

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>MOSAIC PENSION PLAN FOR UNION HOURLY EMPLOYEES</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>008</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>02/01/1988</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>008</u>	1c Effective date of plan <u>02/01/1988</u>	
1b Three-digit plan number (PN) ▶	<u>008</u>				
1c Effective date of plan <u>02/01/1988</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>THE MOSAIC COMPANY</u> <u>101 EAST KENNEDY BLVD</u> <u>SUITE 2500</u> <u>TAMPA, FL 33602</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>20-1026454</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>813-775-4200</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>325300</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>20-1026454</u>	2c Plan Sponsor's telephone number <u>813-775-4200</u>	2d Business code (see instructions) <u>325300</u>	
2b Employer Identification Number (EIN) <u>20-1026454</u>					
2c Plan Sponsor's telephone number <u>813-775-4200</u>					
2d Business code (see instructions) <u>325300</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2021	DOUG WILSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 3008
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 693 6a(2) 650 6b 1500 6c 372 6d 2522 6e 422 6f 2944 6g 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1I 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2020 or fiscal plan year beginning	01/01/2020	and ending	12/31/2020
▶ Round off amounts to nearest dollar.			
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.			

A Name of plan MOSAIC PENSION PLAN FOR UNION HOURLY EMPLOYEES		B Three-digit plan number (PN) ▶	008
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF THE MOSAIC COMPANY		D Employer Identification Number (EIN) 20-1026454	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2020			
2 Assets:			
a Market value		2a	209511687
b Actuarial value		2b	201156613
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	1850	108870293	108870293
b For terminated vested participants.....	465	15107797	15107797
c For active participants	693	42912876	43345927
d Total.....	3008	166890966	167324017
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....		4b	
5 Effective interest rate	5	5.31 %	
6 Target normal cost.....	6	1170418	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>			09/22/2021
Signature of actuary		Date	
RONALD J. KALVODA		20-06611	
Type or print name of actuary		Most recent enrollment number	
AON CONSULTING, INC.		952-886-8000	
Firm name		Telephone number (including area code)	
5600 WEST 83RD STREET 8200 TOWER, SUITE 1100 MINNEAPOLIS, MN 55437			
Address of the firm			

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	15858543	27087002
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	1567634	0
9 Amount remaining (line 7 minus line 8)	14290909	27087002
10 Interest on line 9 using prior year's actual return of <u>18.46</u> %	2638102	5000261
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.46</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	16929011	32087263

Part III Funding Percentages

14 Funding target attainment percentage	14	90.92 %
15 Adjusted funding target attainment percentage	15	120.21 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.38 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
					0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.64 %2nd segment:
5.21 %3rd segment:
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

0

22 Weighted average retirement age**22**

64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) **31a** 1170418**b** Excess assets, if applicable, but not greater than line 31a **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 1170418

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	1170418	0	1170418

36 Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2020
		This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan MOSAIC PENSION PLAN FOR UNION HOURLY EMPLOYEES	B Three-digit plan number (PN) ▶	008
C Plan sponsor's name as shown on line 2a of Form 5500 THE MOSAIC COMPANY	D Employer Identification Number (EIN) 20-1026454	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☐ Yes ☒ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

RUSSELL INVESTMENTS TRUST COMPANY

91-1116938

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
25 50 99	NONE	703444	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

AON CONSULTING, INC.

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 15 50	NONE	435626	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

JP MORGAN CHASE BANK

13-4994650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28 50 51 52	NONE	12882	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>MOSAIC PENSION PLAN FOR UNION HOURLY EMPLOYEES</u>	B Three-digit plan number (PN) ►	<u>008</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>THE MOSAIC COMPANY</u>	D Employer Identification Number (EIN) <u>20-1026454</u>	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	
(2) Participant contributions.....		1b(2)	
(3) Other		1b(3)	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	
(2) U.S. Government securities		1c(2)	
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	
(B) All other.....		1c(3)(B)	
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	
(B) Common		1c(4)(B)	
(5) Partnership/joint venture interests		1c(5)	
(6) Real estate (other than employer real property)		1c(6)	
(7) Loans (other than to participants).....		1c(7)	
(8) Participant loans		1c(8)	
(9) Value of interest in common/collective trusts		1c(9)	
(10) Value of interest in pooled separate accounts		1c(10)	
(11) Value of interest in master trust investment accounts.....		1c(11)	209511687
(12) Value of interest in 103-12 investment entities		1c(12)	226478811
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	
(15) Other.....		1c(15)	

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	209511687	226478811

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	209511687	226478811
---	-----------	-----------	-----------

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		28901589
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		72
d Total income. Add all income amounts in column (b) and enter total.....	2d		28901661

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	10532921	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		10532921
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)	703444	
(2) Contract administrator fees	2i(2)	435626	
(3) Investment advisory and management fees	2i(3)	12882	
(4) Other.....	2i(4)	249664	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		1401616
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		11934537

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		16967124
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **KPMG LLP**

(2) EIN: **13-5565207**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year <u>4311327</u> .			

