



SUPERVISORY BOARD REPORT

Dr. Harald Schwager

Chairman of the Supervisory Board

Dear Shareholders, Ladies and Gentlemen,

The year 2025 was marked by significant personnel changes at the top of our Company. After over a decade of dedicated and successful leadership, both the Chairman of the Supervisory Board, Dr. Andreas Kreimeyer, and the CEO, Dr. Burkhard Lohr, have decided not to stand for re-election. On behalf of the Supervisory Board and the Board of Executive Directors, I would like to thank both for their efforts on behalf of our company. During this time, both have made a decisive contribution to important strategic decisions for the Company. We would also like to thank Mr. Markus Heldt for his valuable work on the Supervisory Board in recent years.

The Supervisory Board and Board of Executive Directors prepared for this transition with great diligence and proactively realigned the management structure. At the same time, we continued to advance our future projects, Werra 2060 and the ramp-up of the Bethune plant. I had the opportunity to witness the progress firsthand on site with the CEO, and I also had the chance to visit a salt site with the members of the Supervisory Board to gain further insights into our operational work.

These developments took place in an environment that was once again characterized by considerable pressure on the German economy. Regulatory requirements for our European sites, particularly in Germany, have become increasingly stringent, resulting in increased administrative burdens and higher costs, which directly impact the competitiveness of companies.

This makes it all the more clear that we in Europe, particularly in Germany, need a regulatory environment that facilitates growth rather than impedes it. An environment that fosters the creation of value, innovation, and investment in the future. Companies can only operate successfully in the long term and ensure stability even in volatile times if regulation and business requirements are in harmony.

At the same time, we are committed to the ongoing transformation of our Company. We consider sustainability to be an integral part of our corporate strategy and governance. Therefore, we have transferred the tasks and responsibilities of the Sustainability Committee to existing committees and committee work as of January 1, 2026, thereby anchoring them structurally.

I would like to express my gratitude to all employees who support our Company in this demanding environment with great dedication, expertise, and loyalty. I would also like to thank the members of the Board of Executive Directors for their leadership in challenging times, as well as the employee representatives and works councils for their constructive, forward-looking cooperation.

I would like to thank you, our shareholders, for your constructive and trusting support over the past year.

ADVISING THE BOARD OF EXECUTIVE DIRECTORS AND MONITORING OF MANAGEMENT

During the 2025 financial year, the Supervisory Board diligently performed the supervisory and advisory functions incumbent on it by law and in accordance with the Articles of Association and its bylaws. Numerous matters were discussed in depth and resolutions were adopted on transactions requiring approval. We continuously monitored the Board of Executive Directors' management of the Company and advised it on the governance of the Group. For this purpose, targets with specific performance parameters were agreed with all members of the Board of Executive Directors.

We were always involved in decisions of fundamental importance in a timely and appropriate manner. The Board of Executive Directors regularly briefed us promptly and comprehensively on the business development

of the Company and its customer segments, the financial position, net assets, and earnings, the employment situation, the progress of important investment projects, planning, and the further strategic development of the Company. Deviations from planning were explained to the Supervisory Board in detail. The risk situation as well as the risk and compliance management were carefully considered.

The Supervisory Board received written reports from the Board of Executive Directors to prepare for meetings. Additionally, outside of formal meetings, the Chairman of the Supervisory Board maintained close and personal contact with the Board of Executive Directors. He discussed important matters, upcoming decisions, and the achievement of agreed targets with them. Additionally, there were separate preparatory meetings between shareholder and employee representatives on key agenda items in advance of Supervisory Board meetings, as well as other formats for exchange. Supervisory Board meetings and preliminary discussions were held regularly, with the Board of Executive Directors not present.

The Supervisory Board regularly visited K+S Group sites to gain insight into current developments. In addition, the Supervisory Board addressed current issues and its own efficiency on a regular basis. It also continuously updated its knowledge on topics relevant to the Supervisory Board outside of the regular meeting formats.

