



TCFD Reporting Index and 2024 Environment Metrics Supplement

November 2025

Mosaic’s mission -- to help the world grow the food it needs – is inherently grounded in sustainability. Fertilizers are responsible for 40-60% of the world’s crop yields and thus play a vital role in increasing food production and land use efficiency in agriculture and livestock production – actions that are critical to supporting a sustainable food future.

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

Recommended TCFD Disclosures	Summary of Disclosure	Location of Full Disclosure
Governance		
a) Describe the board’s oversight of climate-related risks and opportunities	Mosaic’s Environmental Health, Safety, and Sustainable Development Committee (EHSS Committee) of the Mosaic Board of Directors (the “Board”) provides oversight of our environmental, health, safety and sustainable development (EHSS) strategic vision and performance, including managing climate-related risks and opportunities. The Compensation Committee considers sustainability performance when making compensation determinations for	2024 CDP Corporate Questionnaire - C4 (4.1.2)

b) Describe management's role in assessing and managing climate-related risks and opportunities

management and executives. Climate change is indirectly linked to compensation through operating cost savings that are achieved through site-specific initiatives and companywide programs aimed at reducing energy use and emissions. Further, annual incentive compensation is tied to climate through risk reduction measures the elements of which promote environmental, health, safety and sustainability behaviors and objectives. Sustainability performance, including reduction of GHGs and water withdrawals, is covered by the risk reduction program.

In addition, in 2024, Mosaic established the ESG Reporting Governance Committee to strengthen oversight and accountability for climate-related and broader sustainability disclosures. The Committee reports to the Audit Committee and is composed of senior leaders across finance, legal, public affairs, and operations. Its mandate includes ensuring the integrity, transparency, and accuracy of Mosaic's sustainability regulatory reporting. This governance structure reinforces Mosaic's commitment to integrating sustainability into corporate strategy and risk management, and supports our objective of delivering consistent, reliable, and decision-useful sustainability information to stakeholders.

Climate-related responsibilities are shared by many at Mosaic. For example, Environment, Health and Safety (EHS) leadership manage climate-related issues due to the interplay between EHS performance and our progress toward sustainability targets, sustainability strategy and regulatory developments pertaining to

	<p>the implementation of price on carbon in our operating jurisdictions. Public Affairs manages our company's reporting, targets tracking and stakeholder engagement practices. Senior Leadership are active in identifying and assessing enterprise-wide risks, overseeing progress toward GHG targets, and guiding our overall GHG reduction strategy, which we view as important to managing Mosaic's climate-related risks.</p>	
<p>Strategy</p>		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization's</p>	<p>We have identified climate-related risks and opportunities with potential to impact our business over short (0-4 years), medium (5-9 years) and long-term (10-20 years). Per TCFD guidelines, risks are categorized as transition risks or physical risks.</p> <p>Based on the results of a comprehensive climate risk assessment, the most significant transition risk is the prospect of the imposition of a price on GHG emissions in our operating jurisdictions – principally, the United States, Canada and Brazil. The most significant physical risk we face is the threat of increasingly severe weather events and changes in precipitation patterns, primarily at our operating facilities in Florida and Louisiana.</p> <p>Climate-related risks and opportunities influence our organization's strategy in many ways. For example, the needs of customers and growers are rapidly evolving, and there is increased demand for products that address myriad agricultural challenges, like a plant's ability to thrive in increasingly stressful conditions (drought, changing temperatures, etc.) and for</p>	<p>2024 CDP Corporate Questionnaire Risks & Opportunities - C2 and C3; Scenario analysis – C5 (5.1 – 5.1.2)</p>

businesses, strategy and financial planning

solutions that help reduce the impact of agricultural activities on the environment. We are adapting our product portfolio and seeking opportunities to bring products to market that meet needs like these.

Similarly, climate-related risks and opportunities influence our company's financial planning process. For example, adverse weather can affect agricultural commodity markets, which could impact revenue. Mosaic's market analysis team monitors climate and growing regions, forecasting for climate-related events like droughts, floods and severe weather events, to determine their potential impact on the markets, our production and Mosaic's overall financial performance. Further, existing and proposed EHS laws and regulations, some of which are climate-related, may affect direct costs, operating expenditures, and capital allocation. In Saskatchewan, where we are subject to carbon pricing mechanisms, we forecast the financial implications associated with our direct energy consumption and the indirect impacts of how the tax is passed to Mosaic from third parties. See our CDP Climate Change Response for more information.

