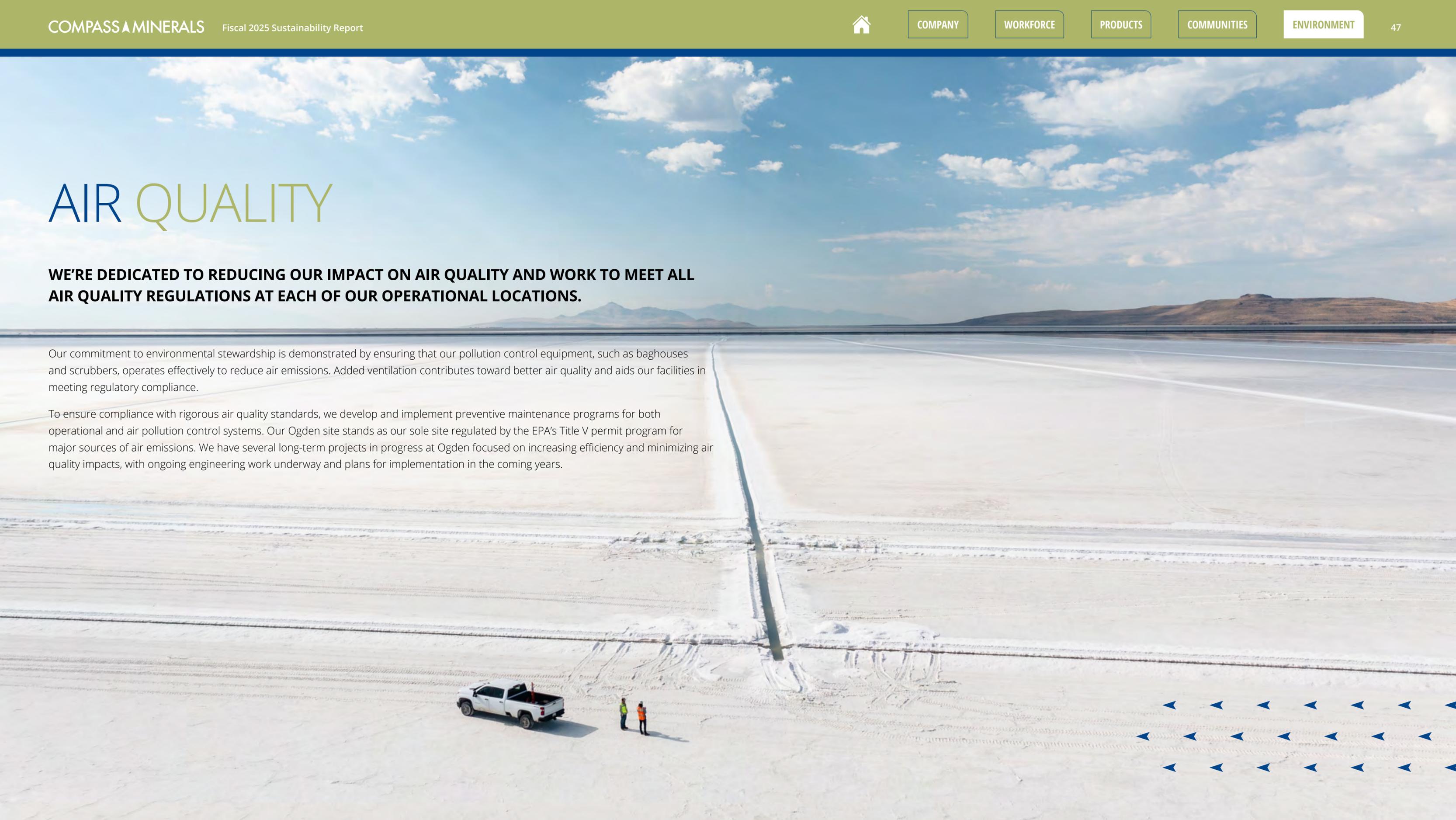
The Bronze accreditation recognizes DeepStore for employing good practices and compliance with requirements laid out by the FORS Standard. Some of these practices include a dedication to driver and vehicle safety and a commitment to improving operating practices through effective monitoring of fuel and tire usage.

AIR QUALITY

WE'RE DEDICATED TO REDUCING OUR IMPACT ON AIR QUALITY AND WORK TO MEET ALL AIR QUALITY REGULATIONS AT EACH OF OUR OPERATIONAL LOCATIONS.

Our commitment to environmental stewardship is demonstrated by ensuring that our pollution control equipment, such as baghouses and scrubbers, operates effectively to reduce air emissions. Added ventilation contributes toward better air quality and aids our facilities in meeting regulatory compliance.

To ensure compliance with rigorous air quality standards, we develop and implement preventive maintenance programs for both operational and air pollution control systems. Our Ogden site stands as our sole site regulated by the EPA's Title V permit program for major sources of air emissions. We have several long-term projects in progress at Ogden focused on increasing efficiency and minimizing air quality impacts, with ongoing engineering work underway and plans for implementation in the coming years.