In 2025, plenary and committee meetings were predominantly held as physical meetings. Only in exceptional cases, and in consultation with the Chairman, is virtual participation possible. Seven Supervisory Board meetings were convened in 2025. The average attendance rate of Supervisory Board members during the reporting period was 98%. Six meetings were attended by all members; two members of the Supervisory Board were excused from the extraordinary meeting. Of the six meetings of the **Audit Committee**, two were held in person, two were held virtually, and two were hybrid meetings. One member was excused from two meetings. The **Nomination Committee** met five times in person with all members present. Of the seven meetings of the **Personnel Committee**, five were held in person and two were virtual meetings. All meetings were held with all members attending. The **Strategy Committee** met three times in total, once in person and twice in hybrid form, with all members attending each time. Of the three meetings of the **Sustainability Committee**, two were held in person and one in hybrid form, with all members attending. No **Mediation Committee** or **Special Committee** was convened in the 2025 financial year.

COMPOSITION OF THE BOARD OF EXECUTIVE DIRECTORS AND THE SUPERVISORY BOARD

Dr. Burkhard Lohr's term as Chairman of the Board of Executive Directors concluded on May 31, 2025. Dr. Christian H. Meyer has been appointed to the position of Chairman of the Board of Executive Directors, effective June 1, 2025. Dr. Jens Christian Keuthen was appointed to the Board of Executive Directors on February 1, 2025, and succeeded Dr. Christian H. Meyer as CFO on June 1, 2025.

At the end of the Annual General Meeting on May 14, 2025, the terms of office for Supervisory Board Chairman Dr. Andreas Kreimeyer, Markus Heldt, and Dr. Rainier van Roessel, who was re-elected as a shareholder representative on the Supervisory Board, reached their designated end. Dr. Harald Schwager and Dr. Tilman Krauch were newly elected to the Supervisory Board on May 14, 2025. During the period of personnel changes at the top of the company, Thomas Kölbl was prematurely re-elected as a member of the Supervisory Board, representing the shareholders, to ensure continuity in the management tasks of the Supervisory Board.

The following changes were made to the Supervisory Board committees during the reporting year: Following the Annual General Meeting of K+S Aktiengesellschaft, the members of the Supervisory Board elected Dr. Harald Schwager as Chairman of the Supervisory Board and held new elections to the committees.

- + As Chairman of the Supervisory Board, Dr. Harald Schwager is a member of the Mediation Committee in accordance with the German Co-Determination Act (MitbestG), and Chairman of the Mediation Committee in accordance with the bylaws.
 - + As Chairman of the Supervisory Board, Dr. Harald Schwager is a member and Chairman of the Strategy Committee in accordance with the bylaws.
 - + Dr. Harald Schwager was elected as a member of the Audit Committee.
 - + Dr. Harald Schwager was elected to the Personnel Committee, and as its Chairman.
 - + As Chairman of the Supervisory Board, Dr. Harald Schwager is a member and Chairman of the Nomination Committee in accordance with the bylaws.
 - + Dr. Rainier van Roessel was re-elected as a member of the Nomination Committee.
 - + Thomas Kölbl was elected to the Strategy Committee.
- 👁 Declaration on corporate governance, Supervisory Board committees and their members

SUPERVISORY BOARD MEETINGS

In the 2025 financial year, five ordinary, one extraordinary, and one constituent Supervisory Board meetings were held. These meetings were preceded by separate meetings of the employee and shareholder representatives.

At the first meeting of the year, held as an extraordinary meeting on January 30, 2025, the targets for all members of the Board of Executive Directors for the 2025 financial year were agreed, and the target achievement for 2024 was approved. The Chairs of the Nomination and Personnel Committee reported on their most recent meetings.

At its ordinary meeting on March 12, 2025, the Supervisory Board, in the presence of the auditor (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft), examined the annual financial statements, the consolidated financial statements, and the combined management report, including the Group sustainability statement and the remuneration report for the 2024 financial year. The Supervisory Board approved the financial statements following the recommendation of the Audit Committee. After an in-depth discussion, the Supervisory Board resolved to endorse the Board of Executive Directors' proposal for the appropriation of profits. The business situation and outlook for the current year were thoroughly reviewed, and the proposed resolutions for the 2025 Annual General Meeting were approved. The Chief Compliance Officer was also present at this meeting to explain the basic procedure for investigating potential compliance cases. The Chairs of the Sustainability, Nomination, Personnel, and Audit Committees reported on their most recent meetings.