To reduce our exposure to the risk of the imposition of a price on GHG emissions, which, according to a risk scenario analysis, is greatest under a Sustainable Development Scenario (SDS) 1.5-2 °C over the 2050 time horizon, we are focused on executing our GHG reduction strategy. We manage the threat of physical risks, which are likely to materialize more slowly but projected to increase in the future under both the Intergovernmental Panel on Climate Change representative concentration pathway (RCP) 2.6 and RCP

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios,

[2024 CDP Corporate Questionnaire Risks & Opportunities](#) - C2 and C3; Scenario analysis – C5 (5.1 – 5.1.2)

<p>including a 2°C or lower scenario</p>	<p>6.0 scenarios, by maintaining insurance coverage and conferring with leading property and casualty insurers and engineers to improve asset design, construction and maintenance of at-risk assets. We have implemented – and regularly practice – hurricane preparedness plans at our Florida and Louisiana sites that protect our employees and mitigate the potential for business interruption and damage to our facilities.</p>	
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Risk Management

<p>a) Describe the organization’s processes for identifying and assessing climate-related risks</p> <p>b) Describe the organization’s processes for managing climate-related risks</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management</p>	<p>We identify and assess climate-related risks as part of a multi-disciplinary companywide risk management process. Climate, including climate changes, and associated risks and opportunities that apply at companywide and asset levels are monitored regularly by teams at Mosaic including EHS, public affairs, enterprise risk management and market analysis, and the results are reported to the company’s senior leadership team, the Board, the EHSS Committee, and to additional stakeholders through our annual sustainability disclosure. In 2021, to complement our risk identification process, we engaged a third party to conduct a climate risk assessment and scenario analysis.</p> <p>In 2024, we engaged a third party to conduct our initial Double Materiality Assessment in line with CSRD reporting requirements. This assessment included identification of impacts, risks and opportunities associated with climate related topics.</p>	<p>2024 CDP Corporate Questionnaire Risks & Opportunities – C2</p>
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Metrics and Targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks

c) Describe the targets used by the organization to manage climate-related risks and opportunities and perform against targets

We use key metrics to monitor our progress managing our GHG risks, including tracking of direct and indirect energy use and GHG emissions on absolute and intensity bases. Our 2025 Sustainability performance targets outline our ambition to reduce our Scope 1 and 2 GHGs by 20% per tonne of product. In 2021 we announced our participation in a net zero economy with targets to achieve net zero GHG emissions companywide by 2040. In 2024, Mosaic progressed decarbonization assessments at our North America phosphates concentrate plants and potash sites (Brazil decarbonization roadmap was completed previously).

Description of our Scope 1, 2 and 3 GHG emissions and related risks are detailed in our CDP and GRI reports.

[2024 Sustainability Disclosure and GRI Index](#)

[2025 Sustainability Performance Targets](#)

[2024 Sustainability Performance Summary](#)

[2024 CDP Corporate Questionnaire](#)

2024 Environment Metrics Supplement

This supplement provides additional environmental metrics, not covered under the GRI framework, that some stakeholders request as part of their review of our performance. We encourage stakeholders to read this supplement in conjunction with our [2024 Sustainability Disclosure and GRI Index](#) and [2024 Sustainability Performance Summary](#).

Water

2024 Global Water Withdrawals by Segment (,000 m3)						
Business Segment	Municipal	Reclaimed Water	Groundwater	Surface Water	Total	Total Withdrawal Intensity
Phosphate	84	3,486	51,165	185,903	240,638	0.0382
Potash	0	282	5,408	15,350	21,040	0.0024
Mosaic Fertilizantes	103	0	6,559	43,259	49,921	0.0026
Distribution	64	5,426	3,294	0	8,785	NA
Mosaic Total	252	9,195	66,426	244,511	320,384	0.0168

Note: Phosphate surface water withdrawals include once through cooling water totals. Total water intensity value measured in megaliters per tonne of finished product. Values include all water withdrawals and differ from Mosaic's freshwater intensity reduction target, as reported in Mosaic's 2024 Sustainability Disclosure. Phosphate surface water includes seawater withdrawn at our Peru site. Distribution, as reported here, represents Mosaic-owned facilities involved in warehousing, blending and/or shipping Mosaic's products. Though Distribution is not its own reporting segment, our distribution facilities do consume water in their operations, hence our including the volumes here. Intensity for Distribution facilities is not available using our methodology for calculating intensity since they do not produce finished product tonnes.

