

# Forward-Looking Statements and Other Disclaimers



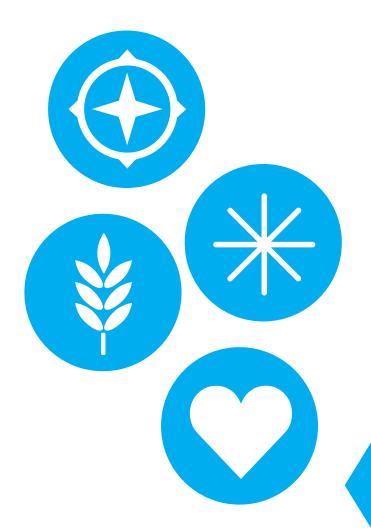


This presentation may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, without limitation, statements about the company's lithium development project, including timing, potential offtake agreements, evaluation of DLE technology, environmental impact, capital intensity, cost competitiveness, and LCA; the company's fire retardant business (Fortress North America) investment, including product testing, approvals and qualifications, capitalization, commercial build-out of manufacturing, and bidding; ability to improve balance sheet and preserve financial flexibility; restoration of Salt segment profitability; deleveraging; potential nondebt funding sources; costs; margins; pricing; mix management; feedstock issues; and the company's outlook for fiscal 2022, including its expectations regarding revenue, EBITDA, volumes, adjusted EBITDA, corporate and other expense, interest expense, depreciation, depletion and amortization, capital expenditures and tax rates. We use words such as "may," "would," "could," "should," "will," "likely," "expect," "anticipate," "believe," "intend," "plan," "forecast," "outlook," "project," "estimate" and similar expressions suggesting future outcomes or events to identify forward-looking statements or forward-looking information. 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 without limitation (i) weather conditions, (ii) inflation, the cost and availability of transportation for the distribution of the company's products and foreign exchange rates, (iii) pressure on prices and impact from competitive products, (iv) any inability by the company to successfully implement its strategic priorities or its cost-saving or enterprise optimization initiatives, (v) the risk that the company may not realize the expected financial or other benefits from the proposed development of its lithium mineral resource or its investment in Fortress North America, and (vi) impacts of the COVID-19 pandemic. For further information on these and other risks and uncertainties that may affect the company's business, see the "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" sections of the company's Transition Report on Form 10-KT for the transition period ended Sept. 30, 2021 and its Quarterly Reports on Form 10-Q for the quarters ended Dec. 31, 2021, March 31, 2022 and June 30, 2022 filed or to be filed with the SEC, as well as the company's other SEC filings. The company undertakes no obligation to update any forward-looking statements made in this presentation to reflect future events or developments, except as required by law. Because it is not possible to predict or identify all such factors, this list cannot be considered a complete set of all potential risks or uncertainties.

The company has completed an initial assessment to define the lithium resource at Compass Minerals' existing operations in accordance with applicable SEC regulations, including Subpart 1300. Pursuant to Subpart 1300, mineral resources are not mineral reserves and do not have demonstrated economic viability. The company's mineral resource estimates, including estimates of the lithium resource, are based on many factors, including assumptions regarding extraction rates and duration of mining operations, and the quality of in-place resources. For example, the process technology for commercial extraction of lithium from brines with low lithium and high impurity (primarily magnesium) is still developing. Accordingly, there is no certainty that all or any part of the lithium mineral resource identified by the company's initial assessment will be converted into an economically extractable mineral reserve.

# Fiscal 2022 Third-Quarter Highlights





All amounts in this press release represent results from continuing operations, except for amounts pertaining to the condensed consolidated statements of cash flows which include results from South America and North American micronutrient discontinued operations, unless otherwise noted.

