

Global Water Stewardship Governance

Water-Related Internal Governance Structure Overview

FMC's approach to water stewardship is grounded in the responsible management of water resources to support business resilience, environmental sustainability, and improved catchment outcomes. Water stewardship is integrated into FMC's broader sustainability governance framework, aligning corporate strategy and site-level implementation. Strategic oversight is provided through FMC's Board of Directors, Chief Executive Officer, Chief Sustainability Officer, and Sustainability Executive Committee, which establish sustainability priorities and oversee long-term environmental performance. Functional governance is coordinated through Corporate Sustainability, the Climate Transition Plan (CTP) Council, and the Water CTP Delivery Group, which translate corporate commitments into water stewardship programs, setting targets, monitoring performance, and allocating resources.

Operational accountability resides with each site's Plant Manager, who is responsible for overall water stewardship performance, regulatory compliance, and implementation of the Alliance for Water Stewardship (AWS) Standard. Site implementation is supported by a cross-functional Water Stewardship Committee and functional leaders responsible for environmental compliance, water quality, risk management, stakeholder engagement, water-efficiency initiatives, Water Sanitation and Hygiene (WASH) programs, and continuous improvement activities.

Through this integrated governance framework, water-related risks, opportunities, performance, targets, and stewardship initiatives are systematically reviewed and managed through established corporate and site-level processes. This structure provides clear accountability from site operations through FMC's Climate Transition Plan governance framework and supports FMC's commitment to sustainable water practices and responsible water stewardship.

For additional information on FMC's overall sustainability governance structure, please refer to FMC's [Climate Transition Plan](#).

Water Stewardship Governance Tiers

Tier	Responsibility
Strategic	Sets sustainability strategy, provides oversight, and ensures accountability for FMC's water stewardship commitments.
Functional	Translates strategy into targets, programs, and performance management processes.
Operational	Implements water stewardship activities, manages operational risks, maintains compliance, and drives continuous improvement at the site.

Water Stewardship Governance Roles

	Governance Body	Water Stewardship Role
Strategic	Board of Directors and Chief Executive Officer	Provides strategic oversight of sustainability priorities and management of material environmental risks and opportunities, including water stewardship.
	Chief Sustainability Officer	Leads FMC's sustainability governance and provides executive oversight of performance, reporting, and progress toward environmental commitments, including sustainable water practices.
	Sustainability Executive Committee	Provides strategic direction, oversees sustainability priorities, and maintains executive accountability for FMC's sustainability and water stewardship commitments.
Functional	Climate Transition Plan (CTP) Council	Establishes water stewardship priorities, reviews performance, approves initiatives, and oversees progress toward sustainability targets.
	Water CTP Delivery Group	Coordinates implementation of water stewardship programs, provides technical expertise, and supports project execution.
	Corporate Sustainability	Coordinates AWS activities, disclosures, reporting, and stewardship planning.
Operational	Plant Manager	Maintain overall accountability for site water stewardship performance and AWS implementation.
	Water Stewardship Committee (led by Site Environmental, Health and Safety)	Oversees water stewardship implementation, water-related risk management, local stakeholder engagement, compliance, and performance review at the site level.
	Functional Leaders, Employees & Contractors	Implement water stewardship actions and support continuous improvement initiatives.