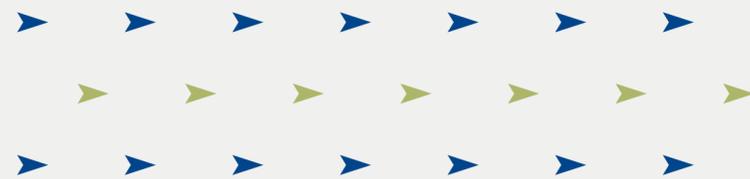
WATER PERFORMANCE¹

WATER

WATER IS AN ESSENTIAL RESOURCE FOR OUR OPERATIONAL PROCESSES, AND WE RECOGNIZE THE IMPORTANCE OF WATER MANAGEMENT IN OUR ENVIRONMENTAL STEWARDSHIP STRATEGY.

Our twofold strategy for water management involves: 1) measuring, managing and minimizing water consumption to conserve natural resources, and 2) reducing the impacts on local watersheds from our operations. While we are aware of the ecological importance of all water we consume, a large portion of the water used in our operations is derived from brine sources and does not directly impact freshwater availability in watersheds.

We integrate water oversight into our comprehensive environmental management strategy. Recognizing that water availability and related challenges are unique to each location, we prioritize ongoing collaboration and engagement with local resource agencies and stakeholder groups regarding water policy. Compass Minerals representatives play an active role in shaping critical policy discussions, serving in official capacities on various working groups, councils and commissions. These include the Utah Department of Environmental Quality's Water Quality Board, the Great Salt Lake Advisory Council, the Great Salt Lake Salinity Advisory Committee, the Great Salt Lake Basin Integrated Plan Steering Committee and the Advisory Committee for the Great Salt Lake Watershed Enhancement Trust.



MEGALITERS	FISCAL 2021	FISCAL 2022	FISCAL 2023	FISCAL 2024	FISCAL 2025
Freshwater Withdrawal					
Surface Water	48,668	17,295	25,254	20,572	33,298
Groundwater	5,092	4,389	4,383	4,540	4,176
Third-Party Water	1,593	1,154	1,074	1,084	1,108
Total	55,353	22,838	30,711	26,196	38,582
Other Water Withdrawal					
Surface Water	167,897	97,435	73,286	34,135	49,107
Groundwater	2,616	2,556	2,483	2,592	2,470
Third-Party Water	0	0	0	0	0
Total	170,513	99,990	75,768	36,727	51,577
Total Water Withdrawal					
Surface Water	216,565	114,730	98,540	54,707	82,405
Groundwater	7,708	6,945	6,866	7,132	6,646
Third-Party Water	1,593	1,154	1,074	1,084	1,108
Total	225,866	122,828	106,479	62,923	90,159

¹ We may round data and calculations.

WATER CONSERVATION

Our fiscal 2025 freshwater target was to decrease freshwater use by 5% compared to our fiscal 2021 baseline, and we're well ahead of this target at a 30% reduction. As part of our commitment to environmental stewardship, we incorporate water conservation strategies across our sites. Our solution mines utilize water to extract salt from underground salt deposits. These mining systems are designed to recycle and reuse as much brine as possible using a closed-loop process to conserve water.

Our water management strategy relies on routine maintenance and facility infrastructure upgrades, when necessary. In our solar evaporation ponds, we use barriers in the earthen pond dikes to enhance efficiency, improve yield and reduce the need for raw-feed brine to replace leakage. These barriers help reduce brine loss and retain more of the most concentrated brine for evaporation, which in turn lowers overall water use at our Great Salt Lake operation.

At our Ogden facility, we actively pursue freshwater reduction initiatives. Our efforts include awareness campaigns for promoting water conservation, promptly repairing critical equipment leaks, decommissioning select nonessential processes that use freshwater, evaluating the possibility of recycling certain process water and augmenting freshwater with brine in targeted operational processes.



WYNYARD WATER PROJECT INCREASES SUSTAINABILITY AND BOOSTS PRODUCTION

Wynyard launched a water sustainability initiative that also enhanced production of SOP. During the winter months, when Big Quill Lake is cooler, the plant is replacing fresh well water with lake water as the cooling media in its crystallization system.

Wynyard uses five tanks, outfitted with cooling coils, to take the hot process liquid from the resin exchange and cool it, resulting in the precipitation of potassium sulfate. An additional pump and piping were installed to transport the lake water into the crystallization operation. The lake water is typically five degrees cooler in winter than the average temperature of well water. Using it in the cooling coils creates a better conversion of SOP, resulting in the dual benefit of increasing production and reducing the use of fresh well water.

WASTE

COMPASS MINERALS ACKNOWLEDGES THE IMPACTS OF WASTE ON SOIL AND GROUNDWATER CONTAMINATION, GHG EMISSIONS AND LAND CONSERVATION.

We commit to reducing waste and improving management techniques at our operations to mitigate these impacts. Our fiscal 2025 target was to reduce waste to landfill by 30% compared to our fiscal 2021 baseline. And we reduce, reuse, divert and recycle waste whenever feasible.

We take a holistic approach to waste management that starts with assessing our waste footprint through our environmental data platform. We closely monitor materials, packaging and other waste outputs across all our production and packaging facilities. This platform enhances visibility, allowing sites to identify challenges and explore opportunities for improving their waste profiles.