- Achieved revenue of \$215 million, an 8% year-over-year increase
- Increased Plant Nutrition pricing by 36% year over year, and 12% sequentially to \$827 per ton, reflecting continued strength in global fertilizer supply-demand conditions
- Reduced Total Case Incident Rate<sup>1</sup>, or TCIR, by over half, to a rate of 0.95 for the nine months ended June 30, 2022, reflecting an approximate 58% improvement year over year and the continuation of an excellent safety performance to date
- Amended credit facility to provide financial flexibility and bridge the timing gap between the fiscal 2022 inflationary dynamic that has led to Salt EBITDA margin compression to date and the anticipated fiscal 2023 post-bidding season Salt EBITDA margin recovery
- Announced the signing of non-binding memorandums of understanding to supply LG Energy Solution and Ford Motor Company with a battery-grade lithium product from the company's lithium brine development project
- Paid down debt with the combined net proceeds from the previously announced sale of the company's South America chemicals business in April 2022 and receipt of the maximum earnout associated with the July 2021 sale of its South America specialty plant nutrition business
- Bolstered board of directors with the appointment of Richard P. Dealy and Melissa M.
   Miller, deepening the board's operational, financial, and human capital management expertise and experience

# FISCAL 2022 THIRD-QUARTER RESULTS

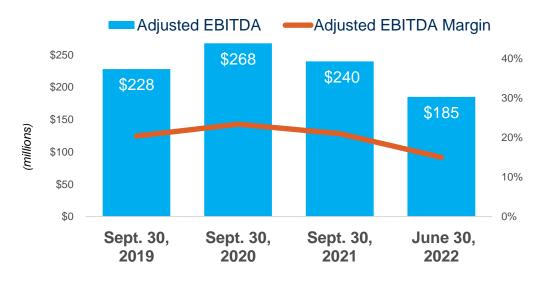
## Fiscal 2022 Third-Quarter Consolidated Results



Consolidated Results	3Q22	Commentary
Revenue year over year	+8%	<ul> <li>Consolidated revenue grew 8% year over year, primarily driven by higher Salt segment average price and sales volumes</li> </ul>
Adjusted EBITDA <sup>1</sup> year over year	(13)%	<ul> <li>Adjusted EBITDA<sup>1</sup> declined \$4.4 million year over year, primarily due to</li> </ul>
Adjusted EBITDA¹ margin	13%	increased production and distribution costs



## Historical Adjusted EBITDA<sup>1</sup> and Margin (TTM)



## Fiscal 2022 Third-Quarter Salt Segment Results



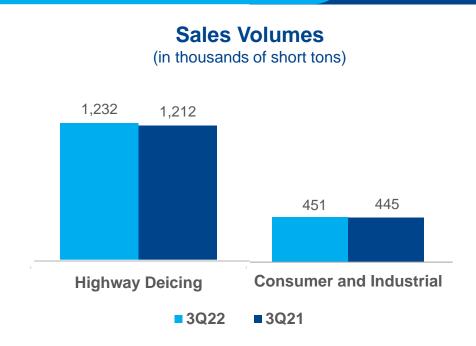
Salt Segment Results (\$ in millions)	3Q22	3Q21	%∆
Revenue	\$156.2	\$142.6	+10%
EBITDA <sup>1</sup>	\$27.7	\$36.8	-25%
EBITDA <sup>1</sup> margin	18%	26%	-8 pts
Average price per ton	\$93/ton	\$86/ton	8%

## Salt segment revenue up 10% year over year

- Salt segment sales volumes up 2% year over year with an 8% increase in average price
  - Average sales volume in both highway and C&I reflect modest growth year over year
  - Highway pricing up 7% year over year primarily due to product and regional mix
  - C&I pricing increased 9% year over year, reflecting continued broad-based price increases in most product categories in response to high-inflation environment

