
Capital Allocation and Technical Committee Charter

of Compass Minerals International, Inc.

This Capital Allocation and Technical Committee Charter (this “Charter”) was adopted by the Board of Directors (the “Board”) of Compass Minerals International, Inc. (the “Company”) on December 18, 2025.

I. PURPOSE

The primary purpose of the Capital Allocation and Technical Committee (the “Committee”) is to assist the Board with its oversight responsibilities relating to the strategic initiatives, operational plans and initiatives and capital allocation of the Company.

II. MEMBERSHIP

The Committee will consist of at least two 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.

III. COMMITTEE ORGANIZATION AND PROCEDURES

A. 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.

B. The Committee will meet as often as necessary to carry out its responsibilities. 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.

C. 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 at 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).

D. The Committee has the authority, in its sole discretion, to retain, direct and terminate any counsel, experts or other advisors that the Committee believes to be necessary or appropriate. The Committee may also, in its discretion, utilize the services of the Company’s legal counsel or other advisors.

E. The Company will provide for appropriate funding, as determined by the Committee in its sole discretion, for payment of compensation to any advisors retained by the Committee and for ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

- I.** 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.
- II.** This Charter will be made available on the Company's website at www.compassminerals.com.

IV. DUTIES AND RESPONSIBILITIES

- A.** The Committee will oversee management's development and implementation of the Company's long-term strategy and strategic initiatives, review risks and opportunities relating to the Company's strategy and strategic initiatives and assist management in identifying critical strategic issues facing the Company.
- B.** The Committee will oversee management's development of financial, operational and business plans and potential commercial and cost initiatives.
- C.** The Committee will review and discuss with management the Company's capital structure and capital allocation strategy, including reviewing the Company's annual capital and operating budget and any amendments thereto, appropriate capitalization and major spending decisions of the Company.
- D.** The Committee will perform any other functions as the Board may assign to the Committee.
- E.** 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.
- F.** The Committee will, at least annually, review and reassess this Charter and submit any recommended changes for approval by the Board.

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.