At its ordinary meeting on May 13, 2025, the Board of Executive Directors provided an overview of the development of the business situation in the first quarter of 2025. In addition, the Supervisory Board discussed the key points of a new Board of Executive Directors' remuneration system, as recommended by the Personnel Committee. The Chairs of the Nomination, Personnel, Audit, and Strategy Committees reported to the Supervisory Board on their most recent meetings.

At the constituent meeting on May 14, 2025, the Chairman of the Supervisory Board was elected, and new members were appointed to the committees.

At its ordinary meeting on August 27, 2025, the Chairs of the Personnel, Audit, Sustainability, Nomination, and Strategy Committees reported on their most recent meetings. On the recommendation of the Personnel Committee, the Supervisory Board resolved at this meeting to extend the term of office of CEO Dr. Christian H. Meyer by five years, until March 14, 2031, and to extend the term of office of Dr. Carin-Martina Tröltzsch by three years, until February 19, 2029. Following the election of PricewaterhouseCoopers GmbH

Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, as the auditor of the annual and consolidated financial statements for the 2025 financial year at the Annual General Meeting on May 14, 2025, the Supervisory Board resolved, in accordance with the recommendation of the Audit Committee, to appoint PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft to audit the annual and consolidated financial statements, the Group sustainability statement, as well as the remuneration report for the financial year 2025. The Supervisory Board received the certificate for the audit of the system for compliance with the requirements of Section 32 of the German Securities Trading Act (WpHG) for the year 2024. The Board of Executive Directors reported to the Supervisory Board on the current business situation of the K+S Group. Other key topics at the meeting were the corporate, climate, and sustainability strategies, current developments in the Werra 2060 project and the ramp-up of the Bethune plant, as well as the project to optimize the product portfolio. At this meeting, the Supervisory Board also addressed mining obligations and occupational safety, including occupational exposure limits.

At its ordinary meeting on October 28, 2025, the Board of Executive Directors reported on the business situation and presented a project for the best possible positioning of K+S in terms of resource allocation, structures, and processes. Additionally, the Supervisory Board approved investments in the Bethune site. The Chairs of the Personnel, Nomination, Strategy, and Audit Committees also reported on their most recent meetings.

The last meeting of the year took place as an ordinary meeting on December 12, 2025. The Chairs of the Strategy, Audit, Sustainability, Nomination, and Personnel Committees reported on their most recent meetings. The K+S Group's planning for 2026, including the financing and investment framework, was examined in detail – also in terms of its consistency with the strategic goals – and approved, and the current business situation was discussed. The Board of Executive Directors and the Supervisory Board approved the joint declaration of compliance for 2025/2026, as well as the amendment to the bylaws for the Supervisory Board and its committees. At this meeting, the Supervisory Board also approved the extension of Christina Daske's term of office by five years, until November 30, 2031. After the meeting, the Supervisory Board participated in a training session on AI, digitalization, automation, and cybersecurity.

👁 Declaration on corporate governance

COMMITTEE MEETINGS

The Supervisory Board has set up six committees to support it in the performance of its duties, in addition to the Mediation Committee required by law: the Audit Committee, the Personnel Committee, the Nomination Committee, the Strategy Committee, the Sustainability Committee, and a Special Committee. An overview of the committees and their members can be found in the management report from page 170 onwards and on the website of K+S Aktiengesellschaft under "About K+S". The bylaws of the Supervisory Board and its committees can also be found there.

📄 www.kpluss.com/ueber-ks

The **Audit Committee** met six times in 2025. On March 5, 2025, in the presence of the auditor (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft) and the Board of Executive Directors, the committee intensively examined the 2024 annual financial statements of K+S Aktiengesellschaft, the 2024 consolidated financial statements, the combined management report including the non-financial statement, and the remuneration report, as well as the Board of Executive Directors' proposal for the appropriation of profits.

