



SUPERVISORY BOARD REPORT

Dr. Andreas Kreimeyer

Chairman of the Supervisory Board

Dear shareholder,

In 2024, the transformation of our K+S into a future-oriented, greenhouse gas-neutral, and profitable company has continued to advance, despite challenging conditions. Our corporate and sustainability strategies have been consistently and successfully implemented, leading to significant milestones:

- + The expansion of our Werra site into a competitive specialties site is progressing as planned. The project is on budget and on schedule in all subprojects.
- + Production capacities at our Bethune site are being consistently expanded. In the long term, we are targeting a production capacity of 4 million tonnes.
- + This will make Bethune one of the most competitive sites for standard MOP.
- + We have launched an ambitious project to optimize our portfolio, which encompasses the entire Company.
- + The K+S Board of Executive Directors has been reorganized and made fit for the future.
- + Although we did not reach our profitability targets in 2024, K+S, nevertheless, generated a positive free cash flow in a challenging environment characterized by declining prices, high capital expenditure, extensive bureaucratic, and energy costs.

ADVISING THE BOARD OF EXECUTIVE DIRECTORS AND MONITORING OF MANAGEMENT

During the 2024 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 the Board 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 and risk management were carefully considered.

The Supervisory Board received written reports from the Board of Executive Directors to prepare for meetings. In particular, the Chairman of the Supervisory Board also remained in close personal contact with the Board of Executive Directors beyond the meetings and regularly discussed significant events, upcoming resolutions as well as the achievement of the agreed targets. The shareholder and employee representatives regularly discussed important agenda items at separate meetings prior to meetings of the Supervisory Board. As a rule, preliminary discussions and personal exchange formats for the members of the Supervisory Board take place on the day before the Supervisory Board meetings. Furthermore, the Supervisory Board regularly meets without the presence of the Board of Executive Directors.

The Supervisory Board regularly visits K+S Group sites and, therefore, obtains an overview of current developments. The Supervisory Board, furthermore, addresses new and current issues as well as its own efficiency on a regular basis.

In 2024, the plenary and committee meetings were predominantly held as physical meetings. There only is a virtual attendance option in exceptional cases. Six Supervisory Board meetings were held in 2024. The average attendance rate of the Supervisory Board members was 98% in the reporting period. Four meetings were attended by all Supervisory Board members, while two members were unable to attend two meetings. The absence was excused. Of the seven meetings of the **Audit Committee**, three were held in person, three were held virtually, and one was a hybrid meeting. One member was excused from one meeting. The **Nomination Committee** met four times, with all members present. Two of these meetings were held in person and two were held virtually. Of the eight meetings of the **Personnel Committee**, four meetings were held in person and four meetings were held virtually. All meetings were attended by all members. The **Strategy Committee** held a total of three meetings, two of which were held in person and one in hybrid form, with each meeting attended by all members. All three meetings of the **Sustainability Committee** were held in person and were each attended by all members. No **Special Committee** was convened in the 2024 financial year.

COMPOSITION OF THE BOARD OF EXECUTIVE DIRECTORS AND THE SUPERVISORY BOARD

There were no changes in the Board of Executive Directors in the 2024 financial year. The Supervisory Board appointed Dr. Jens Christian Keuthen as a member of the Board of Executive Directors as of February 1, 2025. He will succeed Dr. Christian H. Meyer as CFO as of June 1, 2025, who will take over as Chairman of the Board of Executive Directors from Dr. Burkhard Lohr as of June 1, 2025.

The composition of the Supervisory Board changed as follows in the year under review: Mr. Carl-Albrecht Bartmer was appointed by court order as a member of the Supervisory Board as of January 23, 2024. The decision of the local court was served to K+S on January 29, 2024. On May 14, 2024, Mr. Carl-Albrecht Bartmer was elected by the Annual General Meeting as a member of the Supervisory Board representing the shareholders. He was appointed by the Supervisory Board to the Sustainability Committee and the Nomination Committee.

