

## REPORT ON EQUALITY AND EQUAL PAY

### PUBLICATION AS AN ANNEX TO THE 2025 MANAGEMENT REPORT PURSUANT TO TRANSPARENT REMUNERATION LAW (ENTGTRANSPG)

Pursuant to Sections 21, 22 of the Law for Promotion of Remuneration Transparency between Women and Men (Transparent Remuneration Law – EntgTranspG), K+S Aktiengesellschaft compiles a report on equality and equal pay as an annex to the management report at least every five years. In deviation from the annual financial statements and management report, the year 2024 is the relevant reporting year for the report in 2025, in accordance with the legal requirement.

#### 1. MEASURES FOR PROMOTING EQUALITY BETWEEN WOMEN AND MEN AND THEIR IMPACT

We are committed to equal opportunities. Our fundamental values and principles (Code of Conduct) set out this commitment. As a signatory to the “UN Global Compact” and the Charter of Diversity, we affirm this position. Our activities in the area of “Diversity and Inclusion” counteract discrimination. We strive for equal opportunities for women as well as equal remuneration. The basis for diversity and inclusion is the appreciation of all employees. At K+S, all employees experience this appreciation, irrespective of gender, nationality, ethnic origin, religion or ideology, social origin, physical or mental impairment, age, sexual orientation, and identity. K+S promotes and supports the compatibility of work and family life. Family-friendly work structures, room for diversity, and individual offers for compatibility are intended to enable our employees to achieve a good balance between professional and family tasks. Within the scope of our Company’s possibilities, we support our employees with flexible working time models, working from home, and needs-based care services, both for children. At our headquarters in Kassel, we also provide a day-care center close to the Company. Pursuant to the statutory regulation for the equal participation of women and men in management positions, the minimum proportion of women and men on the Supervisory Board is 30% each. As of December 31, 2024, the Supervisory Board comprised two female employee representatives and three female shareholder representatives, so that the minimum proportion of both employee and shareholder representatives was always achieved. With a quota of more than 31%, the

proportion of women on the Supervisory Board was above the statutory minimum quota. The Supervisory Board set a target of 25% for the equal participation of women and men in management positions. As of December 31, 2024, this was clearly exceeded, as was the participation requirement pursuant to Section 76 (3a) sentence 1 German Stock Corporation Act (AktG), with a share of women of 50%.

Regarding the Act on Equal Participation of Women and Men in Leadership Positions, the Board of Executive Directors has set targets for the proportion of women in the management level below the K+S Aktiengesellschaft Board of Executive Directors, which should be achieved by December 31, 2025. As of December 31, 2025, the target of 30% was not achieved at the first level below the Board of Executive Directors. On the reporting date, the proportion of women was 13% (2024: 0%). At the second level, the target of 30% was exceeded with a proportion of 34% (2024: 29%). This positive development demonstrates that the measures introduced to promote women’s representation are effective and are strengthening the next generation of managers.

New targets have been set for the period ending December 31, 2030. The target remains at 30% for the first level below the Board of Executive Directors and has increased to 35% for the second level. These targets signal continuity, stability, and ambition in our efforts to achieve gender balance.

#### 2. MEASURES FOR THE ESTABLISHMENT OF EQUAL PAY FOR WOMEN AND MEN

At K+S Aktiengesellschaft, we pursue the goal of remunerating our employees in a performance-related, market-oriented, and comparable manner. Our employees covered by collective bargaining agreements are subject to the German collective bargaining agreement, whose equal remuneration has been confirmed by the German Federal Anti-Discrimination Agency. Under our non-tariff remuneration system, non-tariff functions are assessed and remunerated based on uniform Group-wide criteria. Regular market comparisons ensure fairness and market conformity.

👁 Social information, S1-16/MDR-M Remuneration metrics (pay gap and total remuneration)

### 3. BREAKDOWN OF STATISTICAL DATA FOR K+S AKTIENGESELLSCHAFT

#### AVERAGE TOTAL NUMBER OF EMPLOYEES<sup>1, 2</sup>

E.1

	2019	2024	Change 2024 vs. 2019
<b>Average total number of employees</b>	<b>999</b>	<b>873</b>	<b>-126</b>
- thereof male	642	532	-110
- thereof female	356	341	-15
<b>Average number of full-time employees</b>	<b>850</b>	<b>714</b>	<b>-136</b>
- thereof male	617	511	-106
- thereof female	234	203	-31
<b>Average number of part-time employees</b>	<b>149</b>	<b>159</b>	<b>+10</b>
- thereof male	26	21	-5
- thereof female	123	138	+15
<b>Average number of trainees</b>	<b>25</b>	<b>31</b>	<b>+6</b>
- thereof male	19	21	+2
- thereof female	7	11	+4

1 Rounding difference may arise in figures.

2 The employees of K+S Aktiengesellschaft include the permanent employees, temporary employees, and trainees.