Our company's production processes generate nonhazardous and minimal hazardous waste (approximately 2% of the total). We apply for special waste disposal permits to help ensure we're compliant with all local and federal regulatory requirements for waste management.

Our Winsford site participates in the U.K.'s waste management plan, and 99% of its waste is either recycled or processed at a waste-to-energy facility. We also seek opportunities to further minimize impacts by sourcing materials with environmental considerations in mind.

We use physical inventory management methods to mitigate the risk of surplus products. This process includes alternatives to disposal, such as offering discounts and making donations, ensuring that products are used effectively and reducing our landfill contributions. Our Buffalo, New York, and Chicago, Illinois, sites identified non-traditional customers and were able to commercialize a portion of inventory that would otherwise be disposed of. These efforts not only diverted waste from landfill, but also delivered cost savings and reinforced our sustainability goals.

During the fiscal year, our waste to landfill increased by 8% compared to our fiscal 2021 baseline. This was driven by a one-time discrete event of waste associated with the wind down of our Fortress business. Excluding Fortress, waste to landfill from our production and packaging facilities would have been reduced by 15% compared to fiscal 2021. Our operations continue to focus on taking actions to reduce waste.



WASTE PERFORMANCE¹

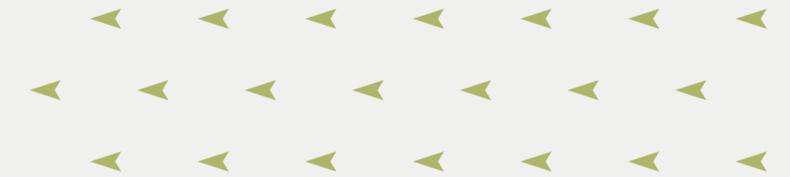
METRIC TONS	FISCAL 2021	FISCAL 2022	FISCAL 2023	FISCAL 2024	FISCAL 2025
Hazardous Waste					
Recycled or Diverted	182	144	202	166	79
Disposed	13	9	6	11	15
Total	195	153	208	177	94
Nonhazardous Waste					
Recycled or Diverted	2,703	2,369	2,941	3,231 ²	2,324
Disposed	7,682	6,578	8,538	6,290	8,271
Total	10,386	8,947	11,479	9,521	10,595
Total Waste					
Recycled or Diverted	2,885	2,512	3,143	3,397	2,403
Disposed	7,695	6,587	8,544	6,301	8,286 ³
Total	10,581	9,099	11,687	9,698	10,689

¹ We may round data and calculations.

² Includes brine soil determined to be beneficially reused for daily and intermediate municipal solid waste cover, displacing other soil or material otherwise needed.

³ Includes one-time discrete event from wind down of Fortress business. Excluding Fortress, waste to landfill from our production and packaging facilities would have been 6,562 metric tons or 15% less compared to fiscal 2021.

BIODIVERSITY



WE RECOGNIZE THE IMPORTANCE OF BIODIVERSITY IN OUR SUSTAINABILITY STRATEGY.

As awareness of this critical issue continues to grow, we remain dedicated to preserving a thriving natural environment in the communities where we operate.

When our facilities are near high biodiversity areas, we approach these environments with the utmost care and respect necessary to support their long-term resilience. We proactively assess areas to confirm that our activities or new developments will not impact protected habitats. We also acknowledge the unique ecological characteristics that each site entails. For instance, our Amherst site is located adjacent to migratory bird sanctuaries that are owned and managed by globally renowned environmental nongovernmental organizations.

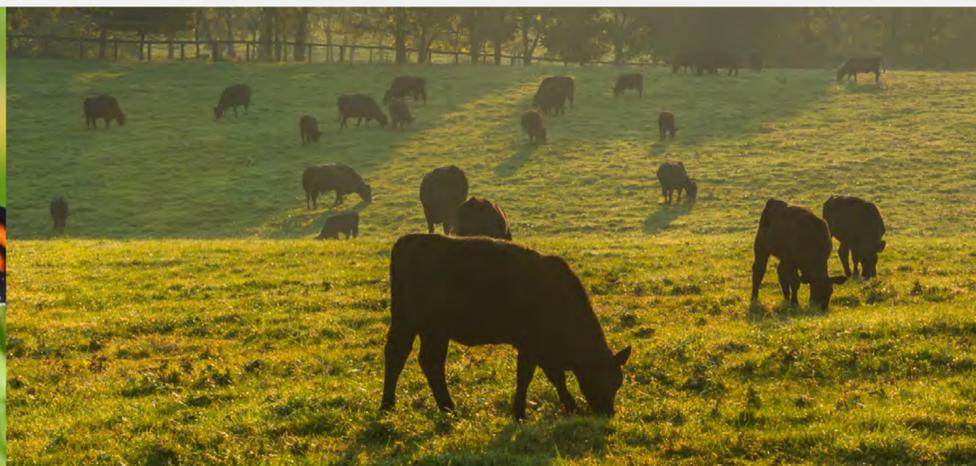
At our Ogden facility, we're aware of the diverse ecosystems within and surrounding the Great Salt Lake, which hosts millions of migratory birds that use these areas for nourishment, rest and

mating. We recognize that the areas near our outfalls may serve as important habitats for bird congregation and nesting due to their safe, isolated conditions and proximity to water sources. This leads us to adapt our operations accordingly. Additionally, we strive to avoid critical biodiversity zones during operational expansions and contribute to environmental restoration where feasible.