## **3Q22 EBITDA**<sup>1</sup> declines 25% year over year

Primarily due to increased production and distribution costs



## **Historical EBITDA<sup>1</sup> and Margin (TTM)**



# Fiscal 2022 Third-Quarter Plant Nutrition Segment Results

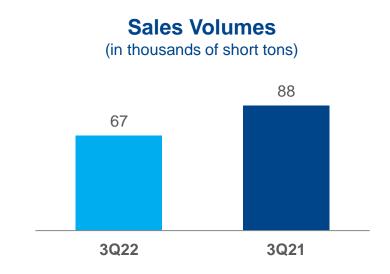


Plant Nutrition Segment Results (\$ in millions)	3Q22	3Q21	%Δ
Revenue	\$55.6	\$53.8	3%
EBITDA <sup>1</sup>	\$19.4	\$9.8	98%
EBITDA <sup>1</sup> margin	35%	18%	17 pts
Average price per ton	\$827/ton	\$610/ton	36%

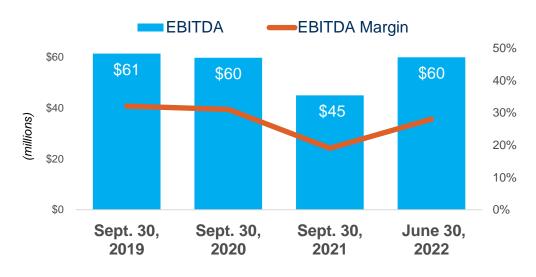
# 3Q22 revenue up 3%, driven by 36% higher average price largely offset by lower sales volumes

- Sales volumes 24% below prior year, primarily due to constrained inventory and lower production levels
- SOP average price of \$827 per ton up 12% sequentially and 36% year over year

Delivered EBITDA<sup>1</sup> of \$19.4 million, more than double last year's levels, as favorable pricing offset higher per-unit costs and lower production volumes



## Historical EBITDA<sup>1</sup> and Margin (TTM)



# Lithium: Recent Accomplishments and Expected Milestones



### **People**

Building a lithium leadership team by both leveraging internal talent and bringing in outside expertise with proven experience in lithiumspecific processes, technology and product development

### **Progress Toward Offtake Agreements**

Announced non-binding memorandums of understandings with LG Energy Solution and Ford Motor Company, to supply a majority of phase-one production volume starting in 2025 and allowing for a similar allotment of phase-two production

### **Evaluation of DLE Technology**

Assessed five different technologies in the last three years identifying two technologies providing positive results in lithium recovery, magnesium rejection and low environmental impact

Pilot plants are on-site in Ogden, testing brine and different operating parameters in order to provide detailed data for technology selection, scalability and to help inform next stages of engineering

#### **Future Milestones**

- Capital Intensity and Cost Competitiveness disclosure of economic assessment of the estimated capital and operating costs required to develop the company's lithium resource with a front-end-loaded (FEL-1) level of accuracy; continue to progress FEL-2
- Advanced Stages of Direct Lithium Extraction (DLE) Assessment
   announce technology service provider
- Advanced Stages of Initial Life Cycle Analysis (LCA) share results of initial LCA, conducted by Minviro, to confirm environmental footprint

September 2022

# Fortress: Select Accomplishments and Expected Milestones



#### **Product Qualifications**

- Two conditionally qualified aerial LT retardants on U.S. Forest Service's Qualified Products List (QPL): FR-200 & FR-100 (pending final approvals)
- One fully qualified ground applied LT retardant on U.S. Forest Service's QPL: FR-600

### **Bolstered Leadership Team**

- Tom Davis named Chief Manufacturing and Supply Chain Officer at Fortress; former global operations and supply chain lead at Perimeter Solutions (NYSE: PRM)
- Robert Baird named Chief, Air Base Operations: Formerly served as the U.S. Forest Service Director of Fire and Aviation Management for California R-5, U.S. Forest Service's largest region in the country

### **Compass Minerals Partnership and Capital Infusion**

 Adequate capital to ramp to full commercialization of business including build out of manufacturing infrastructure, production facilities and staffing

#### **Future Milestones**

### **Operational Field Evaluations**

 Further approvals anticipated upon completion of ongoing operational field evaluations of FR-200 & FR-100; submission for testing on additional pipeline of products including mobile retardants and next generation eco-friendly formulations

