

INTREPID POTASH, INC.

ENVIRONMENTAL, HEALTH, SAFETY, and SUSTAINABILITY COMMITTEE

The Board of Directors (the “Board”) of Intrepid Potash, Inc. (the “Corporation”) has established the Environmental, Health, Safety, and Sustainability Committee (the “Committee”) of the Board.

The goal of the Corporation is to make environmental issues and concerns a key part of its business decisions and actions and to conduct its operations in a manner that protects the health and safety of employees, others involved in its operations, and the public.

1. Statement of Purpose

The purpose of the Environmental, Health, Safety, and Sustainability Committee is to oversee, review and make recommendations to management regarding the Corporation’s policies, performance, and reporting on environmental, health, safety, sustainability, and social responsibilities matters.

2. Committee Membership and Meetings

The Environmental, Health, Safety, and Sustainability Committee will have at least two members. Each member of the Environmental, Health, Safety, and Sustainability Committee must be a member of the Board and must meet the independence requirements of the Corporate Governance Standards for Listed Issuers of the New York Stock Exchange (“NYSE”) and any other necessary standards of director independence under the federal securities laws.

The members of the Environmental, Health, Safety, and Sustainability Committee will be appointed by the Board in its discretion. The Board will consider any recommendations of the Environmental, Health, Safety, and Sustainability Committee in making such appointments. The Board may designate a chairperson from among the members of the Environmental, Health, Safety, and Sustainability Committee or, if no such designation is made, a chairperson may be selected by the affirmative vote of the majority of the Environmental, Health, Safety, and Sustainability Committee members. The Board may remove members of the Environmental, Health, Safety, and Sustainability Committee in its discretion.

The Environmental, Health, Safety, and Sustainability Committee shall meet as frequently as necessary to fulfill its functions and responsibilities, but not less frequently than twice each year. Other members of the Board may attend meetings of the Environmental, Health, Safety, and Sustainability Committee upon the invitation of the Environmental, Health, Safety, and Sustainability Committee. The agenda and all materials to be reviewed at the meetings should be received by the Committee members as far in advance of the meeting day as practicable.

3. Functions and Responsibilities

In furtherance of its purposes, the Environmental, Health, Safety, and Sustainability Committee will have the following functions and responsibilities and any other functions and responsibilities delegated to it by the Board:

- (a) Oversee the Corporation's strategy, policies, development, and initiatives relating to environmental, climate, health, safety, sustainability, and social responsibilities matters and recommend and review the Corporation's environmental, health, safety, sustainability, and social responsibility goals, targets, and compliance obligations, as well as reviewing and approving, as appropriate, reports, plans, metrics, and other disclosures to stakeholders.
- (b) Management will review and discuss with the Committee any significant environmental, health, or safety incidents, material regulatory compliance matters, and/or potential significant risks or exposures faced by the Corporation in environmental, health, safety, sustainability, and social responsibility areas. Reviews will include actions or plans management has taken, or plans to take, to address the incidents or matters, and prevent future reoccurrence.
- (c) The Committee will review with management, as appropriate, employee engagement relating to environmental, health, safety, sustainability, and social responsibility matters and, if requested by the Compensation Committee, will advise the Compensation Committee with respect to incentive compensation metrics relating to environmental, health, safety, sustainability, and social responsibilities matters.
- (d) Conduct an annual review of the Corporation's environmental, health, safety, sustainability, and social responsibility strategy and performance. The review shall include a discussion of progress on annual and long-term goals, significant trends, and emerging opportunities.
- (e) Review the risks, strengths, and opportunities related to environmental, health, safety, sustainability, and social responsibilities, including potential climate-related impacts to the Corporation and its operating environment.
- (f) The committee will provide oversight for the Company's climate related risks, mitigation plans, and exposure affecting the business and operations.
- (g) Review and approve those portions of the Corporation's disclosure documents containing significant information relating to matters within the Committee's mandate, including Committee approval of the Corporation's annual ESG report, sustainability reports, or other related presentations.
- (h) Evaluate, at least annually, its own performance including its compliance with this Charter, and report the results of such evaluation, including any recommended changes, to the Board.
- (i) Report regularly to the Board on the Environmental, Health, Safety, and Sustainability Committee's activities.

In carrying out its functions and responsibilities, the Environmental, Health, Safety and Sustainability Committee may obtain advice and assistance, as needed, from internal or external legal counsel, consulting firms, search firms, or other advisors. The Environmental, Health, Safety, and Sustainability Committee has the sole authority to retain and terminate any external legal counsel, consulting firms, search firms, or other advisors; to oversee their work; and to approve their fees, expenses, and other retention terms. The Corporation will provide to the Environmental, Health, Safety, and Sustainability Committee appropriate funding, as determined by the Environmental, Health, Safety, and Sustainability Committee, for the payment of reasonable compensation to any

external legal counsel, consulting firms, search firms, or other advisors and for ordinary administrative expenses of the Environmental, Health, Safety, and Sustainability Committee that are necessary or appropriate in carrying out its functions and responsibilities.

The Environmental, Health, Safety, and Sustainability Committee may form and delegate authority to subcommittees as it deems appropriate in its discretion.

APPROVED by the Board on December 9, 2022.