



Detailed explanations on the participation of the virtual Annual General Meeting and exercise of voting rights

Ordinary Annual General Meeting of K+S Aktiengesellschaft
on Tuesday, May 12, 2026, 10:00 a.m.,
which will be held as a virtual Annual General Meeting without the physical presence of
shareholders or their proxies.



Dear Shareholders,

We appreciate your interest in the K+S Aktiengesellschaft Ordinary Annual General Meeting on May 12, 2026.

The ordinary Annual General Meeting will be held virtually, without shareholders or their proxies being present at the meeting venue. Therefore, physical attendance by shareholders and their proxies at the meeting venue is not permitted.

For participating in the virtual Annual General Meeting by way of electronic access to the Annual General Meeting and exercising shareholders' rights, the Company provides an Internet-based and password-protected Annual General Meeting system – the so-called Online Service – on its website at

www.kpluss.com/agm.

The shareholders of the Company who have duly registered for the Annual General Meeting can access the virtual Annual General Meeting using the Company's Online Service at

www.kpluss.com/agm

and, in this way, participate in the Annual General Meeting.

The entire meeting will be transmitted live with full audio and video coverage for duly registered shareholders (see Section II.3) on May 14, 2025, starting at 10:00 a.m. (CEST) in the Online Service at

www.kpluss.com/agm.

Shareholders or their proxies may exercise their voting rights by means of electronic absentee voting or by issuing a power of attorney and instructions to the proxies appointed by the Company. Shareholders or their proxies who participate in the meeting electronically have the right to speak, to request information, and to make motions and nominations at the meeting by means of video communication. They are also granted the right to object to resolutions of the Annual General Meeting by means of electronic communication to be recorded by the notary. In addition, duly registered shareholders or their proxies may submit statements prior to the meeting by means of electronic communication.

1. Online Service

Shareholders require access data consisting of their shareholder number and the associated access password for using the Online Service. Those shareholders who have already provided a self-selected access password must use their self-selected access password. All other shareholders listed in the share register will receive their shareholder number and an associated access password enclosed in the invitation letter to the virtual Annual General Meeting. Once you have registered for the first time, you can set a personal password. Proxies will receive their own access data for the Online Service.

Your user ID is listed on the first page of your invitation letter, which you received with your registration documents. The corresponding access password can also be found there. If you



opted to receive the Annual General Meeting documents by email, you will receive the access password electronically.

If you are listed in the share register under multiple shareholder numbers, you will need a separate password for each shareholder number. You must also log in separately via the Online Service for each shareholder number.

Technical requirements: To use this Online Service, your web browser must support 128-bit SSL encryption. If your browser does not support this, you can download the latest versions of Mozilla Firefox (www.mozilla.org), Microsoft Internet Explorer (www.microsoft.com/germany), or Google Chrome (www.google.com/chrome).

The Online Service is expected to be available from April 14, 2026.

2. Prerequisites for participation in the Annual General Meeting and the exercise of shareholder rights

Only those shareholders who have registered with the Company by no later than May 5, 2026, midnight (CEST), and are listed in the share register for the registered shares are entitled to attend the virtual Annual General Meeting and exercise their shareholder rights, either in person or by proxy.

Shareholders may continue to dispose of their shares even after registering for the Annual General Meeting. For the exercise of shareholder rights, in particular voting rights, the shareholding recorded in the share register on the day of the Annual General Meeting is decisive, irrespective of any deposits. Requests for changes in the share register that are received by K+S Aktiengesellschaft after the end of the registration period in the period from May 6, 2026, midnight (CEST) to May 14, 2025, will only be processed and taken into account with effect after the Annual General Meeting on May 12, 2026. The relevant technical record date is, therefore, May 5, 2026, midnight (CEST).

You can register through the Company's Online Service or by submitting a registration form by mail or e-mail.

a. Register using the Online Service

After successfully logging in to the Online Service with your user ID and password, you will have the option to change your communication settings. You can choose to receive Annual General Meeting documents via e-mail in the future. Doing so helps us save costs and reduce our environmental impact. You can also set a new password here. Please make a note of your user ID and password, as you will need to re-enter them each time you use the Online Service. From the registration page, you can access the Annual General Meeting section by agreeing to the terms of use and clicking "Continue." There, you can register for the Annual General Meeting by clicking the "Registration" button no later than May 5, 2026, at 12:00 a.m. CEST.

We recommend beginning the online registration process well in advance. This way, if you encounter technical difficulties, you can still register by the deadline by mailing in the completed registration form.



b. Register using the registration form

All shareholders listed in the share register will receive a registration form and an invitation to the virtual Annual General Meeting. If you would prefer not to register for the Annual General Meeting online, please send the completed form to the following address:

HCE Consult AG
Registration Office K+S Aktiengesellschaft
P.O. Box 820335
81803 Munich
E-mail: anmeldestelle@hce-consult.de

In accordance with Section 67c (1) and (2) Sentence 3 AktG, as well as Section 2 (1) and (3) and Section 9 (4) of the EU Implementing Regulation, information regarding the Annual General Meeting, formatted according to ISO 20022 standards (e.g., as an ISO 20022 XML file), must be sent to the contact address of the registration office listed above.