<div>SCHEDULE R (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>		<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020					
A Name of plan MOSAIC PENSION PLAN FOR UNION HOURLY EMPLOYEES				B Three-digit plan number (PN) ▶	008
C Plan sponsor's name as shown on line 2a of Form 5500 THE MOSAIC COMPANY				D Employer Identification Number (EIN) 20-1026454	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-1561860					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	3
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☒ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2020 v. 200204	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: 19.1 % Investment-Grade Debt: 78.9 % High-Yield Debt: 1.8 % Real Estate: 0.0 % Other: 0.2 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 008

Financial Statements

December 31, 2020 and 2019

(With Independent Auditors' Report Thereon)

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 008

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KPMG LLP
4200 Wells Fargo Center
90 South Seventh Street
Minneapolis, MN 55402

Independent Auditors' Report

To the Plan Participants and Plan Administrator
Mosaic Pension Plan for Union Hourly Employees:

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Mosaic Pension Plan for Union Hourly Employees (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3 to the financial statements, which was certified by Russell Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of December 31, 2020 and 2019, and for the years then ended, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matters described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

**Report on Form and Content in Compliance with DOL Rules and Regulations**

The form and content of the information included in the financial statements, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

KPMG LLP

Minneapolis, Minnesota
October 6, 2021

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 008

Statements of Net Assets Available for Benefits

December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Assets:		
Investments, at fair value:		
Interest in The Mosaic Company Defined Benefit Plan		
Master Trust	\$ <u>226,478,811</u>	\$ <u>209,511,687</u>
Net assets available for benefits	\$ <u><u>226,478,811</u></u>	\$ <u><u>209,511,687</u></u>

See accompanying notes to financial statements.

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 008

Statements of Changes in Net Assets Available for Benefits

Years ended December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Additions:		
Other	\$ 72	\$ 2,425
Total additions	<u>72</u>	<u>2,425</u>
Deductions:		
Benefit payments	10,532,921	10,426,244
Administrative and investment expenses	<u>1,401,616</u>	<u>1,170,418</u>
Total deductions	11,934,537	11,596,662
Investment income from The Mosaic Company Defined Benefit Plan Master Trust	<u>28,901,589</u>	<u>33,581,242</u>
Net increase	16,967,124	21,987,005
Net assets available for benefits:		
Beginning of year	<u>209,511,687</u>	<u>187,524,682</u>
End of year	<u>\$ 226,478,811</u>	<u>\$ 209,511,687</u>

See accompanying notes to financial statements.

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 008

Notes to Financial Statements

December 31, 2020 and 2019

(1) Description of the Plan

The following description of the Mosaic Pension Plan for Union Hourly Employees (the Plan) provides only general information. Participants should refer to the plan document for a more detailed description of the Plan's provisions.

(a) General

The Plan is a noncontributory, defined-benefit pension plan covering certain represented employees of Mosaic Fertilizer LLC and Mosaic Potash Carlsbad Inc. (collectively, the Company). The Plan was established pursuant to collective bargaining agreements with the unions to provide retirement income for the benefit of hourly employees of the Company represented by the unions. The Plan has a divided beneficial interest in The Mosaic Company Defined Benefit Plan Master Trust (the "Master Trust"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective June 1, 2003, pursuant to certain collective bargaining agreements, the Plan was amended to provide that represented employees with certain unions hired, reemployed, or employees who transfer from salaried status to union status on or after June 1, 2003 are not eligible to participate in the Plan.

Pursuant to certain collective bargaining agreements, the Plan was amended effective June 1, 2003 to allow certain participants to freeze their benefit accruals under the Plan and begin participating in the Defined Contribution Retirement Plan (DCRP) feature of the Mosaic Union Savings Plan (MUSP) effective January 1, 2004. For participants who chose this option, their benefit at retirement is based on credited service through December 31, 2003 and the applicable union multiplier in effect as of December 31, 2003. For the participants who did not chose this option, their benefit accruals under the Plan were frozen as of December 31, 2007, and they began participating in the DCRP feature of the MUSP effective January 1, 2008. Their benefit at retirement is based on credited service through December 31, 2008 and the applicable union multiplier in effect as of December 31, 2008.

Pursuant to certain collective bargaining agreements, the Plan was amended effective January 1, 2008 to allow certain participants to freeze their benefit accruals under the Plan and begin participating in the DCRP feature of the MUSP effective January 1, 2008. For participants who chose this option, their benefit at retirement is based on credited service through December 31, 2008 and the applicable union multiplier in effect as of December 31, 2008. Participants who did not choose this option, began participating in the DCRP feature of the MUSP effective July 1, 2019, and their benefit accruals under the Plan were frozen as of June 30, 2020. Their benefit at retirement is based on credited service through June 30, 2020 and the union multiplier which was frozen at the December 31, 2008 rate. There are no participants accruing further benefits under the Plan after June 30, 2020.

Effective September 1, 2014, the Plan was amended to add a temporary early retirement program for the Carlsbad, New Mexico facility. The program included enhanced benefits and additional forms of payment for eligible participants.

Effective August 8, 2016, the Plan was amended to add a lump sum window program for terminated vested participants. A one-time option was offered to eligible participants which would allow them to

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

EIN 20-0891589

Plan No. 008

Notes to Financial Statements

December 31, 2020 and 2019

take their pension benefit in a lump sum. The payments from this program were made to participants in December 2016.

