

Stephen P. Malia Biography

Stephen P. Malia is the Senior Vice President, Human Resources for The Mosaic Company (NYSE: MOS), a \$4.7 billion mining and chemical company based in suburban Minneapolis. The Mosaic Company was formed in October, 2004 with the merger of IMC Global and Cargill, Inc.'s Crop Nutrition business. Mosaic is one of the world's largest producers of phosphate, potash and nitrogen based products that are sold into the agricultural and industrial markets. It employs over 8000 employees and has operations in North America, Latin America and Asia. In his capacity as Senior Vice President, Human Resources, Steve reports to Mosaic's CEO and has full responsibility for all aspects of human resources, including HR strategy, workforce planning, employee development, compensation and benefits, talent management, and labor and employee relations. Prior to the merger, Steve served as the Senior Vice President, Human Resources for IMC Global.

Before joining IMC Global in January, 2000, Steve spent 23 years with Owens Corning, a \$5 billion leader in the building materials industry. From 1997 to 2000 he served as Vice President, Human Resources for the Exterior Systems Business, a newly created \$1.3 billion business comprised of several acquisitions. Steve's work started during the M & A planning phase and continued through the post merger integration and consolidation work. Prior that that, he served as the Corporate VP, HR Planning, Staffing and Development, responsible for these activities across the corporation. In that role, Steve focused primarily on leadership development, talent management, succession planning and HR strategy and planning.

From 1993 to 1995, Steve served as the VP, Human Resources for the Composites business, a \$1.2 billion business with extensive operations across North and South America and Europe. In this role, he focused on integrating previously autonomous businesses into a cohesive global business unit and implementing key HR processes and initiatives on a global basis. Earlier in his career at Owens Corning, Steve held a series of increasingly more responsible positions in human resources and labor relations.

A native of Brooklyn, NY, Steve is a 1976 graduate of Cornell University's School of Industrial and Labor Relations. He and his wife, Mary, have four children and currently reside in suburban Chicago.