For over a decade, our U.K. business has maintained a protected species program. This conservation program has established two ecological management zones in the woodlands near our underground storage facility. Our conservation efforts range from installing artificial habitats, including bird and bat boxes, an otter holt and grass snake shelter, to supporting safe breeding for these species. A professional ecologist diligently monitors these areas to ensure that the wildlife species are not disturbed and can continue to thrive in their natural environment. The protected species

program highlights our dedication to biodiversity conservation and preserving the delicate balance of local ecosystems.

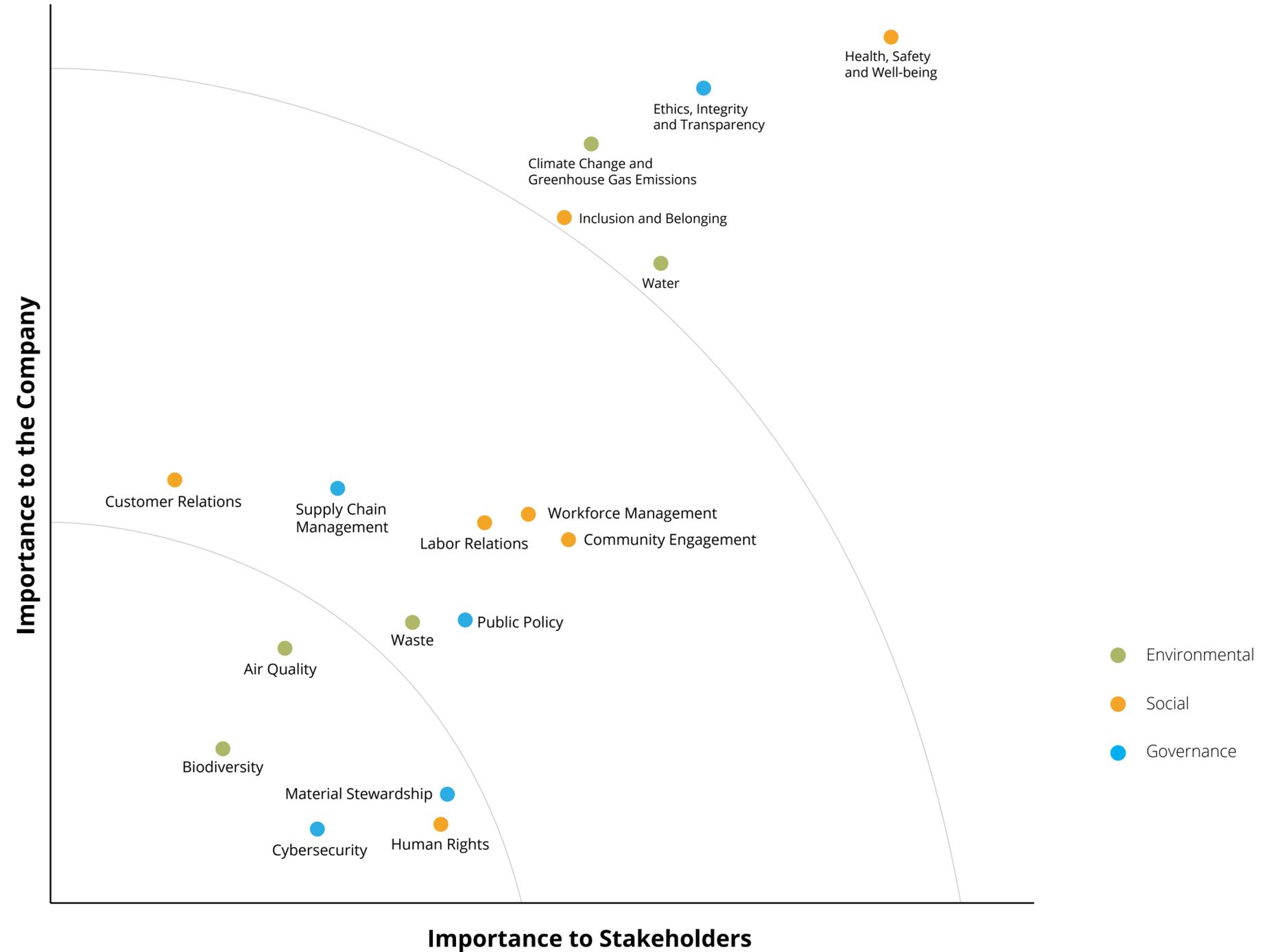
In Ontario, we continue our long-standing partnership with the Maitland Trail Association, which oversees 80 kilometers of trails in the Goderich to Auburn region. A segment of this trail traverses Compass Minerals' land, and we encourage hikers, cross-country skiers and snowshoers to enjoy the natural beauty of the local environment throughout the year.



LOOKING AHEAD

In fiscal 2025, we collaborated with a third-party sustainability partner to complete a comprehensive materiality assessment, which will help refine our understanding of priority sustainability topics. The process included landscape analysis, peer benchmarking and stakeholder engagement. In-depth interviews and surveys were conducted to solicit input from employees, customers, suppliers, community stakeholders, government officials, and board and ELT members to identify risks and opportunities as well as implications on a number of sustainability topics.