(b) *Funding Policy*

Contributions to the Plan by the Company for the funding of current and past service cost of benefits are determined by the Plan's actuary and are within the funding standards of ERISA. The Company has met the minimum funding requirements in 2020 and 2019.

While the Company has not expressed any intent to permanently discontinue its contributions, it is free to do so at any time, subject to the provisions of ERISA and the collective bargaining agreements. Should the Plan terminate at some future time, its net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by then existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

(2) *Summary of Significant Accounting Policies*

(a) *Basis of Accounting*

The financial statements of the Plan are prepared under the accrual basis of accounting and have been prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP).

(b) *Recently Issued Accounting Guidance*

Recently Adopted Accounting Standards

In August 2018, the FASB issued ASU No. 2018-13, Fair Value Measurement (Topic 820): Disclosure Framework – Changes to the Disclosure Requirements for Fair Value Financial Measurement. ASU 2018-13 removes certain disclosure requirements relating to transfers between Level 1 and Level 2 of the fair value hierarchy, the policy for timing of transfers between levels, and the valuation processes for Level 3 fair value measurements. ASU 2018-13 requires disclosure of changes in unrealized gains and losses in other comprehensive income for recurring Level 3 fair value measurements, and disclosure of the range and weighted average of significant unobservable inputs used to develop Level 3 fair value measurements. ASU 2018-13 was adopted on January 1, 2020 and applied retrospectively to all periods presented. The adoption did not have a material impact on the Plan's financial statements.

(c) *Use of Estimates*

The preparation of financial statements in conformity with U.S. Generally Accepted Accounting Principles (GAAP) requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

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(d) *Investment Valuation and Income Recognition*

Net appreciation (depreciation) in the fair value of investments includes realized gains and losses on investments bought and sold and the change in appreciation (depreciation) from one period to the next. Purchases and sales of securities are accounted for on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest from investments is recorded on the accrual basis.

The Master Trust recognizes income (loss) as follows: Net appreciation (depreciation) in the fair value of investments includes realized gains and losses on investments bought and sold and the change in appreciation (depreciation) from one period to the next. Purchases and sales of securities are accounted for on the trade-date basis. Dividend income is recorded on the ex-dividend date. Interest from investments is recorded on the accrual basis.

Net income or loss from the Master Trust is allocated monthly to each participating plan based on the ratio of each plan's equity to the total equity of all participating plans prior to the allocations.

(e) *Actuarial Present Value of Accumulated Plan Benefits*

Accumulated plan benefits are the estimated future payments that are attributable under the Plan's provisions for service rendered by the participants to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present participants or their beneficiaries.

(f) *Benefits*

Benefit payments are recorded when paid.

(g) *Administrative Expenses*

Certain administrative expenses of the Plan are paid by the Company and are excluded from these financial statements.

(3) *Interest in Master Trust and Trustees Certifications*

The Plan's investments are held in the Master Trust. The Plan maintains a divided beneficial interest in each of the investment accounts of the Master Trust.

The plan administrator has obtained certifications from Russell Trust Company, the trustee of the Plan, as of and for the years ended December 31, 2020 and 2019 that the information provided below to the plan administrator by the trustee is complete and accurate.

The Plan's investments are held in the Master Trust. The Plan's investments in the Master Trust are stated at the Plan's equity in the net assets of the Master Trust at December 31, 2020 and 2019. The Plan held a 56.9% and 56.0% interest in the Master Trust at December 31, 2020 and 2019, respectively. Administrative and investment expenses relating to the Master Trust are allocated to the individual plans based upon the previous month end's ratio of that plan's asset fair value to the Master Trust's asset fair value. Net assets, net investment income, realized and unrealized gains/losses are allocated pro-rata, based on each plan's previous

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

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Notes to Financial Statements

December 31, 2020 and 2019

month end asset fair value. As of a month end, new ratios are calculated for each plan that capture all of that month's activity.

The net assets of the Master Trust for the years ended December 31 are as follows:

	2020		2019	
	Master Trust	Plan's interest in the Master Trust	Master Trust	Plan's interest in the Master Trust
Investments, at fair value:				
Common collective trust funds	\$ 396,195,855	\$ 225,406,510	\$ 372,427,430	\$ 208,343,710
Partnership and limited liability company interests	205,306	205,306	311,479	311,479
Total investments	<u>396,401,161</u>	<u>225,611,816</u>	<u>372,738,909</u>	<u>208,655,189</u>
Receivables:				
Receivables for securities sold	1,699,784	866,995	1,698,099	856,498
Total receivables	<u>1,699,784</u>	<u>866,995</u>	<u>1,698,099</u>	<u>856,498</u>
Total assets	<u>398,100,945</u>	<u>226,478,811</u>	<u>374,437,008</u>	<u>209,511,687</u>
Net assets	<u>\$ 398,100,945</u>	<u>\$ 226,478,811</u>	<u>\$ 374,437,008</u>	<u>\$ 209,511,687</u>

Net investment income of the Master Trust for the years ended December 31 is summarized as follows:

	2020	2019
Interest and dividend income	\$ 34,166	\$ 66,141
Total net realized and unrealized appreciation in fair value of investments	<u>49,248,325</u>	<u>58,719,849</u>
Investment income	<u>\$ 49,282,491</u>	<u>\$ 58,785,990</u>
Plan's interest in the Master Trust investment income	<u>\$ 28,901,589</u>	<u>\$ 33,581,242</u>

The Master Trust had \$162,022 in unfunded capital commitments outstanding at December 31, 2020 and 2019.