A report on the quality of the audit was provided at the meeting on May 6, 2025. Following the election of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, as the auditor and Group auditor for the 2025 financial year at the Annual General Meeting on May 14, 2025, the committee issued a

recommendation on August 26, 2025 to appoint PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft for the audit of the consolidated and annual financial statements, the Group sustainability statement, and the remuneration report for the 2025 financial year. In conclusion, the committee discussed the focal points of the 2025 audit as well as the results of the quality assessment conducted by the Supervisory Board for the audit of financial statements and dealt with the financing concept for mining provisions.

At the meeting on November 6, 2025, the Chief Compliance Officer provided a comprehensive report on the internal control system, the compliance management system, and the risk management system of the K+S Group. The committee acknowledged and approved the report. The Head of Internal Auditing reported on his work in the K+S Group.

At its meeting on November 24, 2025, the Audit Committee dealt in detail with the annual planning for 2026, including investment and financial planning, at a joint session with the Strategy Committee. In addition, the members were informed about the permissible non-audit services of the auditor.

On May 6, August 7, and November 6, 2025, the members of the Audit Committee, the Chief Executive Officer, and the Chief Financial Officer discussed the past quarters, as well as the Quarterly Reports and Half-Year Financial Report due for publication.

The **Personnel Committee**, which is responsible for preparing personnel decisions for the Supervisory Board and addressing other Board of Executive Directors matters, met seven times in 2025. It dealt with the target agreement and target achievement of the Board of Executive Directors and the pension process for former members of the Board of Executive Directors. In addition, as part of long-term succession planning, the committee received explanations of the K+S Group's management structure and the development of gender distribution. Furthermore, the committee thoroughly reviewed the remuneration of the Supervisory Board and its committees and recommended adjustments to the existing remuneration with external support. The primary focus of the committee's activities was the further development of the Board of Executive Directors' remuneration system. For more detailed information on the amount of remuneration paid to the Board of Executive Directors in 2025, please refer to the remuneration report pursuant to Section 162 of the German Stock Corporation Act (AktG), which begins on page 213. The structure of the revised Board of Executive Directors remuneration system, effective from 2026 onward, which is to be granted by the Annual General Meeting, is outlined in the remuneration report, beginning on page 230. The committee also dealt with the terms of office of the current members of the Board of Executive Directors and recommended the reappointment of the Chairman of the Board of Executive Directors, Dr. Christian H. Meyer, Dr. Carin-Martina Tröltzsch, and Christina Daske.

The members of the **Nomination Committee** met five times in 2025. The main topics of discussion were short- and long-term succession planning for the Supervisory Board, taking into account the competence profiles of current and potential new members, as well as future requirements arising from the corporate strategy. The committee also addressed the issue of gender balance on the Supervisory Board.

The **Strategy Committee** met three times in 2025. It dealt intensively with corporate strategy, including investment planning, and in particular, with the Werra 2060 project, the ramp-up of the Bethune plant, and the optimization of the product portfolio. Another focus was the climate and sustainability strategies, which were discussed in the presence of the members of the Sustainability Committee. In addition, the Strategy Committee held a joint session with the Audit Committee to discuss the 2026 annual planning and the permissible non-audit services of the auditor.

The **Mediation Committee** did not have to be convened during the past financial year.

The **Sustainability Committee** met three times. Reports on occupational safety and sustainability KPIs were presented at all meetings. At its meeting on March 5, 2025, the Sustainability Committee discussed the non-financial statement and the double materiality analysis in the presence of the auditor (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft).

At its meeting on August 26, 2025, the committee addressed sustainable supply chains and the double materiality analysis, as well as occupational health and safety.

The last meeting of the Sustainability Committee was held on November 24, 2025. During this meeting, the committee reviewed the current status of CSRD implementation, including the material impacts, risks, and opportunities (IROs) in accordance with ESRS and their review by the auditor. Furthermore, the committee engaged in a discussion on the subject of diversity and inclusion, as well as a review of the committee's activities since its establishment on August 24, 2022. Following a resolution by the Supervisory Board on December 12, 2025, the Sustainability Committee was integrated into the Supervisory Board and the existing committees with effect from January 1, 2026. The topics assigned to the board and its committees are specified in the bylaws of the supervisory board and its committees. K+S takes a clear stance on its own corporate responsibility and addresses strategically relevant risks and value drivers (material topics). However, material sustainability is, in our view, an integral part of corporate strategy and control and should, therefore, not be addressed independently of these in separate structures.