Energy and Emissions

Energy Intensity Metrics

2024 Purchased Energy Intensity by Segment (GJ/ Finished Product Tonnes)	
Business Segment	
Phosphate	1.13
Potash	0.41
Mosaic Fertilizantes	0.91
Mosaic Total	0.71

Note: Energy totals in this table include purchased electricity and purchased heating. Intensity for Distribution facilities is not available using our methodology for calculating intensity since they do not produce finished product tonnes. Our Phosphate business segment for energy and emissions data includes metrics associated with ammonia production at Faustina.

2024 Total Energy Intensity by Segment (GJ/ Finished Product Tonnes)	
Business Segment	
Phosphate	2.89
Potash	2.50
Mosaic Fertilizantes	2.21
Mosaic Total	2.60

Note: Energy values in this table exclude steam energy from the sulfuric acid manufacturing process. Intensity for Distribution facilities is not available using our methodology for calculating intensity since they do not produce finished product tonnes.

GHG Intensity Metrics

2024 GHG Emissions Intensity by Segment (tonnes CO2e/ Finished Product Tonnes)									
Business Segment	Total GHG	Direct GHG	Indirect GHG (Location-based)	Indirect GHG (Market-based)	Total CO2	Direct CO2	Indirect CO2	CH4	N2O
Phosphate	0.398	0.285	0.113	0.103	0.234	0.123	0.111	0.00	0.00
Potash	0.156	0.105	0.051	0.048	0.110	0.105	0.005	0.00	0.00
Mosaic Fertilizantes	0.141	0.127	0.014	0.009	0.119	0.119	0.000	0.01	0.00
Mosaic Total	0.235	0.171	0.064	0.058	0.154	0.115	0.039	0.01	0.00



Note: Total, Direct and Indirect GHG values are measured in tonnes CO₂e per tonne of finished product. Companywide values differ from Mosaic's GHG reduction target, as reported in Mosaic's 2024 Sustainability Disclosure. Intensity for Distribution facilities is not available using our methodology for calculating intensity since they do not produce finished product tonnes.

Absolute GHG Metrics

2024 Absolute GHG Emissions by Segment (tonnes CO₂e/ Finished Product tonnes)

Business Segment	Total GHG	Direct GHG	Indirect GHG (Location-based)	Indirect GHG (Market-based)	Total CO ₂	Direct CO ₂	Indirect CO ₂	CH ₄	N ₂ O
Phosphate	2.50	1.79	0.71	0.65	1.47	0.78	0.70	54	7
Potash	1.37	0.93	0.44	0.42	0.97	0.93	0.05	23	3
Mosaic Fertilizantes	0.56	0.50	0.05	0.04	0.47	0.47	0.00	48	7
Distribution	0.03	0.03	0.01	0.01	0.02	0.02	0.00	1	0
Mosaic Total	4.47	3.25	1.22	1.11	2.94	2.19	0.75	126	17

Note: Total, Direct and Indirect GHG values are measured in million tonnes CO₂e; CH₄ and N₂O are presented in tonnes. Summation of parts may be 3 different from total due to rounding. CO₂ emissions from Biofuels is 0.16 million tonnes CO₂ from our Mosaic Fertilizantes facilities.

Other Emissions

2024 Other Emissions by Segment (tonnes)

Business Segment	NO _x	CO	PM	SO ₂	VOC	NH ₃	FL	H ₂ S	SAM	HF
Phosphate	1,604	836	820	9,205	133	457	79	8	151	431
Potash	1,581	510	1,760	10	141	0	0	0	0	0



Mosaic Fertilizantes	106	0	400	5,248	0	19	22	0	72	0
Distribucion	3	12	11	3	1	2	0	0	0	0
Mosaic Total	2,754	1,357	2,991	14,465	275	477	102	8	222	431

Note: Values are presented in tonnes.