At its meeting on October 23, 2024, the Supervisory Board adopted changes to the committees:

- + The ESG Committee was developed further to the Sustainability Committee and expanded to include two new members. Prof. Dr. Elke Eller and Mr. André Bahn were elected to the Sustainability Committee.
- + Additionally, the Strategy Committee was enlarged to include two new members: Ms. Christine Wolff and Mr. Peter Trotha.
- 👁 Declaration on corporate governance, Supervisory Board committees and their members

SUPERVISORY BOARD MEETINGS

The Supervisory Board held five regular meetings and one extraordinary meeting during the 2024 financial year. These meetings were preceded by separate meetings of employee and shareholder representatives, some of which lasted two days.

At the first meeting of the year, held as an extraordinary meeting on February 1, 2024, the target agreements of all members of the Board of Executive Directors for the 2024 financial year and the determination of target achievement in 2023 were approved. At this meeting, the Supervisory Board also discussed the mandate for the efficiency review, the Supervisory Board's communication policy, and succession planning for the Board of Executive Directors. The Chairs of the Nomination and Personnel Committees reported on their most recent meetings.

In the presence of the auditor of the financial statements (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft), the Supervisory Board examined the annual financial statements, the consolidated financial statements, and the combined management report, including the non-financial statement and the remuneration report contained in the management report for the 2023 financial year, approved the financial statements on the recommendation of the Audit Committee, and, after an in-depth discussion, resolved to endorse the proposal of the Board of Executive Directors for the appropriation of profits at its ordinary meeting on March 11 and 12, 2024. The business situation and the outlook for the current year were discussed in detail and the proposed resolutions for the 2024 Annual General Meeting were also approved. At this meeting, the Supervisory Board, furthermore, discussed the revised climate strategy, decided to adjust the multipliers for the remuneration of individual members of the Board of Executive Directors compared with an ordinary member of the Board of Executive Directors, and dealt with succession planning for the Board of Executive Directors. The Chairs of the Nomination, Personnel, Sustainability, and Audit Committees reported on their most recent meetings.

At the ordinary meeting on May 13, 2024, the Board of Executive Directors provided an overview on the development of the business situation in the first quarter of 2024 and reported on current developments in occupational safety. In addition, the Supervisory Board approved a financing measure. The Chair of the Audit Committee reported to the Supervisory Board on its most recent meeting.

At the ordinary meeting on August 28, 2024, the Chairs of the Personnel, Nomination, Sustainability, Audit, and Strategy Committees reported on their most recent meetings. Following the election of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, as the auditor of the annual and consolidated financial statements for the 2024 financial year at the Annual General Meeting on May 14, 2024, 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 2024. 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 2023. The Board of Executive Directors reported to the Supervisory Board on the current business situation of the K+S Group, as well as on the Company's corporate, climate, and sustainability strategies. Additionally, the Board of Executive Directors provided insights on current developments in the Werra 2060 project and the expansion of the Bethune plant, as well as on the optimization of the product portfolio. During this meeting, the Supervisory Board addressed the current threat posed by an

Aktionsbündnis (coalition of activists) and its potential impact on the previously scheduled in-person implementation of the 2025 Annual General Meeting. They also reviewed the results of the efficiency review and established a working group to implement improvement suggestions. Subsequent to the meeting, Supervisory Board members visited the Werra plant on August 28 and 29, 2024, with a particular focus on the Werra 2060 project.

At its ordinary meeting on October 23, 2024, the Supervisory Board appointed Dr. Christian H. Meyer as Chairman of the Board of Executive Directors and Dr. Carin-Martina Tröltzsch as Deputy Chairwoman of the Board of Executive Directors as of June 1, 2025. Furthermore, Dr. Jens Christian Keuthen was appointed to the Board of Executive Directors as of February 1, 2025. The Chairs of the Personnel, Nomination, Strategy, and Audit Committees reported on their most recent meetings. The Supervisory Board then dealt in detail with current governance issues, the internal control system, the compliance management system, the risk management system, and the work of the Internal Auditing department. The meeting also focused on the further training of the Supervisory Board. In particular, internal and external speakers presented the topics of "Legal requirements applicable to the Supervisory Board", "Corporate responsibility for Supervisory Board members", current developments in corporate governance, and the onboarding process for new Supervisory Board members. Furthermore, it was resolved to enhance the ESG Committee into a Sustainability Committee and to expand it to six members by adding Prof. Dr. Elke Eller and Mr. André Bahn, and to expand the Strategy Committee to six members by adding Ms. Christine Wolff and Mr. Peter Trotha. The Supervisory Board also discussed succession planning for the Supervisory Board.