#### **Achieve Full Product Qualifications**

Completion of required steps for full qualification

- Commence commercial build-out of manufacturing
- Position to competitively bid on multiple airbases with U.S. Forest Service in 2023 wildfire season and beyond
- Target is to enter 2023 wildfire season with two fully qualified aerial retardants (dry powder and liquid concentrate)



# Financial Flexibility and Liquidity



- Considerable net debt reduction from Dec. 31, 2020 levels
  - Paid down debt with combined net proceeds from sale of South America chemicals business and earnout payment associated with the previously sold South America specialty plant nutrition business during the quarter
- Focused on continuous balance sheet improvement and preserving financial flexibility
- Restoration of Salt segment profitability expected to drive additional deleveraging
- Amended credit facility in June 2022 providing greater financial flexibility as management takes action expected to drive Salt margin recovery
- Focused on a wide range of non-debt sources to fund lithium development
- Balanced and manageable debt maturity profile



## Fiscal 2022 Second Half Outlook<sup>1</sup>





#### Salt

- Anticipate continuation of the year-over-year impact of increased production and distribution costs to compress margins
- Focused on restoring profitability during the current North America highway deicing bidding season via a combination of price increases and effective mix management

#### **Plant Nutrition**

- Expect year-over-year impact of favorable SOP pricing on revenue and profitability to be tempered by ongoing feedstock issues at Ogden impacting yield and inventory availability
- Emphasis on restoring SOP productivity levels to better serve customer demand and deliver higher financial performance

# Fiscal 2022 Guidance<sup>1</sup>



Key Metrics for continuing operations (in millions of dollars unless otherwise noted)		
Segment Outlook	Low	High
Salt segment sales volumes (in millions of tons)	12.3	12.6
Plant Nutrition segment sales volumes (in thousands of tons)	270	280

Consolidated and Corporate Outlook	Low	High
Consolidated Adjusted EBITDA	\$175	\$195
Corporate and other expense <sup>2</sup>	~\$70	)
Interest expense	~\$56	6
Depreciation, depletion and amortization	~\$11	0
Capital expenditures	~\$10	0
Effective tax rate	~35% (excluding tax expense from	

<sup>&</sup>lt;sup>1</sup> Reflects Oct. 1 to Sept. 30 fiscal year.

<sup>&</sup>lt;sup>2</sup> Excludes depreciation, amortization and stock-based compensation.



# **APPENDIX**



Reconciliation for Adjusted (unaudited, in m	•	ss) Ear	ning	IS			
		Three months ended June 30,			Nine m Ju	onths une 30	
		2022		2021	2022		2021
Net (loss) earnings from continuing operations	\$	(10.7)	\$	(16.4)	\$ (31.8)	\$	40.2
Executive transition costs, net of tax <sup>1</sup>					3.2		
Accrued loss and legal costs related to SEC investigation, net of tax <sup>2</sup>		3.1		0.3	17.6		3.5
Deferred tax valuation allowance <sup>3</sup>		2.4			30.4		
Adjusted net (loss) earnings from continuing operations	\$	(5.2)	\$	(16.1)	\$ 19.4	\$	43.7
Net (loss) earnings from continuing operations per diluted share	\$	(0.32)	\$	(0.49)	\$ (0.94)	\$	1.15
Adjusted net (loss) earnings from continuing operations per diluted share	\$	(0.16)	\$	(0.48)	\$ 0.56	\$	1.25
Weighted-average common shares outstanding (in thousands):							
Diluted		34,154		34,078	34,110		34,022

<sup>&</sup>lt;sup>1</sup> The company incurred severance and other costs related to executive transition of \$3.8 million (\$3.2 million net of tax) for the nine months ended June 30, 2022.

<sup>&</sup>lt;sup>2</sup> The company recorded a contingent loss accrual and recognized costs, net of reimbursements, related to the ongoing SEC investigation of \$2.8 million and \$0.3 million (\$3.1 million and \$0.3 million net of tax) in the three months ended June 30, 2022 and 2021, respectively. The company recorded a contingent loss accrual and incurred net costs related to the ongoing SEC investigation of \$19.5 million and \$4.7 million and \$3.5 million net of tax) for the nine months ended June 30, 2022 and 2021, respectively.