(4) Fair Value Measurements

Accounting Standards Codification (ASC) 820, *Fair Value Measurements*, defines fair value as the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. When determining the fair value measurements for assets and liabilities required to be recorded at fair value, the Plan considers the principal or most advantageous market in which

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Notes to Financial Statements

December 31, 2020 and 2019

it would transact and considers assumptions that market participants would use when pricing the asset or liability, such as inherent risk, transfer restrictions, and risk of nonperformance.

ASC 820 also establishes a fair value hierarchy that requires the Plan to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. A financial instrument's categorization within the fair value hierarchy is based upon the lowest level of input that is significant to the fair value measurement. ASC 820 established three levels of inputs that may be used to measure fair value:

- Level 1: quoted prices in active markets for identical assets or liabilities;
- Level 2: inputs other than Level 1 that are observable, either directly or indirectly, such as quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities; or
- Level 3: unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

The investment in the Master Trust is stated at fair value based upon the underlying net assets of the Master Trust. The assets of the Master Trust are accounted for utilizing the following accounting policies.

The common/collective trust funds (CCTs) are valued utilizing the respective net asset values as reported by such trusts, which represents readily determinable fair value, and are reported at fair value. There are currently no redemption restrictions on these investments and the redemption frequency and notice period are daily. Funding commitments are not applicable for these investments.

Partnership and limited liability company interests are stated primarily at the independently audited net asset value (NAV) of the underlying fund. The NAV is used as a practical expedient to estimate fair value. These partnerships and limited liability company interests have liquidity restrictions based on the nature of the underlying investments.

Master Trust Investments Measured at Fair Value on a Recurring Basis

Master Trust investments measured at fair value on a recurring basis consisted of the following as of December 31, 2020 and 2019 (Levels 1, 2, and 3 inputs are defined above):

	Fair value measurements as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Common/collective trust funds	\$ —	\$ 396,195,855	\$ —	\$ 396,195,855
Investments in fair value hierarchy	—	396,195,855	—	396,195,855
Partnership and limited liability company interests ^(a)	—	—	—	205,306
Total investments at fair value	\$ —	\$ 396,195,855	\$ —	\$ 396,401,161

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

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Plan No. 008

Notes to Financial Statements

December 31, 2020 and 2019

	Fair value measurements as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Common/collective trust funds	\$ —	\$ 372,427,430	\$ —	\$ 372,427,430
Investments in fair value hierarchy	—	372,427,430	—	372,427,430
Partnership and limited liability company interests ^(a)	—	—	—	311,479
Total investments at fair value	\$ —	\$ 372,427,430	\$ —	\$ 372,738,909

^(a) In accordance with ASC 820-10, certain investments that are measured at fair value using NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the fair value of the Master Trust's investments at the end of each respective year.

For the years ended December 31, 2020 and 2019, the Master Trust held no assets in which significant unobservable inputs (Level 3) were used in determining fair value and there were no transfers between levels.

(5) Accumulated Plan Benefits

The Plan's independent enrolled actuary determines the actuarial present value of accumulated plan benefits. The actuarial present value of accumulated plan benefits is the estimated amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by participants to reflect the time value of money (through discounts or interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2020 and 2019. Had the valuations been performed as of December 31, there would be no material differences.

At December 31, 2019, the actuarial present value of accumulated plan benefits was as follows:

Vested benefits:	
Participants currently receiving payments	\$ 100,819,338
Other participants	58,289,724
Total vested benefits	159,109,062
Nonvested benefits	428,919
Total actuarial present value of accumulated plan benefits	\$ 159,537,981

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

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Notes to Financial Statements

December 31, 2020 and 2019

The changes in the actuarial present value of accumulated plan benefits for year ended December 31, 2019 were as follows:

Actuarial present value of accumulated plan benefits at beginning of year	\$ 162,560,032
Increase due to passage of time	8,657,918
Benefits paid	(10,426,244)
Assumption changes*	569,053
Other changes**	<u>(1,822,778)</u>
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 159,537,981</u>

* The assumption changes were 1) a change in the interest rate from 5.50% to 5.00%, 2) a change in the mortality assumption for employees and former employees from the amounts-weighted rates from the Pri-2012 mortality study with blue collar adjustments projected generationally from 2012 with Scale MP-2019 to the amounts-weighted rates from the Pri-2012 mortality study with blue collar adjustments and 15% load projected generationally from 2012 with Scale MP-2020, 3) a change in the mortality assumption for contingent survivors from the contingent survivor rates from the Pri-2012 mortality study with blue collar adjustments projected generationally from 2012 with Scale MP-2019 to the contingent survivor rates from the Pri-2012 mortality study with blue collar adjustments and 15% load projected generationally from 2012 with Scale MP-2020, and 4), a change in the retirement age assumption for terminated vested participants to better reflect anticipated future experience as a result of an assumption study.

** The other changes component represents the normal operation of the pension plan. It consists primarily of the increase due to ongoing benefit accruals (if any) and those items of plan experience that are not associated with plan asset performance.