MATERIALITY MATRIX



While all topics on the materiality matrix are important, the materiality assessment prioritizes the key sustainability topics which we will continue to focus on including health, safety and well-being; climate change and GHG emissions; water; ethics, integrity and transparency; and inclusion and belonging.

The materiality assessment strengthens our ability to align our future sustainability strategy and reporting with evolving stakeholder expectations. We look forward to sharing progress on these focus areas in upcoming reports.



HEALTH, SAFETY AND WELL-BEING

A strong safety culture is a cornerstone of our operations. In the coming years, we will maintain emphasis on proactive measures designed to prevent injuries before they occur. Leading indicators, such as intentional safety conversations and rapid corrective actions, will be key tools in identifying and eliminating potential risks. This forward-thinking approach supports our commitment to protecting the health, safety and well-being of every employee and contractor.

CLIMATE CHANGE AND GHG EMISSIONS

Managing energy use and GHG emissions will remain a central focus of our sustainability efforts as we continue to address climate change through meaningful action. Our commitment is reflected in a strategy built around continuous improvement, operational efficiency and long-term resilience.

Planned energy-efficiency projects, such as equipment retrofits, smart systems and optimized energy use, will help reduce fuel consumption and enhance performance across our facilities. In addition, strategic capital investments are expected to help deliver both environmental and economic value, reinforcing our dedication to responsible growth.

INCLUSION AND BELONGING

Inclusion is essential to the way we do business at Compass Minerals. An inclusive workplace reflects, respects and values the people and communities around us.

Consistent with our Core Values, we're committed to creating a workplace where employees feel included, connected and motivated to contribute. Our efforts focus on building strong team relationships and encouraging open communication. Through leadership development, survey listening strategies, ERGs and company-sponsored community engagement activities, we're fostering a culture where people feel they belong and are supported in doing their best work.

Compass Minerals is an equal opportunity and affirmative action employer that hires and promotes the best candidates. We are firmly committed to making all employment-related decisions without regard to race, ancestry, ethnicity, color, religious creed or belief, national origin, sex, age, military or veteran status, status as a qualified individual with a disability, genetic information, and any other characteristic protected by law.

WATER

Water stewardship is a critical component of our environmental strategy. Through a Voluntary Agreement with the State of Utah, we are collaborating to protect the long-term health of the Great Salt Lake while supporting sustainable operations.

Across our company, projects are focused on optimizing water consumption, including process improvements and equipment upgrades, and enhancing efficiency. These efforts are helping to reduce our reliance on surface water withdrawals, which is an important step in protecting local ecosystems.

ETHICS, INTEGRITY AND TRANSPARENCY

Upholding the highest standards of ethics, integrity and transparency are fundamental to how we operate. Our Code serves as a foundation for responsible decision-making across our organization.

To reinforce this commitment, employees are expected to annually attest their understanding and adherence to the Code. This process strengthens accountability and helps cultivate a culture rooted in trust, responsibility and ethical leadership at every level of the company.



GRI/SASB INDEX

The reported information cited in this GRI/SASB index is for the fiscal 2025 period beginning Oct. 1, 2024, and ending Sept. 30, 2025, with reference to the GRI Standards. Compass Minerals has also reported against select metrics from the SASB standards for Metals & Mining and Chemicals industries.

GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
GENERAL DISCLOSURES			
The Organization and Its Reporting Practices			
2-1	Organizational details	Annual Report on Form 10-K	
2-2	Entities included in the organization's sustainability reporting	Annual Report on Form 10-K Sustainability Report: About Our Data	
2-3	Reporting period, frequency and contact point	Reporting period: Oct. 1, 2024–Sept. 30, 2025 Publication date: February 2026 Frequency: Annual Contact point: sustainability@compassminerals.com	
2-4	Restatements of information	There are no restatements of information in this Fiscal 2025 Sustainability Report.	
2-5	External assurance	Assurance Report : We obtained independent third-party limited assurance for certain key fiscal 2025 sustainability metrics from ERM CVS, who utilized the International Standard on Assurance Engagements 3000 (Revised). Our COO is responsible for external assurance engagement in collaboration with other members of our ELT.	
Activities and Workers			
2-6	Activities, value chain and other business relationships	Annual Report on Form 10-K Sustainability Report: Our Company (About Compass Minerals; Materiality Assessment and Stakeholder Engagement) and Our Products	
2-7	Employees	Annual Report on Form 10-K Sustainability Report: Our Workforce (Employee Culture)	
2-8	Workers who are not employees	Annual Report on Form 10-K Sustainability Report: Our Workforce	



