

## **COVID-19 Preparedness and Response at our Facilities**

The health and safety of our people, their families and the wider community is our top priority.

Mosaic continues to monitor the evolving COVID-19 pandemic by following recommendations from the World Health Organization (WHO), U.S. Centers for Disease Control and Prevention (CDC) and other government agencies to guide our preparation and response.

Here is how we are taking action across the company to keep our people safe:

- Pandemic Preparedness Teams are coordinating our response at each facility in accordance with our Mosaic's Global Pandemic Policy and our Global Pandemic Preparedness Team
- Implementing improved ways to protect workers in critical roles who remain on-site to ensure we continue delivering on our commitment to safe, responsible operations
- Closely following legislative changes at the federal and state/provincial levels to guide our pay, leave and other policies
- Taking steps to minimize potential financial impacts to employees as much as possible
- Notifying workers of direct, confirmed risk for potential exposures based on confirmed cases and following specific processes put in place to protect workers' personal health information

### **Increased measures and procedures in place at our North America facilities include:**

1. Reminding workers to stay home and seek medical treatment if they're sick
2. Enhancing cleaning routines of high-touch-point surfaces and positioning sanitization supplies in high-traffic areas, including shared vehicles after every shift
3. Procuring additional cleaning and sanitizing equipment and supplies; including exploring temperature screening technology
4. Restricting visitors and postponing non-essential contractor work; screening is in place for essential contractors, drivers and suppliers on their potential exposure and symptoms before entering our facilities and denying access if necessary
5. Reducing the number of people working on site at any given time where possible, including creating alternate work arrangements for employees who can work from home and shifting schedules to provide gaps between crews; and restricting access to busy, critical areas
6. Putting in place processes to social distance, including eliminating face-to-face contact where possible, and developing risk mitigation where social distancing cannot be met (installing physical shields or barriers, body positioning, increasing ventilation rates additional PPE and sanitization)
7. Encouraging employees to postpone personal travel and to avoid gatherings in accordance with local guidance -- and not to carpool
8. Restricting all business travel, including between Mosaic facilities, and attendance to events and meetings on Mosaic's behalf
9. Hosting virtual meetings and postponing non-critical training

### **Mosaic's Critical Role in the Global Response and Recovery Efforts**

Agriculture, and the role we play in helping the world grow the food it needs, is paramount to the global recovery efforts and the response to the pandemic. Our company and its people are ready to do their part.

**The food farmers grow with our fertilizer products have never been more important or needed.**

Mosaic and our critical business partners have a special responsibility to continue operations during the COVID-19 pandemic, doing so in a way that continues to protect the health and safety of our people, communities and society.

All levels of government in the U.S. and Canada, have recognized the production, processing and supply chains of the mining and agriculture sectors as essential or allowable businesses. Including businesses, facilities and services that support and carry-out the two-way movement of essential goods with supply chains.

**Thank you**

We deeply appreciate our peoples' efforts and commitment during these challenging times.

Together we will continue to navigate how to best support our people, customers, communities and all those that depend on us to help the world grow the food it needs – safely and responsibly.