The more significant assumptions underlying the actuarial computations for the Plan are as follows:

Interest rate	5.00%
Assumed retirement age	Probability scale extending from age 55 (3% probability of retirement) through age 70 (100% probability of retirement)
Mortality	Base Table: Pri-2012 Blue Collar and 15% load Projection: Scale MP-2020

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

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Notes to Financial Statements

December 31, 2020 and 2019

(6) Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS), dated December 11, 2015, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (IRC), and therefore, the related trust is exempt from taxation. The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2020 and 2019, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2016.

(7) Party-in-Interest Transactions

Transactions resulting in Plan assets being transferred to or used by parties-in-interest are prohibited under ERISA unless a specific exemption applied. The trustee is a party-in-interest as a result of providing trustee services to the Plan. Additionally, the Company is a party-in-interest as it invests the assets of the Plan in the Master Trust. These transactions are exempt from the prohibited transactions provision of ERISA and the IRC. The Plan had no prohibited transactions with parties-in-interest in 2020 or 2019.

(8) Risks and Uncertainties

The Plan invests in various investment securities through the Master Trust. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates, decrements, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

(9) Subsequent Events

On September 30, 2021, Mosaic's Global Benefits Committee amended the Plan to merge the Mosaic Pension Plan for Salaried and Non-Union Hourly Employees into the Mosaic Pension Plan for Union Hourly Employees. The merger will be effective September 30, 2021 and the combined plan will be renamed the Mosaic Combined U.S. Defined Benefit Pension Plan. On August 19, 2021, Mosaic's Board of Directors approved terminating the combined Plan effective December 31, 2021. The plan termination will be subject

**MOSAIC PENSION PLAN FOR
UNION HOURLY EMPLOYEES**

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Notes to Financial Statements

December 31, 2020 and 2019

to the provisions of ERISA. The Company has not yet received approval from the IRS and Pension Benefit Guaranty Corporation to terminate the Plan. If the termination is approved, all benefits become fully vested and nonforfeitable.

The Plan has evaluated subsequent events from the statements of net assets available for benefits date through October 6, 2021, the date at which the financial statements were available to be issued, and determined there are no other items to disclose.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2020

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34	3			1						
35-39	2	1		4	1					
40-44	1	7	10	7	1	1				
45-49	2	13	15	25	3					
50-54	2	6	21	31	29	6	4	2		
55-59	3	9	17	33	57	17	16	9	4	1
60-64		11	22	28	66	18	67	14	4	9
65-69		1	2	12	27	5	9	12	4	4
70+	1		3		6			4		

N-693

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with no lookback (as of January 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor.
1st Segment Rate	3.64%.
2nd Segment Rate	5.21%.
3rd Segment Rate	5.94%.
Interest Rates for Maximum Tax Purposes	Based on segment rates with no lookback (as of January 2020), without regard to interest rate stabilization.
1st Segment Rate	2.77%.
2nd Segment Rate	3.83%.
3rd Segment Rate	4.28%.
Optional Payment Form Election Percentage	50% elect single life annuity. 50% elect 75% joint and survivor annuity.
Optional Payment Form Conversion Interest Rate	6.00%.
Optional Payment Form Conversion Mortality	1976 Projected Experience Table with mortality rates setback seven years for beneficiaries.
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	Age 63.
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per section 1.430(h)(3)-1(a)(3) and IRS Notice 2019-26.
Withdrawal Rates	See Table 2.
Disability Rates	None.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 90% of males and 90% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2018 Plan Year	5.50%.
2019 Plan Year	5.50%.
2020 Plan Year	5.00%.
Trust Expenses Included in Target Normal Cost	Prior year's administrative and investment expenses (\$1,170,418 for 2020).
Actuarial Method	Standard unit credit cost method.
Valuation Date	January 1, 2020.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Table 1

Retirement Rates

<u>Age</u>	<u>Rate</u>
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
60	3.00%
61	10.00%
62	15.00%
63	10.00%
64	20.00%
65	35.00%
66	35.00%
67	35.00%
68	35.00%
69	35.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Table 2

Withdrawal Rates

Age	Rate	Age	Rate
15	22.45%	45	3.54%
16	22.45%	46	3.39%
17	22.45%	47	3.24%
18	22.45%	48	3.09%
19	22.45%	49	2.94%
20	22.45%	50	2.79%
21	20.95%	51	2.49%
22	19.44%	52	2.09%
23	17.94%	53	1.59%
24	16.44%	54	0.80%
25	14.94%	55+	0.00%
26	14.03%		
27	13.13%		
28	12.22%		
29	11.32%		
30	10.42%		
31	9.81%		
32	9.20%		
33	8.60%		
34	7.99%		
35	7.38%		
36	6.77%		
37	6.17%		
38	5.55%		
39	4.94%		
40	4.69%		
41	4.44%		
42	4.19%		
43	3.94%		
44	3.69%		

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

► **Round off amounts to nearest dollar.**

► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan MOSAIC PENSION PLAN FOR UNION HOURLY EMPLOYEES	B Three-digit plan number (PN) ►	008
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF THE MOSAIC COMPANY	D Employer Identification Number (EIN) 20-1026454	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		
F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500		