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
Governance			
2-9	Governance structure and composition	Sustainability Report: Our Company (Sustainability Governance) and Our Workforce (Employee Culture) Board of Directors Proxy Statement	
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines Nominating/Corporate Governance Committee Charter Proxy Statement	
2-11	Chair of the highest governance body	Board of Directors Corporate Governance Guidelines	
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report: Our Company (Sustainability Governance) Environmental, Health, Safety and Sustainability Committee Charter Compensation Committee Charter	
2-13	Delegation of responsibility for managing impacts	Sustainability Report: Our Company (Sustainability Governance)	
2-14	Role of the highest governance body in sustainability reporting	Our COO is responsible for sustainability reporting in collaboration with other members of our ELT with oversight from the board.	
2-15	Conflicts of interest	Corporate Governance Guidelines Code of Ethics and Business Conduct	
2-16	Communication of critical concerns	Sustainability Report: Our Company (Sustainability Governance; Governing Policies)	
2-17	Collective knowledge of the highest governance body	Board of Directors Proxy Statement	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines	
2-19	Remuneration policies	Corporate Governance Guidelines Proxy Statement	



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
2-20 Process to determine remuneration	Corporate Governance Guidelines Compensation Committee Charter Proxy Statement		
2-21 Annual total compensation ratio	Proxy Statement		
Strategy, Policies and Practices			
2-22 Statement on sustainable development strategy	Sustainability Report: Letter From the CEO and Our Company		
2-23 Policy commitments	Annual Report on Form 10-K Sustainability Report: Our Company (Governing Policies; Human Rights; Public Policy), Our Workforce (Health and Safety; Employee Culture) and Our Products (Responsible Supply Chain)	Rights of Indigenous peoples 14.11 14.11.1 Child labor 14.18 14.18.1 Forced labor and modern slavery 14.19 14.19.1 Payments to governments 14.23 14.23.1	
2-24 Embedding policy commitments	Sustainability Report: Our Company (Governing Policies) and Our Products (Responsible Supply Chain)		
2-25 Process to remediate negative impacts	Sustainability Report: Our Company (Sustainability Governance; Governing Policies), Our Workforce (Health and Safety; Employee Culture), Our Products (Product Quality; Responsible Supply Chain) and Our Environment		
2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report: Our Company (Governing Policies)		
2-27 Compliance with laws and regulations	Sustainability Report: Our Company , Our Workforce , Our Products , Our Communities and Our Environment		



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
2-28 Membership associations	<p>Sustainability Report: Our Company (Public Policy)</p> <p>We are members of organizations including, but not limited to:</p> <p>North America American Royal Central Exchange Great Salt Lake Adisory Council Great Salt Lake Basin Integrated Plan Steering Committee Great Salt Lake Salinity Advisory Committee Great Salt Lake Watershed Enhancement Trust (Advisory Committee) Mid-America LGBT Chamber of Commerce Ontario Mining Association Society of Women Engineers Southern Mine Rescue Regional Association The Fertilizer Institute Utah Department of Environmental Quality's Water Quality Board Utah Manufacturers Association Utah Taxpayers Association Western Plant Health Association Women in Mining A number of local or regional chambers of commerce A number of local or state manufacturers/mining associations A number of local or state safety councils</p> <p>United Kingdom Mining Association of the United Kingdom Salt Association</p> <p>International European Salt Producers' Association Water Quality Association</p>	<p>Public policy 14.24 14.24.1</p>	<p>RT-CH-530a.1: Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry</p>
Stakeholder Engagement			
2-29 Approach to stakeholder engagement	<p>Sustainability Report: Our Company (Materiality Assessment and Stakeholder Engagement) and Our Communities</p>	<p>Local communities 14.10 14.10.1</p>	
2-30 Collective bargaining agreements	<p>Annual Report on Form 10-K Sustainability Report: Our Workforce (Employee Culture)</p>		<p>EM-MM-310a.1: Percentage of active workforce employed under collective bargaining agreements</p>



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
MATERIAL TOPICS			
3-1	Process to determine material topics	Sustainability Report: Our Company (Materiality Assessment and Stakeholder Engagement)	
3-2	List of material topics	Fiscal 2021 Sustainability Report : Materiality Matrix (Tier 1)	
TOPIC-SPECIFIC DISCLOSURES			
GRI Standard 205: Anti-Corruption 2016 — Material Topic: Anti-Corruption			
3-3	Management approach	Anti-corruption 14.22 14.22.1	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	Anti-corruption 14.22.2	
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption 14.22.3	
GRI Standard 303: Water and Effluents 2018 — Material Topic: Waste and Hazardous Materials Management			
3-3	Management approach	Water and effluents 14.7 14.7.1	
303-1	Interactions with water as a shared resource	Water and effluents 14.7.2	
303-2	Management of water discharge-related impacts	Water and effluents 14.7.3	



