

INTREPID POTASH, INC.

COMPENSATION COMMITTEE CHARTER

There will be a committee of the Board of Directors (the “Board”) of Intrepid Potash, Inc. (the “Corporation”) that will be called the Compensation Committee.

1. Statement of Purpose

The purposes of the Compensation Committee are (a) to discharge the Board’s responsibilities relating to compensation of the Corporation’s Chief Executive Officer or principal executive officer (the “CEO”), (b) to make recommendations to the Board with respect to the compensation of the Corporation’s other executive officers (the “Executive Officers”), (c) to administer the Corporation’s incentive and equity-based compensation plans and (d) to review the disclosures in the Compensation Discussion and Analysis (“CD&A”), and produce an annual compensation committee report, for inclusion in the Corporation’s annual proxy statement. To this end, the Compensation Committee has overall responsibility for evaluating and approving (or recommending to the Board for approval) all compensation plans, policies, and programs of the Corporation that affect the CEO or Executive Officers.

2. Committee Membership and Meetings

The Compensation Committee will have at least three members (including a chairperson of the committee (the “Chairperson”). Each member of the Compensation Committee must be a member of the Board and must meet the applicable independence requirements of the Corporate Governance Standards for Listed Issuers of the New York Stock Exchange (“NYSE”), Section 10C of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and the rules thereunder. Each member of the Compensation Committee must also qualify as [] a non-employee director for purposes of Section 16 of the Exchange Act.

The members of the Compensation Committee will be appointed by the Board in its discretion. The Board will take into account any recommendations of the Nominating and Corporate Governance Committee in making such appointments. The Board may designate a Chairperson from among the members of the Compensation Committee or, if no such designation is made, a Chairperson may be selected by the affirmative vote of the majority of the Compensation Committee members. The Board may remove members of the Compensation Committee in its discretion.

The Compensation Committee shall meet as frequently as necessary to fulfill its responsibilities, but not less frequently than twice each year. Other members of the Board may attend meetings of the Compensation Committee upon the invitation of the Compensation Committee.

3. Functions and Responsibilities

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

- (a) In consultation with the CEO and Executive Officers, establish and review the overall executive compensation philosophy of the Corporation.
- (b) Review and approve corporate goals and objectives relevant to the compensation of the CEO, annually evaluate the performance of the CEO in light of those goals and objectives, and based on this evaluation determine and approve the CEO's compensation level, including salary, bonus, incentive and equity-based compensation. In determining any incentive component of the CEO's compensation, the Committee may consider any factors that it deems appropriate, including the Corporation's performance and relative stockholder return, the value of similar incentive awards to similarly situated executives at comparable companies and the awards granted to the CEO in past years.
- (c) Oversee the evaluation of management of the Corporation and make recommendations to the Board as appropriate.
- (d) Annually review and make recommendations to the Board with respect to base salaries and short- and long-term incentive opportunities for the Executive Officers. In determining any incentive compensation for any Executive Officer, the Committee may consider any factors that it deems appropriate, including the Corporation's performance and relative stockholder return, the value of similar incentive awards to similarly situated executives at comparable companies and the awards granted to the Executive Officer in past years.
- (e) Periodically review and make recommendations to the Board with respect to the following as they affect the CEO or Executive Officers: (1) all other incentive awards and opportunities, including both cash- and equity-based awards and opportunities, (2) any employment agreements and severance arrangements, (3) any change-in-control agreements and provisions affecting any elements of compensation and benefits, and (4) any special or supplemental compensation and benefits, including perquisites, provided during or after employment.
- (f) Periodically review and recommend to the Board the compensation structure for non-employee directors for Board and committee service.
- (g) Periodically review and make recommendations to the Board with respect to the incentive and equity compensation plans of the Corporation.
- (h) Act as administrator of the incentive and equity compensation plans of the Corporation, with all authority granted in the governing plan documents including the authority to make and modify grants under, and to approve or disapprove participation in, the plans.

- (i) Review and discuss with management the disclosures made in the CD&A required to be included in the Corporation's proxy statement and annual report on Form 10-K. Based on this review and discussion, recommend to the Board whether the CD&A should be included in the proxy statement and annual report on Form 10-K.
- (j) Prepare the annual Compensation Committee Report for inclusion in the Corporation's proxy statement and annual report on Form 10-K.
- (k) Periodically review and evaluate the compensation practices of the Corporation as they may relate to encouraging employees to take risks that could have a material and adverse effect on the Corporation.
- (l) Periodically review and make recommendations to the Board, and administer the Corporation's Incentive Compensation Recovery Policy (as amended from time to time, the "Clawback Policy"), and seek to ensure that the Clawback Policy complies with all applicable rules and regulations, including the rules and regulations of the SEC and the listing standards of the NYSE, and consult with the Audit Committee of the Board, the Company's Chief Financial Officer or Chief Accounting Officer, as applicable, as needed in order to properly administer the Clawback Policy.
- (m) Oversee the Corporation's compliance with the rules of the Securities and Exchange Commission regarding stockholder approval of certain executive compensation matters, including advisory votes on executive compensation and the frequency of these votes, and the rules of the NYSE regarding stockholder approval of equity compensation plans.
- (n) The Committee will review with management, as appropriate, employee engagement relating to environmental, health, safety, sustainability, and social responsibility matters and approve incentive compensation metrics relating to such matters.
- (o) Regularly report to the Board on the Compensation Committee's activities.
- (p) Annually review the performance of the Compensation Committee and periodically assess the adequacy of this Charter and make recommendations to the Nominating and Corporate Governance Committee with respect to any changes to this Charter.

In carrying out its functions and responsibilities, the Compensation Committee has the authority, to the extent it deems appropriate, to retain one or more compensation consultants to assist in the evaluation of director, CEO or executive compensation. The Compensation Committee has the sole authority to appoint, oversee the work of, permit or limit direct interactions between the consulting firm and management, and terminate any such consulting firm, and to approve the firm's fees, expenses and other retention terms. The Compensation Committee shall also have the authority, to the extent it deems necessary or appropriate, to retain, compensate, and oversee the work of any independent legal counsel and other advisors. The Compensation Committee may select such external consultants, advisors or legal counsel only after taking into consideration all factors relevant to that person's independence from management, including the factors set forth in the Corporate Governance Standards for Listed Issuers of the NYSE, Section 10C of the Exchange Act, and the rules thereunder. The

Corporation will provide to the Compensation Committee appropriate funding, as determined by the Compensation Committee, for the payment of reasonable compensation to any external compensation consultants, legal counsel or other advisors and for ordinary administrative expenses of the Compensation Committee that are necessary or appropriate in carrying out its functions and responsibilities.

4. Delegation of Duties

The Compensation Committee may form and delegate authority to subcommittees as it deems appropriate in its discretion.

APPROVED by the Board on March 25, 2025.