Part I	Basic Information		
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2020</u>		
2	Assets:		
	a Market value	2a	209,511,687
	b Actuarial value	2b	201,156,613
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	1,850	108,870,293
	b For terminated vested participants	465	15,107,797
	c For active participants	693	42,912,876
	d Total	3,008	166,890,966
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.31%
6	Target normal cost	6	1,170,418

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	RONALD J. KALVODA <div style="text-align: center;">Signature of actuary</div>	<div style="text-align: center;">09/22/2021</div> <div style="text-align: center;">Date</div>
	RONALD J. KALVODA <div style="text-align: center;">Type or print name of actuary</div>	<div style="text-align: center;">2006611</div> <div style="text-align: center;">Most recent enrollment number</div>
	AON CONSULTING, INC. <div style="text-align: center;">Firm name</div>	<div style="text-align: center;">952-886-8000</div> <div style="text-align: center;">Telephone number (including area code)</div>
	5600 WEST 83RD STREET 8200 TOWER, SUITE 1100 MINNEAPOLIS MN 55437 <div style="text-align: center;">Address of the firm</div>	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2020
v. 200204

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	15,858,543	27,087,002
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	1,567,634	0
9	Amount remaining (line 7 minus line 8)	14,290,909	27,087,002
10	Interest on line 9 using prior year's actual return of <u>18.46</u> %	2,638,102	5,000,261
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.46</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	16,929,011	32,087,263

Part III Funding Percentages

14	Funding target attainment percentage.....	14	90 . 92%
15	Adjusted funding target attainment percentage.....	15	120 . 21%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100 . 38%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

Part IV	Contributions and Liquidity Shortfalls
----------------	---

18 Contributions made to the plan for the plan year by employer(s) and employees:

Contributions made to the plan from plan year by employer(s) and employees:						
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
			Totals ►	18(b)	0	18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a	0
b Contributions made to avoid restrictions adjusted to valuation date.....	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No

C If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 3.64 %	2nd segment: 5.21 %	3rd segment: 5.94 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes	☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes	☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes	☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	1,170,418	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	1,170,418	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	1,170,418	0	1,170,418
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	3.00%	1.0000	1.67
56.5	3.00%	0.9700	1.64
57.5	3.00%	0.9409	1.62
58.5	3.00%	0.9127	1.60
59.5	3.00%	0.8853	1.58
60.5	3.00%	0.8587	1.56
61.5	10.00%	0.8330	5.12
62.5	15.00%	0.7497	7.03
63.5	10.00%	0.6372	4.05
64.5	20.00%	0.5735	7.40
65.5	35.00%	0.4588	10.52
66.5	35.00%	0.2982	6.94
67.5	35.00%	0.1938	4.58
68.5	35.00%	0.1260	3.02
69.5	35.00%	0.0819	1.99
70	100.00%	0.0532	3.73
Weighted Average			64.05

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with no lookback (as of January 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor.
1st Segment Rate	3.64%.
2nd Segment Rate	5.21%.
3rd Segment Rate	5.94%.
Interest Rates for Maximum Tax Purposes	Based on segment rates with no lookback (as of January 2020), without regard to interest rate stabilization.
1st Segment Rate	2.77%.
2nd Segment Rate	3.83%.
3rd Segment Rate	4.28%.
Optional Payment Form Election Percentage	50% elect single life annuity. 50% elect 75% joint and survivor annuity.
Optional Payment Form Conversion Interest Rate	6.00%.
Optional Payment Form Conversion Mortality	1976 Projected Experience Table with mortality rates setback seven years for beneficiaries.
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	Age 63.
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per section 1.430(h)(3)-1(a)(3) and IRS Notice 2019-26.
Withdrawal Rates	See Table 2.
Disability Rates	None.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
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Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 90% of males and 90% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2018 Plan Year	5.50%.
2019 Plan Year	5.50%.
2020 Plan Year	5.00%.
Trust Expenses Included in Target Normal Cost	Prior year's administrative and investment expenses (\$1,170,418 for 2020).
Actuarial Method	Standard unit credit cost method.
Valuation Date	January 1, 2020.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Table 1

Retirement Rates

<u>Age</u>	<u>Rate</u>
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
60	3.00%
61	10.00%
62	15.00%
63	10.00%
64	20.00%
65	35.00%
66	35.00%
67	35.00%
68	35.00%
69	35.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Table 2

Withdrawal Rates

Age	Rate	Age	Rate
15	22.45%	45	3.54%
16	22.45%	46	3.39%
17	22.45%	47	3.24%
18	22.45%	48	3.09%
19	22.45%	49	2.94%
20	22.45%	50	2.79%
21	20.95%	51	2.49%
22	19.44%	52	2.09%
23	17.94%	53	1.59%
24	16.44%	54	0.80%
25	14.94%	55+	0.00%
26	14.03%		
27	13.13%		
28	12.22%		
29	11.32%		
30	10.42%		
31	9.81%		
32	9.20%		
33	8.60%		
34	7.99%		
35	7.38%		
36	6.77%		
37	6.17%		
38	5.55%		
39	4.94%		
40	4.69%		
41	4.44%		
42	4.19%		
43	3.94%		
44	3.69%		

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, Part V—Summary of Plan Provisions

Minerals Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The accrued benefit calculated using IMC Phosphates service only; or
2. The accrued benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

For participants that elected to be covered under the Defined Contribution Retirement Plan, the accrued benefit is frozen as of December 31, 2003.