<sup>&</sup>lt;sup>3</sup> The company recognized a valuation allowance for certain deferred tax assets due to their uncertainty of being realized.



Reconciliation for Adjusted Operating (Loss) Earnings (unaudited, in millions)										
	Three months ended Nine months ended  June 30, June 30,									
		2022		2021		2022 202				
Operating (loss) earnings	\$	(3.5)	\$	0.9	\$	36.9	\$	105.0		
Executive transition costs <sup>1</sup>						3.8				
Accrued loss and legal costs related to SEC investigation <sup>2</sup>		2.8		0.3		19.5		4.7		
Adjusted operating (loss) earnings	\$	(0.7)	\$	1.2	\$	60.2	\$	109.7		
Sales		214.7		199.4		994.7		934.1		
Operating margin		(1.6)%		0.5%		3.7%		11.2%		
Adjusted operating margin		(0.3)%		0.6%		6.1%		11.7%		

<sup>&</sup>lt;sup>1</sup> The company incurred severance and other costs related to executive transition.

<sup>&</sup>lt;sup>2</sup> The company recorded a contingent loss accrual during the three and nine months ended June 30, 2022, and recognized costs, net of reimbursements, related to the ongoing SEC investigation during the three and nine months ended June 30, 2022 and 2021.



Reconciliation for EBITDA an (unaudited, in mili	 sted EE	3ITD <i>i</i>	4				
	Three months ended June 30,				ended ),		
	2022		2021		2022		2021
Net (loss) earnings from continuing operations	\$ (10.7)	\$	(16.4)	\$	(31.8)	\$	40.2
Interest expense	13.4		15.0		41.2		46.2
Income tax (benefit) expense	(1.1)		1.7		28.1		9.3
Depreciation, depletion and amortization	 27.0		30.0		83.2		90.0
EBITDA from continuing operations	\$ 28.6	\$	30.3	\$	120.7	\$	185.7
Adjustments to EBITDA from continuing operations:							
Stock-based compensation - non cash	3.9		2.3		11.6		8.2
(Gain) loss on foreign exchange	(6.1)		1.1		(3.5)		9.4
Executive transition costs <sup>1</sup>					4.3		
Accrued loss and legal costs related to SEC investigation <sup>2</sup>	2.8		0.3		19.5		4.7
Other income, net	(0.3)		(0.7)		(0.5)		(0.2)
Adjusted EBITDA from continuing operations	\$ 28.9	\$	33.3	\$	152.1	\$	207.8
Adjusted EBITDA from discontinued operations	3.1		8.5		19.0		44.9
Adjusted EBITDA including discontinued operations	\$ 32.0	\$	41.8	\$	171.1	\$	252.7

<sup>&</sup>lt;sup>1</sup> The company incurred severance and other costs related to executive transition.

<sup>&</sup>lt;sup>2</sup> The company recorded a contingent loss accrual during the three and nine months ended June 30, 2022, and recognized costs, net of reimbursements, related to the ongoing SEC investigation during the three and nine months ended June 30, 2022 and 2021.

# Salt Segment Performance



	gment Performan sales volumes and pric		rt ton)			
			nths ended e 30,	Nine mo Ju	onths e ne 30,	
		2022	2021	2022		2021
Sales	\$	156.2	\$ 142.6	\$ 821.4	\$	740.1
Operating earnings		12.4	19.2	101.1		155.3
Operating margin		7.9%	13.5%	12.3%		21.0%
EBITDA <sup>1</sup>	\$	27.7	\$ 36.8	\$ 148.8	\$	208.3
EBITDA <sup>1</sup> margin		17.7%	25.8%	18.1%		28.1%
Sales volumes (in thousands of tons):						
Highway deicing		1,232	1,212	8,854		7,966
Consumer and industrial		451	445	1,600		1,502
Total Salt		1,683	1,657	10,454		9,468
Average sales price (per ton):						
Highway deicing	\$	63.73	\$ 59.42	\$ 61.25	\$	61.98
Consumer and industrial		172.41	158.78	174.47		164.08
Total Salt		92.83	86.12	78.58		78.17



