



Power of Attorney and Instructions to the Company's Proxies

Mandatory Information:

Name: _____ Shareholder: _____

Please return by **May 11, 2026, at 6:00 p.m. (CEST) (time of receipt), to the following address:**

By mail to: HCE Consult AG, Registration Office K+S Aktiengesellschaft, P.O. Box 820335, 81803 Munich, Germany,
 or by e-mail to: anmeldestelle@hce-consult.de

I/we hereby register our shares for the Annual General Meeting and authorize the Company's proxies, Ms. Esther Beuermann and Ms. Nathalie Frost, who are both based in Kassel. They may vote individually and have the right to sub-delegate. They are instructed to vote and disclose my/our name **in accordance with the specific instructions below.**

Instructions

		YES	NO	ABSTENTION
2.	Resolution on the appropriation of profits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Resolution on the discharge of the members of the Board of Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Resolution on the discharge of the members of the Supervisory Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Election of the auditor of the annual financial statements for the 2026 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Election of the auditor of the sustainability report for the 2026 financial year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Resolution on the approval of the Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Resolution on the approval of the remuneration system for the members of the Board of Executive Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Resolution on amending Article 12 of the Articles of Association and the remuneration for the members of the Supervisory Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Resolution on canceling the existing authorized capital pursuant to Section 4(5) of the Articles of Association and creating new authorized capital with the option to exclude shareholders'* subscription rights, as well as amending the Articles of Association accordingly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Resolution on Amendments to the Articles of Association in Section 9 (Resignation, Removal from Office) and Section 11 (Convening, Quorum)			
	11.1 Resolution on the Amendment of Section 9 (1) of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	11.2 Resolution on the Amendment of Section 11 (4) of the Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Shareholder Motions and Nominations Regarding motions (particularly procedural motions and countermotions) and nominations by shareholders that were not made available prior to the Annual General Meeting and were submitted or amended during the meeting, I/we vote as follows or issue the instruction opposite, unless I/we have submitted a different vote or instruction elsewhere.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

These instructions refer to management's proposed resolutions, which were published in the Federal Gazette as part of the notice convening the Annual General Meeting, under the respective agenda items.

* The total number of newly issued shares under existing authorized capital I, renewed authorized capital II, and bonds may not exceed 40% of the Company's share capital. The total number of newly issued shares under existing authorized capital I, renewed authorized capital II, and bonds issued without subscription rights may not exceed 10% of the Company's share capital.

Sign Place, date, signature, or other form of conclusion of the declaration within the meaning of Section 126b of the German Civil Code (BGB)

(For the purposes of processing, it is assumed that the declarant(s) is/are authorized to submit the declaration.)