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
GRI Standard 305: Emissions 2016 — Material Topic: Air Quality			
3-3 Management approach	Annual Report on Form 10-K Sustainability Report: Our Company (Sustainability Governance) and Our Environment (Environmental Stewardship; Greenhouse Gas Emissions; Air Quality)	GHG emissions 14.1 14.1.1 Climate adaptation and resilience 14.2 14.2.1 Air emissions 14.3 14.3.1	
305-1 Direct (Scope 1) GHG emissions	Sustainability Report: Our Environment (Greenhouse Gas Emissions) We include carbon dioxide (CO ₂), methane (CH ₄) and nitrous oxide (N ₂ O) in our calculations. We do not generate nitrogen trifluoride (NF ₃), sulfur hexafluoride (SF ₆), hydrofluorocarbons (HFCs) or perfluorocarbons (PFCs) and therefore do not measure those gases. Total direct energy consumption: 1,115,066 MWh Limited assurance of data provided by ERM CVS. 2025 CDP Report	GHG emissions 14.1.5	EM-MM-110a.1/RT-CH110a.1: Gross global Scope 1 emissions, percentage covered under emissions limiting regulations EM-MM-110a.2/RT-CH-110a.2: Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets EM-MM-130a.1: Total energy consumed
305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report: Our Environment (Greenhouse Gas Emissions) Total indirect energy consumption: 242,471 MWh Limited assurance of data provided by ERM CVS. 2025 CDP Report	GHG emissions 14.1.6	EM-MM-130a.1: Total energy consumed
305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report: Our Environment (Greenhouse Gas Emissions) 2025 CDP Report	GHG emissions 14.1.7	
305-4 GHG emissions intensity	Sustainability Report: Our Environment (Greenhouse Gas Emissions) 2025 CDP Report	GHG emissions 14.1.8	
GRI Standard 306: Waste 2020 — Material Topic: Waste and Hazardous Waste Management			
3-3 Management approach	Sustainability Report: Our Company (Sustainability Governance) and Our Environment (Environmental Stewardship; Waste)	Waste 14.5 14.5.1	
306-1 Waste generation and significant waste-related impacts	Sustainability Report: Our Environment (Waste) Compass Minerals does not produce rock waste as part of our operations.	Waste 14.5.2	



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
306-2 Management of significant waste-related impacts	Sustainability Report: Our Environment (Waste)	Waste 14.5.3	EM-MM-150a.10: Description of waste and hazardous materials management policies and procedures for active and inactive operations
306-3 Waste generated	Sustainability Report: Our Environment (Waste)	Waste 14.5.4	EM-MM-150a.7: Total weight of hazardous waste generated
306-4 Waste diverted from disposal	Sustainability Report: Our Environment (Waste)	Waste 14.5.5	EM-MM-150a.8: Total weight of hazardous waste recycled
306-5 Waste directed to disposal	Sustainability Report: Our Environment (Waste)	Waste 14.5.6	
GRI Standard 401: Employment 2016 — Material Topic: Workforce Recruitment and Retention			
3-3 Management approach	Sustainability Report: Our Workforce (Employee Culture)	Employment practices 14.17 14.17.1	
401-1 New employee hires and employee turnover	Sustainability Report: Our Workforce	Employment practices 14.17.3	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report: Our Workforce (Employee Culture)	Employment practices 14.17.4	



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
GRI Standard 402: Labor/Management Relations 2016 — Material Topic: Workforce Relations			
3-3	Management approach Sustainability Report: Our Workforce (Employee Culture)	Closure and rehabilitation 14.8 14.8.1 Employment practices 14.17 14.17.1	
402-1	Minimum notice periods regarding operational changes Sustainability Report: Our Workforce (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 (WARN) Act 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.	Closure and rehabilitation 14.8.2 Employment practices 14.17.6	EM-MM-310a.2: (1) Number and (2) duration of strikes and lockouts
GRI Standard 403: Occupational Health and Safety 2018 — Material Topic: Occupational Health and Safety			
3-3	Management approach Sustainability Report: Our Company (Sustainability Governance) and Our Workforce (Health and Safety)	Critical incident management 14.15 14.15.1 Occupational health and safety 14.16 14.16.1	
403-1	Occupational health and safety management system Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.2	
403-2	Hazard identification, risk assessment and incident investigation Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.3	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 Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.4	
403-4	Worker participation, consultation and communication on occupational health and safety Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.5	



GRI DISCLOSURE NUMBER/DESCRIPTOR		LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
403-5	Worker training on occupational health and safety	Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.6	
403-6	Promotion of worker health	Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.7	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report: Our Products (Product Quality; Responsible Supply Chain)	Occupational health and safety 14.16.8	
403-8	Workers covered by an occupational health and safety management system	Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.9	
403-9	Work-related injuries	Sustainability Report: Our Workforce (Health and Safety)	Occupational health and safety 14.16.10	EM-MM-320a.1: (1) 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) direct 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 (occupational disease)	No cases in fiscal 2025.	Occupational health and safety 14.16.11	

GRI Standard 404: Training and Education 2016 — Material Topic: Workforce Recruitment and Retention

3-3	Management approach	Sustainability Report: Our Workforce (Employee Culture)	Employment practices 14.17 14.17.1 Non-discrimination and equal opportunity 14.21 14.21.1	
404-1	Average hours of training per year per employee	Sustainability Report: Our Company (Cybersecurity) and Our Workforce (Health and Safety; Employee Culture)	Employment practices 14.17.7 Non-discrimination and equal opportunity 14.21.4	



