

**CHARTER OF
THE CORPORATE GOVERNANCE AND NOMINATING COMMITTEE
OF THE BOARD OF DIRECTORS OF
THE MOSAIC COMPANY**

A. Name

There shall be a committee of the Board of Directors (the “Board”) of The Mosaic Company (the “Company”) called the Corporate Governance and Nominating Committee (the “Committee”).

B. Purpose

The purpose of the Committee is to provide oversight in relation to the corporate governance of the Company, including (i) identifying individuals qualified to become Board members, (ii) recommending to the Board director nominees, (iii) developing and recommending to the Board a set of corporate governance principles applicable to the Company, (iv) reviewing, approving and ratifying certain transactions with related persons, (v) providing oversight in respect of other relevant matters relating to the composition and operation of the Board and (vi) performing such other duties as assigned to it from time to time by the Board.

C. Committee Membership

The Committee members shall be appointed by the Board, and shall serve at the pleasure of the Board, for such term or terms as the Board may determine. The members of the Committee may be removed at the discretion of the Board. The Committee shall be composed of three or more directors. All Committee members shall meet the independence requirements of the New York Stock Exchange (the “NYSE”). The Board shall make determinations as to whether a particular director satisfies the requirements for membership on the Committee.

D. Committee Structure and Operations

The Board shall designate one member of the Committee as its chairperson (the “Chair”). The Committee shall meet at least three times a year, with further meetings to occur when deemed necessary or desirable by the Committee or its Chair. The Committee may meet in person or by telephone or videoconference and may take action by without a meeting if all members of the Committee consent thereto in writing.

At any meeting of the Committee, a majority of the total number of members of the Committee shall constitute a quorum for all purposes. If a quorum shall fail to attend any meeting, a majority of those present may adjourn the meeting to another place, date, or time, without further notice or waiver thereof.

The Committee may invite such members of management to its meetings as it may deem desirable or appropriate, consistent with the maintenance of the confidentiality of the issues under discussion.

E. Committee Duties and Responsibilities

The Committee shall:

1. In coordination with the Board Chair, recommend to the Board a Board size and composition that the Committee determines is best suited to fulfilling the Board's responsibilities.
2. In coordination with the Board Chair, identify individuals believed to be qualified to become Board members in accordance with the Nominating Criteria set forth below and recommend to the Board the nominees to stand for election as directors at the annual meeting of stockholders or, if applicable, at a special meeting of stockholders. In the case of a vacancy in the office of a director (including a vacancy created by an increase in the size of the Board), the Committee shall recommend to the Board an individual to fill such vacancy either through appointment by the Board or through election by stockholders.
3. In the event that a nominee for director fails to receive the required vote for re-election, recommend to the Board, in accordance with the corporate governance guidelines applicable to the Company (the "Corporate Governance Guidelines") and applicable legal, regulatory and stock exchange requirements, whether to accept that director's resignation.
4. Periodically assess the independence of all Board members in accordance with the Company's corporate governance principles and submit assessments to the Board for approval.
5. In coordination with the Board Chair, recommend to the Board all committee assignments including members, chairs and meeting schedules.
6. Review and recommend to the Board the Charters of all Board committees with a view to comprehensive and effective committee operations and to prevent conflicts among committees.
7. In coordination with the Chief Executive Officer and the Board Chair, prepare and recommend to the Board a schedule of Board meetings that is sufficiently frequent and timely to enable the Board to fulfill its responsibilities.
8. In coordination with the Chief Executive Officer, recommend to the Board a compensation and benefits package that will attract and retain qualified directors. In discharging this duty, the Committee shall be guided by three goals: (i) compensation should fairly pay directors for the expertise, skills and time commitment required of a director for a company of the size and scope of

the Company; (ii) compensation should align directors' interests with the long-term interests of stockholders; and (iii) the structure of compensation should be simple, transparent and easy for the stockholders to understand.

9. In coordination with the Chief Executive Officer, recommend to the Board the slate of corporate officers to be elected by the Board.
10. In coordination with the Board Chair, provide oversight of the succession plan for the Chief Executive Officer, including an emergency succession plan, and recommend to the Board a successor to the Chief Executive Officer when a vacancy occurs.
11. In coordination with the Board Chair, evaluate stockholder proposals received by the Company. Stockholder nominees for director shall be reviewed and evaluated in accordance with the Nominating Criteria set forth below. Based on these evaluations, the Committee shall make appropriate recommendations to the Board.
12. Develop and recommend to the Board standards to be applied in making determinations on the types of relationships that constitute material relationships between the Company and a director for purposes of determining director independence.
13. Develop and recommend to the Board a set of Corporate Governance Guidelines, taking into account the provisions of the Securities Exchange Act of 1934, as amended, and the rules and regulations promulgated thereunder (the "Exchange Act"), the listing standards of the NYSE and any other sources that the Committee deems appropriate. The Committee will provide ongoing oversight of governance, with the objective of compliance with corporate governance standards, policies and practices.
14. Review the Company's Corporate Governance Guidelines at least once per year and recommend any proposed changes to the Board for approval.
15. Review and recommend to the Board with regard to certificate of incorporation, bylaws or stockholder rights plan issues or changes in fundamental corporate charter provisions.
16. Review and recommend to the Board policies relating to director orientation, training and continuing education, resignation and retirement.
17. Exercise oversight of the conduct of the annual performance evaluation of the Board and perform an annual performance evaluation of the Committee.
18. Develop and recommend to the Board policies relating to the review and approval of transactions with related persons that are required to be disclosed under the rules and regulations of the Securities and Exchange Commission.

19. Review, approve and ratify certain transactions with related persons in accordance with authority delegated to the Committee from time to time by the Board and the Company's Related Person Transactions Approval Policy.
20. Review the disclosures on Committee functions, related person transactions and communications between security holders and the Board required to be included in the Company's proxy statement.
21. Exercise oversight from a corporate governance perspective of the manner in which the Board, together with its committees, reviews and assesses enterprise risk, including the allocation among the Board and its committees of specific responsibilities in the area of enterprise risk management.
22. Review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.
23. Perform such other duties and responsibilities, consistent with this Charter and governing laws, as may be delegated to the Committee from time to time by the Board.
24. Report to the Board on a regular basis with respect to the activities of the Committee; apprise the Board, through minutes, special presentations or otherwise as necessary, of any significant developments relating to the responsibilities of the Committee; and make such recommendations with respect to any of the above matters as the Committee deems necessary or appropriate.

F. Nominating Criteria

The Committee will identify and evaluate candidates for nomination to the Board pursuant to its "Policy Regarding Identification and Evaluation of Potential Director Nominees." In evaluating candidates, the Committee shall take into account the applicable requirements for directors under the Exchange Act and the listing standards of the NYSE. The Committee may take into consideration such other factors and criteria as it deems appropriate in evaluating a candidate.

In evaluating candidates for nomination to committees of the Board, the Committee shall take into account the applicable requirements for members of committees of boards of directors under the Exchange Act and the listing standards of the NYSE. The Committee also shall take into consideration the factors and requirements set forth in the charter of such committee, if any. The Committee may take into consideration such other factors or criteria that the Committee deems appropriate.

G. Delegation to Subcommittee or Chair

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to its Chair or a subcommittee of the Committee.

H. Resources and Authority of the Committee

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the sole authority to (i) retain counsel and other experts; (ii) select and retain a consultant or a director search firm; (iii) terminate any consultant or director search firm retained by it; and (iv) approve the consultant or director search firm's fees and other retention terms.

I. Amendment

The Board shall have the authority to amend or modify any provision of this Charter at any time.