The **Special Committee** was not convened during the past financial year.

The members of the Supervisory Board are responsible for the training and development necessary for their duties, such as on changes in the legal framework, and are supported in this by the Company. In addition, the Supervisory Board is kept informed by means of regular reports and information provided at Supervisory Board meetings. Internal information events are additionally offered as required for further targeted training. Prior to assuming office, new Supervisory Board members are interviewed to determine what support they require, for example, with respect to German legislation, and K+S provides appropriate support. In addition, the members of the Supervisory Board are supported during the onboarding process with extensive documentation, site visits, and individual personal discussions.

Table **A.1** provides an overview of the attendance of Supervisory Board members at plenary and committee meetings. The Chairman of the Supervisory Board and the Chairman of the Audit Committee held regular virtual meetings with the Board of Executive Directors at the premises of K+S Aktiengesellschaft. All members of the Supervisory Board attended the 2025 K+S Annual General Meeting in person.

CONFLICTS OF INTEREST

No conflicts of interest involving members of the Board of Executive Directors or the Supervisory Board requiring disclosure to the Annual General Meeting were reported to the Supervisory Board during the reporting period.

ATTENDANCE OF MEETINGS BY MEMBERS OF THE SUPERVISORY BOARD OF K+S AKTIENGESELLSCHAFT IN THE 2025 FINANCIAL YEAR **A.1**

	Meetings		thereof full Board meetings				thereof committee meetings			
	Total	Attendance	Total	Attendance		Sum	Total	Attendance		Sum
				physical	virtual			physical	virtual	
Supervisory Board members										
Dr. Andreas Kreimeyer (until May 14, 2025)	12	100%	3	2	1	3	9	6	3	9
Dr. Harald Schwager (since May 14, 2025)	15	100%	4	4	–	4	11	9	2	11
Ralf Becker	22	95%	7	6	1	7	15	8	6	14
Thomas Kölbl	14	93% ¹	7	5	1	6	7	4	3	7
Petra Adolph	16	94%	7	6	1	7	9	5	3	8
André Bahn	13	100%	7	6	1	7	6	5	1	6
Carl-Albrecht Bartmer	15	100%	7	6	1	7	8	6	2	8
Prof. Dr. Elke Eller	17	100%	7	6	1	7	10	7	3	10
Lars Halbleib	13	100%	7	6	1	7	6	4	2	6
Markus Heldt (until May 14, 2025)	4	75%	3	2	–	2	1	–	1	1
Christiane Hölz	16	100%	7	6	1	7	9	6	3	9
Michael Knackmuß	14	100%	7	6	1	7	7	5	2	7
Dr. Tilman Krauch (since May 14, 2025)	4	100%	4	3	1	4	–	–	–	–
Gerd Kübler	7	100%	7	6	1	7	–	–	–	–
Peter Trotha	13	100%	7	6	1	7	6	4	2	6
Dr. Rainier van Roessel	12	100%	7	6	1	7	5	5	–	5
Brigitte Weitz	7	100%	7	6	1	7	–	–	–	–
Christine Wolff	15	100%	7	6	1	7	8	8	–	8

1 Mr. Thomas Kölbl was absent from the extraordinary Supervisory Board meeting with the prior approval of the Chairman of the Supervisory Board.

AUDIT OF THE 2025 ANNUAL FINANCIAL STATEMENTS AND CONSOLIDATED FINANCIAL STATEMENTS

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, audited the annual financial statements of K+S Aktiengesellschaft, prepared by the Board of Executive Directors in accordance with the provisions of the German Commercial Code (HGB), the consolidated financial statements prepared on the basis of the International Financial Reporting Standards, as adopted by the EU, and the supplementary German legal requirements required to be applied in accordance with Section 315e (1) HGB, and the combined management and Group management report for the 2025 financial year. The annual financial statements and the consolidated financial statements both received unqualified audit opinions. In addition to the statutory audit, the Supervisory Board of K+S Aktiengesellschaft commissioned PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft to perform a limited assurance audit of the combined non-financial statement.