3. Participation in the Annual General Meeting

Shareholders who have registered for the Annual General Meeting and their proxies will be able to watch the entire meeting on May 12, 2026, starting at 10:00 a.m. CEST, with full video and audio, via the Online Service.

4. Exercise of voting rights by electronic postal vote

Shareholders may – in person or by proxy – exercise their voting rights by electronic postal vote.

Only those shareholders who are registered – in person or by proxy – and who have duly registered for the virtual Annual General Meeting by no later than May 5, 2026, midnight (CEST) are entitled to exercise their voting rights by electronic postal vote.

Postal votes may only be cast electronically via the Company's Online Service by clicking the "Cast Postal Votes" button.

Votes may also be cast during the General Meeting. Votes must be received by the Company by the close of voting at a time to be determined by the chair of the meeting. Until then, postal votes may be changed or revoked via the Online Service.

Authorized intermediaries and equivalent associations, voting rights advisors and persons pursuant to Section 135 (8) AktG may also use the electronic postal vote. The Company will provide them with an electronic delivery method upon request.

When the Company receives electronic postal votes, powers of attorney, and instructions issued to its proxies for exercising voting rights, the powers of attorney and instructions shall always take precedence.



5. Exercising voting rights by granting power of attorney and issuing instructions to the Company's proxies

In addition, shareholders or their proxies may authorize proxies nominated by the Company to vote according to their instructions. The proxies nominated by the Company exercise the voting rights exclusively in accordance with the instructions of the shareholder or his or her proxy. The proxies must be provided with a power of attorney and instructions for exercising voting rights for each item on the agenda to be voted on. If no instructions are given for an item on the agenda, the proxies will not participate in the relevant vote. If instructions are given that are unclear or contradictory, the proxies will abstain from voting. The proxies cannot exercise certain participation rights (such as the right to speak, the right to information, the right to propose motions or the right to object to resolutions of the Annual General Meeting).

You may submit powers of attorney and instructions to the Company's proxies electronically via the Company's Online Service by clicking the "Proxies" button. Proxies and instructions can also be submitted via the Online Service during the Annual General Meeting. However, they must be received before voting closes. The Chairman of the meeting determines the closing time.

Until then, powers of attorney and instructions granted via the Company's Online Service can be revoked or amended.

Powers of attorney and instructions may also be submitted in writing or in text form (via e-mail) by 6:00 p.m. (CEST) on May 11, 2026 (receipt is decisive), using the following contact details:

HCE Consult AG
Registration Office K+S Aktiengesellschaft
P.O. Box 820335
81803 Munich
E-mail: anmeldestelle@hce-consult.de

A form that can be used to grant authority and issue instructions is enclosed with the invitation. The corresponding form will also be available for download on the Company's website at

www.kpluss.com/agm

presumably as of April 14, 2026.

Furthermore, it is possible to change or revoke powers of attorney and instructions issued in writing or in text form (by e-mail) until May 11, 2026, 6:00 p.m. (CEST) (receipt is decisive) using the following contact details:

HCE Consult AG
Registration Office K+S Aktiengesellschaft
P.O. Box 820335
81803 Munich
E-mail: anmeldestelle@hce-consult.de

A form that can be used both for registration and for issuing powers of attorney and instructions will be sent to shareholders entered in the share register enclosed in the invitation letter to the virtual Annual General Meeting. Furthermore, if conflicting statements are submitted through



different channels and the most recent submission is unclear, they will be considered in the following order: 1. via the online service, 2. via e-mail, and 3. in paper form.

6. Third-party proxy

Shareholders entered in the share register may also exercise their rights, in particular their voting rights at the Annual General Meeting, through a proxy, for example an intermediary, a voting advisor, a shareholders' association, or another third party. In this case, too, proper registration by the respective shareholder is required as described above. The Company may reject one or more of your proxies if you designate more than one person.

Proxies may also not physically attend the Annual General Meeting. They can only exercise the voting rights for shareholders they represent by electronic postal vote or by issuing (sub)powers of attorney to the Company's proxies.

Third-party proxies can connect to the Annual General Meeting electronically using the Company's Online Service, where they can follow the video and audio transmission of the Annual General Meeting and exercise their shareholder rights. Proxies require their own access data to use the Company's Online Service at

www.kpluss.com/agm

which will be sent to them after the shareholder has duly registered and granted power of attorney to the Company or provided proof of power of attorney granted to the proxy. Therefore, proxies should be appointed as early as possible to ensure prompt receipt of the access data. If the proxy's address information is incomplete, the proxy's login data for the password-protected Online Service will be sent to the principal, who will then forward them to the proxy.

The power of attorney may be granted to the proxy or to the Company.

The granting of the power of attorney, its revocation and the proof of the power of attorney to the Company must be in text form, unless the power of attorney is granted pursuant to Section 135 AktG.

In the case of authorization to exercise voting rights in accordance with Section 135 AktG (granting of authorization to intermediaries, voting advisors, shareholders' associations or commercial agents), the declaration of authorization must be recorded by the authorized person in a verifiable manner. The power of attorney must also be complete and may only contain declarations in connection with the exercise of voting rights. In such cases, please agree on the form of the power of attorney with the person to be authorized.

