

## FMC Corporation Sustainable Sourcing Statement

As a member of the United Nations Global Compact, FMC Corporation has set high standards for responsible, ethical, and sustainable business conduct, and we expect our suppliers to conduct their business to similar standards.

Through our Sustainable Sourcing Statement, FMC is committed to:

- Conducting business with our suppliers with honesty and integrity, complying with all applicable laws, and to operate our business in an ethical, sustainable, and safe manner.
- Sourcing products and services that comply with business requirements, while assessing and managing environmental, social, ethical, and economic impacts.
- Screening and assessing suppliers for their adherence to our requirements and establishing corrective actions as needed.

FMC's Supplier Code of Conduct (the "Code") and Supplier Selection and Approval Process are the foundations of our Sustainable Sourcing Statement. The Code, which applies to all suppliers, sets out our expectations of suppliers in terms of ethics and legal requirements, human dignity and labor, and environment, health, and safety FMC expects its suppliers to operate in a manner consistent with the principles outlined in the Code and to seek to integrate these principles into their business practices, policies, and internal processes. FMC further encourages suppliers to consider participation in the United Nations Global Compact, by incorporating the Ten Principles of United Nations Global Compact and to align their practices with its principles wherever they operate.

We expect our suppliers to comply with all relevant legal requirements, including applicable supply chain human rights and responsible sourcing laws. Where FMC's compliance standards are stricter than the requirements at law, we expect suppliers to adhere to the more stringent standards.

FMC is committed to complying with Section 1502 of the Dodd-Frank Act, which aims to prevent the use of minerals—including tin, tantalum, tungsten, and gold (3TGs)—that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo (DRC) or adjoining countries ("conflict minerals"). FMC requires suppliers to commit to being or becoming conflict-free, including sourcing 3TGs only from conflict-free smelters. Suppliers providing 3TGs are required to submit completed EICC-GeSI Conflict Minerals Reporting Templates to evidence their commitment and document the countries of origin of the 3TGs supplied.

FMC's Supplier Selection and Approval Process sets out the requirements for due diligence, background screening, and third-party risk assessments on prospective suppliers, in the areas of, including, but not limited to, Safety and Health, Quality Management Systems, REACH, Transportation Safety/C-TPAT, Responsible Care, Sanctions Compliance, Responsible Sourcing, Sustainability, and Financial Health.

Based on supplier's strategic and operational importance, FMC may undertake additional assessments related to sustainability performance and associated risks. These consider such supplier's geographic location and materiality of their goods or services to our business, among other important factors.

Through the above assessment processes, improvement opportunities for our suppliers are identified and FMC endeavors to work with suppliers to determine corrective actions. The sustainability performance of relevant suppliers may be verified by an external sustainability rater appointed by FMC.

We provide training to our procurement teams on our Supplier Code of Conduct and Supplier Selection and Approval Process, to enable regular engagement with suppliers. Additional training on relevant topics is provided as identified under our continuous review.

The FMC Global Procurement Group has stewardship of our Supplier Code of Conduct and Supplier Selection and Approval process, and evaluates, updates, and provides training to employees on its procedures and processes to maintain high standards, and incorporate regulatory changes as needed.

### **Environment and Climate Change**

FMC is committed to reducing our environmental footprint and continue to pursue aggressive goals relating to net-zero greenhouse gas ("GHG") emissions, water stewardship and driving 100% of our waste to beneficial reuse. As we work toward achieving our net-zero GHG emissions goals, including our SBTi-verified short-term emission reduction targets, we expect our suppliers to work to measure and report their GHG emissions, at least annually, from their operations (Scopes 1 and 2) and, where applicable, across their value chain (Scope 3).

We encourage suppliers to further strengthen their environmental commitments by establishing publicly disclosed emission reduction targets, including science-based targets where appropriate, and by advancing environmental initiatives beyond carbon, such as those related to biodiversity, pollution prevention, waste reduction, circularity, and plastics. Suppliers are also encouraged to report through recognized international sustainability reporting frameworks.

### **Health and Safety**

At FMC, safety is a core value, and we expect our suppliers to align with our mission to strive for an injury-free workplace and regular and transparent reporting of safety metrics.

## Labor and Human Dignity

FMC is committed to the protection and advancement of human rights. We hold a firm belief that the protection and advancement of human rights is a core element of business sustainability. FMC endorses, supports, and promotes the principles within the Universal Declaration of Human Rights and the conventions and core labor standards of the International Labor Organization. Suppliers are expected to protect the human rights of their employees and within the communities in which they operate.

## Ethics and Legal Requirements

Integrity is a core value at FMC. We are committed to conducting our business with honesty and integrity and complying with all applicable laws. We expect our suppliers to conduct their business in a legal and ethical manner and act with integrity, even in places where enforcement is weak.

## G. Related Guiding Standards, Policies, and Legislation

### International Guiding Standards

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| <a href="#">Universal Declaration on Human Rights</a>   |
| <a href="#">United Nations Global Compact Principles</a>  |
| <a href="#">International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work</a> |
| <a href="#">UN Guiding Principles on Business and Human Rights</a>  |
| <a href="#">OECD Guidelines for Multinational Enterprises</a>   |
| <a href="#">Responsible Care Global Charter for the Chemical Industry</a>   |

### Related FMC Policies

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| FMC Code of Ethics and Business Conduct       |
| FMC Supplier Code of Conduct                  |
| FMC Policy on Human Rights                    |
| FMC Policy on Environment, Health, and Safety |
| FMC Conflict Minerals Policy                  |
| Our Care for the Planet Statement             |

### Applicable Supply Chain Laws and Regulations\*

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| Section 1502 of the Dodd-Frank Act (Conflict Minerals)                        |
| California Transparency in Supply Chains Act (SB 657)                         |
| United Kingdom Modern Slavery Act (2015)                                      |
| Australia Modern Slavery Act (2018)   |
| Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act |

*\*This list is not exhaustive and may be updated over time as legal and regulatory requirements evolve. FMC is committed to complying with applicable laws and regulations in the jurisdictions where the company and its applicable subsidiaries operate.*