Effective June 1, 2003, there are no new entrants.

Effective December 31, 2007, there are no future accruals for participants at this location.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is reduced 6% per year for commencement before age 65.

There is no reduction for participants who are age 62 with 30 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's fifty-fifth birthday or date of participant's death.

Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "joint and 50% survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant's estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Definitions

Accrued Benefit

\$34.00 per month per year of credited service.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Concentrates Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The accrued benefit calculated using IMC Phosphates service only; or
2. The accrued benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

Effective December 31, 2007, there are no new entrants.

Effective June 30, 2019, there are no future accruals for participants at this location.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is reduced 6% per year for commencement before age 65.

There is no reduction for participants who are age 62 with 30 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's fifty-fifth birthday or date of participant's death.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the “joint and 50% survivor” option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant’s estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Definitions

Accrued Benefit

\$36.00 per month per year of credited service.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
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Port Sutton Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The accrued benefit calculated using IMC Phosphates service only; or
2. The accrued benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

Effective July 1, 1993, the plan was frozen. No additional accruals will be credited after June 30, 1993.

Early Retirement

Eligibility

Age 55 with five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is reduced 6% per year for commencement before age 65.

There is no reduction for participants who are age 62 with 30 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "joint and 50% survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant's estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
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Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Definitions

Accrued Benefit

\$31.00 per month per year of credited service.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Carlsbad Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

\$31.50 per month per year of credited service.

For participants that elected to be covered under the Defined Contribution Retirement Plan, the accrued benefit is frozen as of December 31, 2003.

Effective June 1, 2003, there are no new entrants.

Effective December 31, 2007, there are no future accruals for participants at this location.

Early Retirement

Eligibility

Age 55 with five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced from age 65.

There is no reduction for participants who are age 62 and have 10 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Disability Benefit

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. In addition, until the participant qualifies for disability benefits under the Federal Social Security Act, a monthly payment of \$300 is paid to age 62; and a monthly payment of \$150 is paid from age 62 to age 65.

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's fifty-fifth birthday or date of participant's death.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the “joint and 50% survivor” option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant’s estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
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Carey Salt Provisions

As of January 1, 2006, there are no longer any active participants in the plan.

Normal Retirement

Eligibility	Age 65.
Benefit	\$2.25 per month per year of service before October 1, 1969 plus \$13.50 per month per year of service after September 30, 1969, less any offset.

Early Retirement

Eligibility	Age 55 with 15 years of service.
Benefit	Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced from normal retirement age.

Deferred Vested Retirement

Eligibility	Five years of service.
Benefit	Benefit determined in same manner as the normal retirement benefit.

Disability Benefit

Eligibility	Five years of service.
Benefit	Benefit determined in same manner as the normal retirement benefit.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 5, 10, or 15 year certain and life annuity, 5, 10, or 15-year certain only annuity, lump sum.

Actuarial Equivalence

1984 UP mortality table and 5% interest. IRC section 417(e) basis for lump sums.

Western-AG Provisions

There are no active participants eligible to receive benefits under these provisions. The benefits were determined under the provisions of the plan in effect when each participant terminated, retired, or upon closure of the facility.

Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

This Schedule SB reflects stabilized 2020 minimum funding interest rates without regard to ARPA as Mosaic made an explicit election not to apply the ARPA interest rate stabilization (for any purposes) for the 2020 plan year.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following non-prescribed assumption changes:

- A change in the unlimited expected rate of return on assets from 5.50% to 5.00%.
- A change in the retirement age assumption for terminated vested participants to better reflect anticipated future experience as a result of an assumption study.

These changes were made to better reflect the anticipated plan experience. Neither of these assumption changes reduced the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2020

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34	3			1						
35-39	2	1		4	1					
40-44	1	7	10	7	1	1				
45-49	2	13	15	25	3					
50-54	2	6	21	31	29	6	4	2		
55-59	3	9	17	33	57	17	16	9	4	1
60-64		11	22	28	66	18	67	14	4	9
65-69		1	2	12	27	5	9	12	4	4
70+	1		3		6			4		

N-693

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	3.00%	1.0000	1.67
56.5	3.00%	0.9700	1.64
57.5	3.00%	0.9409	1.62
58.5	3.00%	0.9127	1.60
59.5	3.00%	0.8853	1.58
60.5	3.00%	0.8587	1.56
61.5	10.00%	0.8330	5.12
62.5	15.00%	0.7497	7.03
63.5	10.00%	0.6372	4.05
64.5	20.00%	0.5735	7.40
65.5	35.00%	0.4588	10.52
66.5	35.00%	0.2982	6.94
67.5	35.00%	0.1938	4.58
68.5	35.00%	0.1260	3.02
69.5	35.00%	0.0819	1.99
70	100.00%	0.0532	3.73
Weighted Average			64.05

Schedule SB Attachment (Form 5500)—2020 Plan Year
Mosaic Pension Plan for Union Hourly Employees
EIN: 20-1026454 PN: 008

Schedule SB, Part V—Summary of Plan Provisions

Minerals Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The accrued benefit calculated using IMC Phosphates service only; or
2. The accrued benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

For participants that elected to be covered under the Defined Contribution Retirement Plan, the accrued benefit is frozen as of December 31, 2003.