A power of attorney for the Company may be issued electronically via the Company's Online Service by clicking the "Power of Attorney to a Third Party" button.

Powers of attorney may also be issued using the Online Service during the Annual General Meeting. Proof of a power of attorney issued to a proxy using the Online Service is not possible but can be provided by e-mail to anmeldestelle@hce-consult.de.

Shareholders who wish to authorize a third-party proxy by means other than the Online Service are requested to use the relevant form provided by the Company. Shareholders will receive this



form for granting power of attorney to a third party enclosed with the letter of invitation. It is also available on the Internet at

www.kpluss.com/agm

presumably as of April 14, 2026.

The power of attorney may also be issued to the Company in writing or in text form (by e-mail) by May 11, 2026, 06:00 p.m. (CEST) (receipt is decisive), using the following contact details:

HCE Consult AG
Registration Office K+S Aktiengesellschaft
P.O. Box 820335
81803 Munich
E-mail: anmeldestelle@hce-consult.de

The same applies to the proof of a power of attorney granted to a proxy.

Powers of attorney issued can be revoked as follows:

Powers of attorney issued can also be revoked using the Online Service during the Annual General Meeting. Powers of attorney issued can be revoked in writing or in text form (by e-mail) using the following contact details:

HCE Consult AG
Registration Office K+S Aktiengesellschaft
P.O. Box 820335
81803 Munich
E-mail: anmeldestelle@hce-consult.de

by May 11, 2026, 06:00 p.m. (CEST) (receipt is decisive).

7. Instructions for the registration form

If you decide to use the registration form: Under Item 1, you can register either yourself or a trusted proxy. Please note that the Annual General Meeting will be held virtually, so no separate AGM ticket will be issued. The proxy will be provided with individual login data for the password-protected online service once a complete address has been submitted.

Under Item 2, you may issue a proxy and instructions to K+S Aktiengesellschaft's proxies, or, if applicable, to an intermediary's proxies.

Please keep postal delivery times in mind and return the registration form in a timely manner. If you received multiple registration forms, please complete and return all of them.



8. Instructions for countermotions and nominations

Any shareholder-submitted countermotions and nominations that are to be made available can be viewed online at www.kpluss.com/hv. These motions and nominations are considered submitted at the time they are made available at the Annual General Meeting. However, if the submitting shareholder is not registered in the share register as a Company shareholder and has not been duly registered for the Annual General Meeting, their motion or nomination need not be considered. You may support a countermotion directed exclusively at rejecting a proposed resolution by voting against the management's proposal. Countermotions and nominations requiring a separate resolution are marked with capital letters upon publication. You may cast your vote or issue instructions regarding countermotions/nominations via the Online Service. This does not affect the Chairman's right to have the management's proposals voted on first during the voting process.

9. General Terms of Use

When you receive the materials for the Annual General Meeting, please check that the package is undamaged.

Keep the personal login data you provided during your initial registration for the Online Service safe and secure. Ensure that no third party uses your account. Always log out of the online service using the „Log Out“ provided button.

If you suspect that your online account has been compromised, please call the hotline at +49 30 814 533 828 (HCE Consult AG) to block your password.

If you have forgotten your password, you can click the "Forgot your password?" button to have a new password sent to you via the Online Service. Your old password will then be reset.

Due to the current state of technology, the stability and availability of the Online Service for the Annual General Meeting, as well as the live webcast of the Annual General Meeting for registered shareholders, may be subject to fluctuations and disruptions. K+S Aktiengesellschaft and the proxies have no control over the availability, functionality, stability, or reliability of the telecommunications network or third-party internet services used. For security reasons, K+S Aktiengesellschaft reserves the right to interrupt or discontinue the online service without prior notice.

10. Phone hotline

For inquiries by telephone, please call Monday through Friday (except holidays) between 9:00 a.m. and 5:00 p.m. Call +49 561 9301-1100 for K+S Aktiengesellschaft or +49 30 814 533 828 for HCE Consult AG.

11. Disclaimer

The Company shall be fully liable for damages caused by gross negligence or willful misconduct by the Company, its legal representatives, or its vicarious agents.

In the event of a breach of material contractual obligations, i.e., contractual obligations whose breach jeopardizes the purpose of the contract, on which fulfillment the user was entitled to rely



significantly, the Company shall also be liable in cases of simple negligence. This liability is limited to compensation for damages that were typically foreseeable at the time the contract was concluded. Otherwise, the Company is not liable for damages caused by slight negligence.

These limitations on liability also apply to the Company's legal representatives and employees, as well as to pre-contractual or tortious liability.

The Company's liability for damages under the Product Liability Act and based on warranties remains unaffected by the foregoing limitations of liability.

12. Data privacy

For more detailed information on data privacy, please refer to the convocation and visit

www.kpluss.com/agm.

Kassel (Germany), in April 2026

The Board of Executive Directors

K+S Aktiengesellschaft
headquartered in Kassel