

**THE MOSAIC COMPANY**  
**AUDIT COMMITTEE**

***AUDIT AND NON-AUDIT SERVICES PRE-APPROVAL POLICY***

The Audit Committee of The Mosaic Company (the “Company”) is required to pre-approve the audit and non-audit services performed by the independent auditor in order to assure that the provision of such services does not impair the auditor’s independence. All services to be provided by the independent auditor require specific pre-approval by the Audit Committee. Any proposed services exceeding pre-approved cost levels also require specific re-approval by the Audit Committee. The term of any pre-approval is twelve (12) months from the date of pre-approval, unless the Audit Committee specifically provides for a different period.

**1. Delegation**

The Audit Committee may not delegate its responsibilities to pre-approve services performed by the independent auditor to management. The Audit Committee may, however, delegate pre-approval authority to the Chairman of the Audit Committee, who shall report any pre-approval decisions to the Audit Committee at its next scheduled meeting.

**2. Audit Services**

The annual audit services engagement terms and fees will be subject to the specific pre-approval of the Audit Committee. The Audit Committee will approve, if necessary, any changes in terms, conditions and fees resulting from changes in audit scope, Company structure or other matters. In addition to the annual audit services engagement approved by the Audit Committee, the Audit Committee may grant specific pre-approval for other audit services, which are those services that only the independent auditor reasonably can provide. Examples of audit services include:

- Statutory audits or financial audits for subsidiaries or affiliates of the Company
- Attestation on management reports on internal controls
- Services associated with Securities and Exchange Commission (“SEC”) registration statements, periodic reports and other documents filed with the SEC or other documents issued in connection with securities offerings (e.g., comfort letters, consents), and assistance in responding to SEC comment letters
- Consultations by the Company’s management as to the accounting or disclosure treatment of transactions or events and/or the actual or potential impact of final or proposed rules, standards or interpretations by the SEC, the

Financial Accounting Standards Board (“FASB”), or other regulatory or standard setting bodies

### **3. Audit-Related Services**

Audit-related services are assurance and related services that are reasonably related to the performance of the audit or review of the Company’s financial statements or that are traditionally performed by the independent auditor. The Audit Committee believes that the provision of audit-related services does not impair the independence of the auditor. All audit-related services must be specifically pre-approved by the Audit Committee. Examples of audit-related services include:

- Financial statement audits of employee benefit plans
- Due diligence services pertaining to potential business acquisitions/dispositions
- Internal control reviews and assistance with internal control reporting requirements
- Consultations by the Company’s management as to the accounting or disclosure treatment of transactions or events and/or the actual or potential impact of final or proposed rules, standards or interpretations by the SEC, FASB, or other regulatory or standard setting bodies

### **4. Tax Services**

- The Audit Committee believes that the independent auditor can provide certain permissible tax services to the Company such as certain tax compliance and tax consulting activities without impairing the auditor’s independence. However, the Audit Committee will not permit the retention of the independent auditor in connection with a transaction initially recommended by the independent auditor, the purpose of which may be tax avoidance and the tax treatment of which may not be supported in the Internal Revenue Code and related regulations. Also, the Audit Committee will not permit the retention of the independent auditor in connection with engagements related to marketing, planning or opining in favor of the tax treatment of a transaction that is a confidential transaction or an aggressive tax position. All tax services must be specifically pre-approved by the Audit Committee.

### **5. All Other Services**

The Audit Committee may grant pre-approval to those permissible non-audit services classified as “All Other” services that it believes are routine and recurring services, and would not impair the independence of the auditor. Permissible All Other services must be specifically pre-approved by the Audit Committee.

A list of prohibited non-audit services is included in this policy as Exhibit 1. The rules and relevant guidance of the SEC and the Public Company Accounting Oversight Board (“PCAOB”) should be consulted to determine the precise definitions of these services and the applicability of exceptions to certain of the prohibitions.

## **6. Pre-Approval Fee Levels**

Pre-approval fee levels for all services to be provided by the independent auditor will be established by the Audit Committee. Any proposed services exceeding these levels will require specific re-approval by the Audit Committee.

## **7. Procedures**

Requests or applications to provide services will be jointly submitted to the Audit Committee by the independent auditor and either the Senior Vice President and Chief Financial Officer or Controller and must include (1) a joint statement as to whether, in their view, the request or application is consistent with the SEC’s rules on auditor independence, and (2) a reasonably detailed description of the proposed services and such other supporting documentation as may be necessary to ensure that the Audit Committee clearly understands the nature and scope of services it is being asked to approve. In connection with requests for pre-approvals of permissible tax services, the independent auditor shall also furnish the written communications to the Audit Committee, discuss the matters with the Audit Committee and document the substance of such discussion, in each case as required by PCAOB Rule 3524.

May 19, 2021

**Exhibit 1**  
**Prohibited Non-Audit Services**

- Bookkeeping or other services related to the accounting records or financial statements of The Mosaic Company
- Financial information systems design and implementation
- Appraisal or valuation services, fairness opinions or contribution-in-kind reports
- Actuarial services
- Internal audit outsourcing services
- Management functions
- Human resources
- Broker-dealer, investment adviser or investment banking services
- Legal services
- Expert services unrelated to the audit
- Services provided on a contingent fee or commission arrangement
- Services (including financial planning and tax services) to a person in a financial reporting oversight role or to an immediate family member (spouse, spousal equivalent or dependents) of any such person. The prohibition does not turn on whether the Company or the executive pays for the service.