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# *Compensation Committee Charter*

*of Compass Minerals International, Inc.*

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This Compensation Committee Charter (this “Charter”) was adopted by the Board of Directors (the “Board”) of Compass Minerals International, Inc. (the “Company”) on March 5, 2026.

## **I. PURPOSE**

The primary purpose of the Compensation Committee (the “Committee”) is to assist the Board with its responsibilities related to compensation of executive officers (as such term is defined in Rule 16a-1 under the Securities Exchange Act of 1934, as amended) and directors, including (1) evaluating compensation and benefit plans, policies and programs; (2) approving appropriate compensation programs for executive officers and directors; (3) reviewing and approving matters related to executive officer and director compensation in the Company’s proxy materials in accordance with applicable rules and regulations; (4) ensuring that compensation programs are designed to attract and retain top talent, encourage high performance, promote accountability and assure that executive officer and director interests are aligned with the interests of Company stockholders; and (5) reviewing the Company’s talent management and human capital management strategies, including recruitment, succession, development, retention, diversity and inclusion, to ensure they are aligned with Company strategy.

In addition to the powers and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities delegated to it by the Board consistent with the Company’s by-laws. The powers and responsibilities delegated by the Board to the Committee in this Charter or otherwise will be exercised and carried out by the Committee as it deems appropriate without requirement of further Board approval, and any decision made by the Committee (including any decision to exercise or refrain from exercising any of the powers delegated to the Committee) will be at the Committee’s sole discretion. While acting within the scope of the powers and responsibilities delegated to it, the Committee will have and may exercise all the powers and authority of the Board. To the fullest extent permitted by law, the Committee has the power to determine which matters are within the scope of the powers and responsibilities delegated to it.

## **II. MEMBERSHIP**

The Committee will consist of at least three members of the Board. The members, including the Chair of the Committee, will be appointed by action of the Board, on the recommendation of the Nominating/Corporate

Governance Committee. Each Committee member must satisfy the independence requirements of the New York Stock Exchange (“NYSE”) and Securities and Exchange Commission (“SEC”) rules and regulations.

### **III. MEETINGS AND PROCEDURES**

1. The Chair (or in his or her absence, a Committee member designated by the Chair) will preside at each Committee meeting and set the agendas for Committee meetings. The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any applicable provisions of the Company’s certificate of incorporation or by-laws.
2. The Committee will meet at least four times per year. The Committee may include in its meetings other members of the Board, members of management or any other persons whose presence the Committee believes to be appropriate; provided that at least one time per year, the Committee will meet in executive session with only Committee members present.
3. A quorum of the Committee will consist of a majority of the members of the Committee. The vote of a majority of the members of the Committee present at a meeting which a quorum is present will be the act of the Committee. The Committee may act without a meeting with the affirmative consent of all of the members of the Committee in writing or by electronic transmission (as such term is defined in the Company’s by-laws).
4. The Committee has the authority, in its sole discretion, to retain, direct and terminate any counsel, compensation and benefits consultants, experts and other advisors that the Committee believes to be necessary or appropriate (collectively, “Compensation Advisors”). The Committee will select a Compensation Advisor only after taking into consideration all factors, including any applicable factors under NYSE rules, relevant to the Compensation Advisor’s independence from management. If the Committee retains a Compensation Advisor who the Committee has determined has a conflict of interest, the Committee will comply with applicable disclosure requirements. The Committee may also utilize the services of the Company’s legal counsel or other advisors.
5. The Company will provide for appropriate funding, as determined by the Committee in its sole discretion, for payment of compensation to any advisor retained by the Committee and for ordinary administrative

expenses of the Committee that are necessary or appropriate in carrying out its duties.

6. The Chair (or his or her nominee) will report to the Board on matters addressed at Committee meetings following Committee meetings and as requested by the Board.
7. This Charter will be made available on the Company's website at [compassminerals.com](http://compassminerals.com).

#### **IV. DUTIES AND RESPONSIBILITIES**

1. The Committee will periodically review the compensation philosophy of the Company.
2. The Committee will, at least annually, review and approve corporate goals and objectives relevant to the compensation of the chief executive officer (the "CEO"), evaluate the performance of the CEO in light of those goals and objectives and determine and approve the compensation of the CEO based on such evaluation. The Committee, with appropriate consultation with the other non-employee members of the Board, has sole authority to determine the CEO's compensation.
3. The Committee will, at least annually, review and approve compensation for all other executive officers.
4. The Committee will review and approve all executive officer employment agreements and severance arrangements. In determining, setting, or approving termination benefits and/or separation pay to executive officers, the Committee shall take into consideration the circumstances surrounding the particular executive officer's departure and the executive's performance as it relates to both legal compliance and compliance with the Company's internal policies and procedures. This shall not affect payments or benefits that are required to be paid pursuant to the Company's plans, policies, or agreements.
5. The Committee will review and make recommendations to the Board regarding the Company's incentive compensation and equity-based plans that are subject to Board approval. The Committee shall exercise all rights, authority and functions of the Board under all of the Company's equity-based plans, including without limitation, the authority to interpret the terms of the plans and to grant equity-based and cash awards under the plans, except to the extent the terms of any such plan require administration by the full Board. In determining, setting, or approving annual short-term compensation arrangements,

the Committee shall take into account the particular executive's performance as it relates to both legal compliance and compliance with the Company's internal policies and procedures. This shall not affect payments or benefits that are required to be paid pursuant to the Company's plans, policies, or agreements.

6. The Committee will establish, oversee and periodically review policies concerning perquisite benefits and approve all perquisites for executive officers.
7. The Committee will review and oversee the application of the Company's compensation clawback policy or policies.
8. The Committee will periodically review the compensation program for outside directors to make sure that it is comparable to other companies of its size in related industries and that it aligns the interests of the directors with the stockholders. Any changes in director compensation will be recommended to the Board for approval.
9. The Committee will review the risks related to the Company's compensation policies and practices and review and discuss, at least annually, the relationship between the Company's risk management policies and practices, the Company's corporate strategy, and the Company's compensation policies and practices.
10. The Committee will establish and oversee the Company's stock ownership guidelines, including periodic review of compliance by directors and executive officers.
11. The Committee will review and discuss with management the Compensation Discussion and Analysis and recommend to the Board its inclusion in the Company's annual proxy statement. The Committee will also prepare an annual report of the Committee on executive compensation for inclusion in the proxy statement that complies with SEC rules and regulations. The Committee will review and approve the director compensation disclosure to be included in the Company's annual proxy statement.
12. The Committee will periodically review the Company's (i) talent management and human capital management strategies, such as the Company's recruitment, development, promotion and retention programs; (ii) policies and practices promoting diversity and inclusion

within the Company; and (iii) key metrics and objectives related to the Company's talent.

13. The Committee will, at least annually, evaluate its own performance, including its compliance with this Charter, and report the results of such evaluation, including any recommended changes, to the Board.
14. The Committee will, at least annually, review and reassess this Charter and submit any recommended changes to the Board for its approval.

## **V. DELEGATION OF DUTIES**

In fulfilling its responsibilities, the Committee may, subject to applicable law and regulation, delegate any of its responsibilities to a subcommittee of the Committee. The Committee may delegate matters relating to the supervision of the Company employee pension and welfare plans, and the oversight of investments with respect to the plans, to a committee whose members include employees of the Company. The Committee may also delegate to the CEO approval of discretionary bonus awards payable in cash to employees who are not executive officers, in an amount not exceeding the amount set forth in the Board-approved delegation of authority.