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
GRI Standard 405: Diversity and Equal Opportunity 2016 — Material Topic: Equal Compensation for Women and Men			
3-3 Management approach	Sustainability Report: Our Company (Sustainability Governance) and Our Workforce (Employee Culture)	Non-discrimination and equal opportunity 14.21 14.21.1	
405-1 Diversity of governance bodies and employees	Sustainability Report: Our Workforce Proxy Statement	Non-discrimination and equal opportunity 14.21.5	
405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report: Our Workforce	Non-discrimination and equal opportunity 14.21.6	
GRI Standard 406: Non-Discrimination 2016 — Material Topic: Incidents Of Discrimination and Corrective Actions Taken			
3-3 Management Approach	Sustainability Report: Our Company (Sustainability Governance) and Our Workforce (Employee Culture)	Non-discrimination and equal opportunity 14.21 14.21.1	
406-1 Incidents of discrimination and corrective actions taken	Compass Minerals considers this information confidential due to sensitivity of information.	Non-discrimination and equal opportunity 14.21.7	
GRI Standard 407: Freedom of Association and Collective Bargaining 2016 — Material Topic: Workforce Relations			
3-3 Management Approach	Sustainability Report: Our Company (Sustainability Governance; Governing Policies), Our Workforce (Employee Culture) and Our Products (Responsible Supply Chain)	Freedom of association and collective bargaining 14.20 14.20.1	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report: Our Company (Human Rights) and Our Products (Responsible Supply Chain) Supplier Code of Conduct Human Rights Policy	Freedom of association and collective bargaining 14.20.2	
GRI Standard 416: Customer Health and Safety 2016 — Material Topics: Customer Health and Safety/Product Reliability			
3-3 Management Approach	Sustainability Report: Our Products (Product Quality)		
416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	Sustainability Report: Our Products (Product Quality)		



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
GRI Standard 417: Marketing and Labeling 2016 — Material Topic: Product Reliability			
3-3	Management Approach	Sustainability Report: Our Products (Product Quality)	
417-1	Requirements for product and service information and labeling	Sustainability Report: Our Products (Product Quality)	
417-2	Incidents of noncompliance concerning product and service information and labeling	Sustainability Report: Our Products (Product Quality)	
GRI Standard 418: Customer Privacy 2016 — Material Topic: Data Privacy			
3-3	Management Approach	Sustainability Report: Our Company (Sustainability Governance; Cybersecurity)	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Report on Form 10-K As of the date of this report, we have not identified any cybersecurity threats that have materially affected or are reasonably anticipated to have a material effect on the organization.	
OTHER MATERIAL TOPICS			
GRI Standard: N/A — Material Topic: Business Ethics and Transparency			
3-3	Management Approach	Sustainability Report: Our Company (Governing Policies) Code of Ethics and Business Conduct 500 employees completed our Code of Ethics and Business Conduct certification in fiscal 2025.	
GRI Standard: N/A — Material Topic: Compliance with Environmental Laws and Regulations			
3-3	Management Approach	Sustainability Report: Our Company (Sustainability Governance) and Our Environment	Biodiversity 14.4 14.4.1 Critical incident management 14.15 14.15.1 EM-MM-140a.2/RT-CH-140a.2: Number of incidents of non-compliance associated with water quality permits, standards and regulations



GRI DISCLOSURE NUMBER/DESCRIPTOR	LOCATION IN REPORT AND NOTES	GRI MINING SECTOR STANDARD	SASB
GRI Standard: N/A — Material Topic: Customer Service and Retention			
3-3 Management Approach	Sustainability Report: Our Company (Sustainability Governance) and Our Products (Product Quality; Customer Experience)		
GRI Standard: N/A — Material Topic: Environmental Remediation			
3-3 Management Approach	Annual Report on Form 10-K Sustainability Report: Our Company (Sustainability Governance) and Our Environment		
GRI Standard N/A — Material Topic: Management Competency			
3-3 Management Approach	Annual Report on Form 10-K Sustainability Report: Our Company (Our Approach to Sustainability; Sustainability Governance)		

ABOUT OUR DATA

Data contained in this report labeled “fiscal 2025” covers the 12 months beginning Oct. 1, 2024, and ending Sept. 30, 2025. Unless otherwise noted, the consolidation approach for setting our organizational boundary is operational control and data represents all locations: production and packaging facilities, company headquarters, satellite offices, and storage and records management. Our data is input, 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 2025 Sustainability Report, including government regulatory bodies, sustainability standards and frameworks and Compass Minerals’ basis of reporting. In collaboration with other ELT members, our COO is responsible for our company’s sustainability reporting.

We utilize GHG Protocol standards and guidance to measure and report our GHG emissions. We use country-specific Scopes 1 and 2 GHG emission factors, specifically from the U.S. EPA’s “GHG Emission Factors Hub,” Canada’s “National Inventory Report: Greenhouse Gas Sources and Sinks in Canada” and the U.K.’s “Government Conversion Factors for Company Reporting of Greenhouse Gas Emissions,” respectively. For Scope 3 Category 4 Upstream Transportation and Distribution GHG emission factors, we use the EPA’s “GHG Emission Factors Hub.” We typically use the latest published GHG emission

factors available that would be applicable for the duration of the respective reporting period (e.g., GHG emission factors published in June 2024 would be used for the fiscal 2025 period beginning Oct. 1, 2024, and ending Sept. 30, 2025). However, for fiscal 2025 Scope 3 Category 4 data we utilized EPA’s GHG Emission Factors Hub published in September 2023 in lieu of June 2024 for consistency to compare GHG emissions over the fiscal 2021 to fiscal 2025 time frame.

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

We only include data in our sustainability 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 a sustainability 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 sustainability 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.





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