Reconciliation for Salt Segment EBITDA  (unaudited, in millions)										
	Three months ended Nine months ended June 30, June 30,									
		2022		2021		2022		2021		
Reported GAAP segment operating earnings	\$	12.4	\$	19.2	\$	101.1	\$	155.3		
Depreciation, depletion and amortization		15.3		17.6		47.7		53.0		
Segment EBITDA	\$	27.7	\$	36.8	\$	148.8	\$	208.3		
Segment sales		156.2		142.6		821.4		740.1		
Segment EBITDA margin		17.7%		25.8%		18.1%		28.1%		

# Plant Nutrition Segment Performance



	on Segment Performillions, except for prices		ton)						
		Three months ended Nine months end June 30, June 30,							
		2022	Í	2021		2022		2021	
Sales	\$	55.6	\$	53.8	\$	164.5	\$	185.7	
Operating earnings		10.6		0.7		24.5		9.3	
Operating margin		19.1%		1.3%		14.9%		5.0%	
EBITDA <sup>1</sup>	\$	19.4	\$	9.8	\$	50.9	\$	36.2	
EBITDA <sup>1</sup> margin		34.9%		18.2%		30.9%		19.5%	
Sales volumes (in thousands of tons):		67		88		224		325	
Average sales price (per ton)	\$	827	\$	610	\$	735	\$	572	



Reconciliation for Plant Nutrition Segment EBITDA  (unaudited, in millions)									
	Three months ended Nine months ended June 30, June 30,								
		2022		2021		2022		2021	
Reported GAAP segment operating earnings	\$	10.6	\$	0.7	\$	24.5	\$	9.3	
Depreciation, depletion and amortization		8.8		9.1		26.4		26.9	
Segment EBITDA	\$	19.4	\$	9.8	\$	50.9	\$	36.2	
Segment sales		55.6		53.8		164.5		185.7	
Segment EBITDA margin		34.9%		18.2%		30.9%		19.5%	



## **Reconciliation for Historical EBITDA and Margins (TTM)**

(unaudited, in millions)

