

## **FMC Corporation**

### **Sustainability Committee Charter**

Last Revised/Adopted: December 12, 2025

#### **I. Purpose**

The primary purpose of the Sustainability Committee (the “Committee”) of the Board of Directors (the “Board”) of FMC Corporation (the “Company”) 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 the Company, the Company’s stakeholders, and society. The Committee shall review and provide guidance to the Company’s 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**

The Committee is comprised of at least three members of the Board, a majority of whom shall be outside and independent, and one of whom shall be designated as the 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. Committee members may be removed by the Board at any time and vacancies on the Committee may be filled by the Board, subject to new members satisfying the qualifications referred to above.

#### **III. Meetings and Procedures**

The Committee shall meet as often as it determines is necessary, no less than three times annually. The Chairperson shall be responsible for setting meeting agendas, with the assistance of the executive secretary of the Committee. Recommendations for items to be addressed by the Committee may be made by any Board member to the Chairperson. In the Chairperson’s absence, the Chairperson of the Committee may designate a member of the Committee to serve as chairperson for the meeting or, in the absence of such designation, a majority of the members present at the meeting shall appoint a chairperson for the meeting. When a quorum is present at any meeting of the Committee, a majority of members present shall decide any question brought before such meeting.

The Committee, with the assistance of the executive secretary of the Committee, shall maintain appropriate minutes of meetings and report regularly to the Board on significant results of the Committee’s activities. The Committee shall perform a self-assessment of the Committee’s performance annually and report to the Board on such evaluation. The

Committee shall review and reassess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval.

The Committee may form and delegate authority to subcommittees other than any power or authority required by law or stock exchange requirements to be exercised by the Board or the Committee as a whole, when it deems appropriate and in the best interests of the Company. Delegation by the Committee to any subcommittee shall not limit or restrict the Committee on any matter so delegated.

The Committee shall have the authority, in its sole discretion, to select, retain, and obtain the advice of external advisors as it deems necessary to fulfill its duties and responsibilities under this Charter, including consultants, legal counsel or other advisors. The Committee shall have the authority to terminate any retained external advisor. The Committee shall set the compensation and oversee the work of its external advisors. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its external advisors. The external advisors retained by the Committee shall have their independence assessed by the Committee as determined in the discretion of the Committee.

The Committee will be assisted by the Chief Sustainability Officer of the Company, who will serve as the executive secretary to the Committee. The Committee may request any officer, employee, or advisor of the Company or any advisor of the Committee to attend a meeting of the Committee or to meet with any members of, or advisors to, the Committee.

#### **IV. Authority, 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. The Committee has authority to take appropriate actions necessary to discharge its duties and responsibilities, which includes but is not limited to the powers mentioned below. Among its specific authorities, duties, and responsibilities, the Committee shall:

1. Monitor the Company's environmental, health and safety (EH&S) progress relating to employee occupational safety, process safety, environmental responsibility programs, product safety and stewardship, and biodiversity, to ensure continuous improvement.
2. Review and provide guidance to the Company's 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.
3. Review and provide guidance to the Company's 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 sustainability related reporting performance from relevant rating agencies.

4. Advise the Company's 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).
5. Engage the Board in regular discussions about the Company's sustainability programs, initiatives and progress.
6. Review, as necessary or appropriate, but at least annually, external public policy/governmental affairs issues and trends in order to more effectively achieve the Company's business goals and make recommendations to the Board regarding the Company's response to these issues consistent with applicable legal and regulatory requirements.
7. Perform 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.