

FMC CORPORATION SUSTAINABILITY COMMITTEE OF THE BOARD OF DIRECTORS CHARTER

Adopted April 28, 2014 and Revised April 27, 2021

I. PURPOSE OF THE COMMITTEE

The primary purpose of the Sustainability Committee of the Board of Directors (the “Committee”) is to assist the Board in overseeing and evaluating the effectiveness of the Company’s sustainability strategy to ensure it continues to create value and deliver real impact for our Company, our stakeholders and society. The Committee shall review and provide guidance to Management on the Company’s sustainability initiatives in broad categories of Environment, Social and Governance (ESG). These include goals and objectives relating to its environmental and social impact, global community engagement and diversity and inclusion.

II. COMPOSITION OF THE COMMITTEE

The Committee is comprised of at least three outside, independent members of the Board, one of whom shall be Chairperson. The Committee and its Chairperson shall be nominated by the Nominating and Corporate Governance Committee and elected annually at the organizational meeting of the Board.

III. DUTIES AND RESPONSIBILITIES

The Committee shall review and provide guidance on the Company’s sustainability programs and initiatives, including program development and advancement, goals and objectives, policies, and progress. This includes:

- a) Reviewing and providing guidance to Management on sustainability issues relevant to the Company and its key stakeholders to assist in the integration of sustainability into the Company’s business strategy and operations.
- b) Reviewing and providing guidance to Management on sustainability program goals, plans and progress in light of market, environmental and social trends and expectations. This includes overseeing Company progress against goals and targets for addressing climate-related issues as well as ESG reporting performance from relevant rating agencies.
- c) Advising Management on the Company’s community and social impact initiatives, ensuring stakeholder engagement efforts and philanthropic contributions are consistent with and serve to promote the Company’s business strategy and sustainability goals. The topics comprising the ‘social’ agenda include Human Rights-related issues and initiatives (but, for clarity, not ‘Ethics and Compliance’ issues and initiatives which are covered separately by the Audit Committee).

- d) Evaluating progress against the Company's diversity and inclusion objectives and providing guidance on programs and initiatives to advance its diversity and inclusion strategy.
- e) Monitoring the Company's environmental, health and safety (EH&S) progress relating to employee occupational safety, process safety, environmental responsibility programs, and product safety and stewardship, to ensure continuous improvement.
- f) Engaging the Board in regular discussions about the Company's sustainability programs, initiatives and progress.
- g) Performing such further functions as may be consistent with this Charter or assigned by applicable law, the Company's Certificate of Incorporation or Bylaws or by the Board.

IV. **PROCEDURES**

The Committee shall meet as scheduled by its Chairperson, four times per year in conjunction with the April, July, October and December meetings of the Board of Directors. Assisting the Committee shall be the Chief Sustainability Officer, who shall serve as the Committee's executive secretary.

The executive secretary shall prepare the agenda and reports that result from the Committee's inquiries and recommendations. He/she shall also assist the Chairperson in preparing reports to be submitted to the Board.

The Committee shall conduct a charter review and self-assessment of its performance annually.