	202	2	2021				2020				2019				2018			
	Three months ended		Three months ended				Three months ended			Three months ended				Three months ended				
	June 30	March 31	December 31	Sepetmber 30	June 30	March 31	December 31	Sepetmber 30	June 30	March 31	December 31	Sepetmber 30	June 30	March 31	December 31	Sepetmber 30	June 30	March 31
Compass Minerals Consolidated:																		
Net (loss) earnings from continuing operations	(10.7)	(29.0)	7.9	(4.6)	(16.4)	41.9	14.7	(4.9)	(7.2)	40.0	36.3	1.0	(13.7)	16.7	30.1	(8.4)	(5.5)	15.9
Interest expense	13.4	13.9	13.9	13.6	15.0	15.7	15.5	15.2	15.4	16.6	15.4	14.6	14.2	14.1	14.5	12.9	12.0	11.8
Income tax (benefit) expense	(1.1)	30.4	(1.2)	(3.5)	1.7	16.0	(8.4)	(2.4)	(2.7)	15.4	9.2	(1.7)	(5.1)	6.7	10.7	(5.0)	(2.3)	4.9
Depreciation, depletion and amortization	27.0	27.9	28.3	29.9	30.0	29.9	30.1	30.5	29.8	27.4	29.0	27.2	27.9	28.5	26.8	28.1	28.8	27.6
EBITDA from continuing operations	28.6	43.2	48.9	35.4	30.3	103.5	51.9	38.4	35.3	99.4	89.9	41.1	23.3	66.0	82.1	27.6	33.0	60.2
Adjustments to EBITDA from continuing operations:																		
Stock-based compensation - non cash	3.9	4.5	3.2	1.0	2.3	3.8	2.1	2.1	2.5	2.3	1.9	0.6	2.0	1.1	4.2	0.9	1.5	1.1
(Gain) loss on foreign exchange	(6.1)	3.0	(0.4)	(3.8)	1.1	2.1	6.2	2.8	4.4	(18.0)	-	-	-	-	-	-	-	-
Executive transition costs(1)	-	0.5	3.8	-	-	-	-	-	-	-	-	2.3	-	-	5.1	-	-	-
Costs related to SEC investigation(2)	2.8	13.6	3.1	-	-	2.8	1.6	-	-	-	-	-	-	-	-	-	-	-
Logistics impact due to flooding	-	-	-	-	-	-	-	-	-	-	-	-	2.8	-	-	-	-	-
Other (income) expense, net(3)	(0.3)	-	(0.2)	0.1	(0.7)	0.3	0.2	0.1	(0.2)	0.3	6.5	(3.4)	4.1	4.7	(7.8)	1.5	(1.8)	(4.0)
Adjusted EBITDA from continuing operations	28.9	64.8	58.4	32.7	33.0	112.5	62.0	43.4	42.0	84.0	98.3	40.6	32.2	71.8	83.6	30.0	32.7	57.3
Salt Segment:																		
Reported GAAP segment operating earnings	12.4	49.3	39.4	22.4	19.2	91.6	44.5	26.2	22.5	67.8	75.9	24.0	10.0	57.3	56.8	12.1	12.5	34.1
Depreciation, depletion and amortization	15.3	16.2	16.2	17.7	17.6	18.0	17.4	17.4	17.2	14.6	16.0	14.3	14.8	15.3	13.7	13.7	14.1	14.7
Segment EBITDA	27.7	65.5	55.6	40.1	36.8	109.6	61.9	43.6	39.7	82.4	91.9	38.3	24.8	72.6	70.5	25.8	26.6	48.8
Segment sales	156.2	391.3	273.9	159.5	142.6	369.0	228.5	141.2	121.9	287.8	310.9	159.6	112.6	306.4	284.1	137.0	121.1	315.9
Segment EBITDA margin	17.7%	16.7%	20.3%	25.1%	25.8%	29.7%	27.1%	30.9%	32.6%	28.6%	29.6%	24.0%	22.0%	23.7%	24.8%	18.8%	22.0%	15.4%
Plant Nutrion Segment:																		
Reported GAAP segment operating earnings (loss)	10.6	4.4	9.5	(0.2)	0.7	5.3	3.3	1.1	6.3	4.6	8.7	4.0	6.0	-	9.6	1.6	4.4	7.3
Depreciation, depletion and amortization	8.8	8.8	8.8	8.9	9.1	8.8	9.0	9.3	9.6	9.8	10.4	10.3	10.3	10.7	10.5	12.0	12.1	10.4
Segment EBITDA	19.4	13.2	18.3	8.7	9.8	14.1	12.3	10.4	15.9	14.4	19.1	14.3	16.3	10.7	20.1	13.6	16.5	17.7
Segment sales	55.6	54.3	54.6	49.3	53.8	53.7	78.2	30.8	51.0	55.4	67.2	40.9	44.1	33.7	76.2	36.7	47.6	50.4
Segment EBITDA margin	34.9%	24.3%	33.5%	17.6%	18.2%	26.3%	15.7%	33.8%	31.2%	26.0%	28.4%	35.0%	37.0%	31.8%	26.4%	37.1%	34.7%	35.1%

Note: Continuing operations only.

 $<sup>^{\</sup>rm 1}$  The company incurred severance and other costs related to executive transition.

<sup>&</sup>lt;sup>2</sup> The company recorded a contingent loss accrual during the three and nine months ended June 30, 2022, and recognized costs, net of reimbursements, related to the ongoing SEC investigation during the three and nine months ended June 30, 2022 and 2021.

<sup>&</sup>lt;sup>3</sup> The company incurred foreign exchange gains and loses in 2018 and 2019.