The Sustainability statement/Combined non-financial statement (Group sustainability statement) was prepared according to the legal requirements of Sections 289b to 289e and 315b to 315c of the German Commercial Code (HGB) and Article 8 of the EU Taxonomy Regulation (Regulation (EU) 2020/852). Despite the fact that the Corporate Sustainability Reporting Directive (CSRD) (Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022) has not yet been transposed into national law, the Company has voluntarily chosen to use the European Sustainability Reporting Standards as a basis for this statement.

In addition, PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft was engaged to review the form and content of the remuneration report pursuant to Section 162 of the German Stock Corporation Act (AktG). PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, has conducted the audits since the 2021 financial year, which was the first year (the tender for this was issued in 2019): The responsible audit partners for the consolidated financial statements of the K+S Group for the 2025 financial year were, for the last time, WP/StB Michael Conrad and WP Thorsten Neumann. Mr. Michael Conrad was the auditor in charge of the audit of the consolidated financial statements of K+S Aktiengesellschaft. Mr. WP Thorsten Neumann was the responsible auditor for the individual financial statements of K+S Aktiengesellschaft and the individual financial

statements of the German subsidiaries with audit mandates. Both audit partners also conducted the audits of the aforementioned financial statements of K+S for the first time for the 2021 financial year and for the last time for the 2025 financial year. The auditors responsible for the combined non-financial statements of the K+S Group for the 2021 financial year (for the first time) to the 2023 financial year are Mr. WP/StB Michael Conrad and Ms. Elena Ollendiek; for the financial years 2024 and 2025 (for the last time), the auditors were WP/StB Michael Conrad and WP Thorsten Neumann. The audit of the content of the remuneration report and the audit of the LTI-relevant performance indicators had been performed with reasonable assurance the first time for the 2022 financial year and for the last time for the 2025 financial year by WP/StB Michael Conrad and WP Thorsten Neumann as the responsible auditors. In accordance with Section 43 (6) sentence 2 WPO, the audits for the 2026 financial year will be performed by two other responsible audit partners from PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt. PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft reported the results to the Audit Committee of K+S Aktiengesellschaft at its meeting on March 4, 2026 and to the Supervisory Board at its meeting on March 11, 2026. Based on the audit procedures performed and the audit evidence obtained, PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft is not aware of any facts that would lead PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft to conclude that the Sustainability statement/Combined non-financial statement of the company for the period from January 1 to December 31, 2025 does not comply in all material respects with the requirements of the European Sustainability Reporting Standards (ESRS), the provisions of the EU Taxonomy Regulation and the delegated acts issued in this regard, the requirements of Sections 315b, 315c in conjunction with Sections 289b to 289e of the German Commercial Code (HGB) and the specific criteria set out by the company's legal representatives. The aforementioned documents, the Board of Executive Directors' proposal concerning the appropriation of profits, and the audit reports of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, each of which had been submitted to the members of the Audit Committee and the Supervisory Board on time, were each addressed extensively at the Audit Committee meeting held on March 4, 2026, as well as at the Supervisory Board meeting held on March 11, 2026, both in the presence of the auditor. All questions raised at both meetings were answered satisfactorily by the Board of Executive Directors and the auditor. Following its own examination of the reports presented, the Supervisory Board did not raise any objections. It agreed with the Board of Executive Directors' assessment of the position of K+S Aktiengesellschaft and the Group. At the suggestion of the Audit Committee, the Supervisory Board approved the annual financial statement of K+S Aktiengesellschaft, including the combined management report for the 2025 financial year. Therefore, the 2025 annual financial statements of K+S Aktiengesellschaft and the consolidated financial statements of the K+S Group have been adopted. The Supervisory Board agreed to the proposal of the Board of Executive Directors for the "Declaration on corporate governance" (page 161). The resolution on the appropriation of profits proposed by the Board of Executive Directors was also examined, particularly with regard to the present and expected future financial situation of the K+S Group. Following a discussion, the Supervisory Board also approved this proposal made by the Board of Executive Directors.

All the best!

On behalf of the Supervisory Board
Dr. Harald Schwager
Chairman of the Supervisory Board

Kassel (Germany), March 11, 2026