Effective June 1, 2003, there are no new entrants.

Effective December 31, 2007, there are no future accruals for participants at this location.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is reduced 6% per year for commencement before age 65.

There is no reduction for participants who are age 62 with 30 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

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Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's fifty-fifth birthday or date of participant's death.

Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "joint and 50% survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant's estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Definitions

Accrued Benefit

\$34.00 per month per year of credited service.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

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Concentrates Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The accrued benefit calculated using IMC Phosphates service only; or
2. The accrued benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

Effective December 31, 2007, there are no new entrants.

Effective June 30, 2019, there are no future accruals for participants at this location.

Early Retirement

Eligibility

Age 55 with 10 years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is reduced 6% per year for commencement before age 65.

There is no reduction for participants who are age 62 with 30 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's fifty-fifth birthday or date of participant's death.

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Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the “joint and 50% survivor” option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant’s estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Definitions

Accrued Benefit

\$36.00 per month per year of credited service.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

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Port Sutton Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

The greater of (1) or (2):

1. The accrued benefit calculated using IMC Phosphates service only; or
2. The accrued benefit based on total credited service (i.e., credited service recognized by the prior employer plus credited service under IMC Phosphates) reduced by the accrued benefit under the prior plan.

Effective July 1, 1993, the plan was frozen. No additional accruals will be credited after June 30, 1993.

Early Retirement

Eligibility

Age 55 with five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is reduced 6% per year for commencement before age 65.

There is no reduction for participants who are age 62 with 30 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

The benefit that would have been payable if the participant had retired immediately prior to his/her death with the "joint and 50% survivor" option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant's estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

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Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Definitions

Accrued Benefit

\$31.00 per month per year of credited service.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

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Carlsbad Provisions

Normal Retirement

Eligibility

Age 65.

Benefit

\$31.50 per month per year of credited service.

For participants that elected to be covered under the Defined Contribution Retirement Plan, the accrued benefit is frozen as of December 31, 2003.

Effective June 1, 2003, there are no new entrants.

Effective December 31, 2007, there are no future accruals for participants at this location.

Early Retirement

Eligibility

Age 55 with five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced from age 65.

There is no reduction for participants who are age 62 and have 10 years of credited service.

Deferred Vested Retirement

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced for commencement before age 65.

Disability Benefit

Eligibility

Five years of service.

Benefit

Benefit determined in same manner as the normal retirement benefit. In addition, until the participant qualifies for disability benefits under the Federal Social Security Act, a monthly payment of \$300 is paid to age 62; and a monthly payment of \$150 is paid from age 62 to age 65.

Death Benefits

Eligibility

Surviving spouse of vested employees whether active or terminated vested.

Benefit

Active employees—50% of accrued benefit payable at the later of participant's fifty-fifth birthday or date of participant's death.

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Deferred vested employees—The benefit that would have been payable if the participant had retired immediately prior to his/her death with the “joint and 50% survivor” option in effect, beginning no earlier than the date the participant would have attained age 55.

If the participant’s estate is the beneficiary, the benefit is one-half of the present value of the benefit described above if death occurs after termination but prior to pension start date.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity.

Actuarial Equivalence

1976 PET mortality table and 6% interest.

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Carey Salt Provisions

As of January 1, 2006, there are no longer any active participants in the plan.

Normal Retirement

Eligibility	Age 65.
Benefit	\$2.25 per month per year of service before October 1, 1969 plus \$13.50 per month per year of service after September 30, 1969, less any offset.

Early Retirement

Eligibility	Age 55 with 15 years of service.
Benefit	Benefit determined in same manner as the normal retirement benefit. The benefit is actuarially reduced from normal retirement age.

Deferred Vested Retirement

Eligibility	Five years of service.
Benefit	Benefit determined in same manner as the normal retirement benefit.

Disability Benefit

Eligibility	Five years of service.
Benefit	Benefit determined in same manner as the normal retirement benefit.

Forms of Payment

Single life annuity, 50%, 75%, or 100% joint and survivor annuity, 5, 10, or 15 year certain and life annuity, 5, 10, or 15-year certain only annuity, lump sum.

Actuarial Equivalence

1984 UP mortality table and 5% interest. IRC section 417(e) basis for lump sums.

Western-AG Provisions

There are no active participants eligible to receive benefits under these provisions. The benefits were determined under the provisions of the plan in effect when each participant terminated, retired, or upon closure of the facility.

Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes.

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Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

This Schedule SB reflects stabilized 2020 minimum funding interest rates without regard to ARPA as Mosaic made an explicit election not to apply the ARPA interest rate stabilization (for any purposes) for the 2020 plan year.

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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following non-prescribed assumption changes:

- A change in the unlimited expected rate of return on assets from 5.50% to 5.00%.
- A change in the retirement age assumption for terminated vested participants to better reflect anticipated future experience as a result of an assumption study.

These changes were made to better reflect the anticipated plan experience. Neither of these assumption changes reduced the funding shortfall; as such, approval of the Commissioner is not required.