The last meeting of the year took place as an ordinary meeting on December 2 and 3, 2024. The Chairs of the Strategy, Audit, Sustainability, Nomination, and Personnel Committees reported on their most recent meetings. The planning of the K+S Group for 2025, including the financing and investment framework and projects requiring approval, was examined in detail – also in terms of its consistency with the strategic goals – and approved. The joint declaration of compliance 2024/2025 by the Board of Executive Directors and the Supervisory Board was also approved. The Supervisory Board also discussed measures to implement potential improvements from the efficiency review in detail, and again addressed succession planning for the Supervisory Board.

👁 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 178 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.

The **Audit Committee** met seven times in 2024. On February 28, 2024, in the presence of the auditor (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft) and the Board of Executive Directors, the committee intensively examined the 2023 annual financial statements of K+S Aktiengesellschaft, the 2023 consolidated financial statements, the combined management report including the non-financial statement contained in the management report, and the remuneration report, as well as the Board of Executive Directors' proposal for the appropriation of profit.

A report on the quality of the audit was provided at the meeting on May 8, 2024.

Following the election of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, as the auditor and Group auditor for the 2024 financial year at the Annual General Meeting on May 14, 2024, the committee issued a recommendation on August 27, 2024 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 2024 financial year. In conclusion, the committee discussed the focal points of the 2024 audit and the results of the quality assessment conducted by the Supervisory Board for the audit of financial statements.

At the meeting on October 22, 2024, 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. The committee also addressed the SAP S/4 HANA project.

At the meeting on November 27, 2024, the Audit Committee dealt in detail with the annual planning for 2025 and the projects requiring approval at a joint session with the Strategy Committee. The members were also informed about the developments regarding consulting fees and donations/sponsoring, as well as the permissible non-audit services provided by the auditor.

On May 8, August 8, and November 8, 2024, 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 prepares personnel decisions for the Supervisory Board and is responsible for other Board of Executive Directors' matters, met eight times in 2024.

The Personnel Committee dealt with the short- and long-term succession planning for the Board of Executive Directors and also received an explanation of the talent management process in the K+S Group. In a structured selection process with professional support, it recommended the

Supervisory Board to appoint Dr. Christian H. Meyer as Chairman of the Board of Executive Directors and Dr. Carin-Martina Tröltzsch as Deputy Chairwoman of the Board of Executive Directors upon the expiry of the term of office of Dr. Burkhard Lohr. Furthermore, the Personnel Committee recommended the Supervisory Board to appoint Dr. Jens Christian Keuthen as a member of the Board of Executive Directors.

Furthermore, the committee dealt with the level of remuneration of the Board of Executive Directors and resolved to adapt the remuneration system for the members of the Board of Executive Directors with regard to the multiplier for the remuneration of individual members of the Board of Executive Directors compared to an ordinary member of the Board of Executive Directors as of January 1, 2024, and to submit it to the 2024 Annual General Meeting for approval, which was approved by a majority of > 90%.

A Chair of the Board of Executive Directors should generally receive 1.5 times the remuneration of an ordinary member of the Board of Executive Directors. The current Chairman of the Board of Executive Directors of K+S, Dr. Lohr, has thirteen years of experience on the Board of Executive Directors, including eight years in the function of Chairman of the Board of Executive Directors, which is valuable management experience for the Company and the Board of Executive Directors as a whole. At the same time, he is responsible for inducting a new Board of Executive Directors team. In the view of the Supervisory Board, it is precisely such situations, which are particularly demanding for a Chair of the Board of Executive Directors, that justify an adjustment to 1.7 times the remuneration of an ordinary member of the Board of Executive Directors. The responsibility of the Chief Operations Officer for the two areas of production and sales, which are managed simultaneously, is also regularly characterized by considerable complexity. The Supervisory Board, therefore, believes that an adjustment of the remuneration to 1.2 times the remuneration of an ordinary member of the Board of Executive Directors is justifiable for a member of the Board of Directors who is responsible for both production and sales ("Chief Operations Officer"). The remuneration report, prepared in accordance with Section 162 of the German Stock Corporation Act (AktG), details the remuneration paid to the Board of Executive Directors in 2024 and the composition of the remuneration system approved by the Annual General Meeting on May 10, 2023, and May 14, 2024. This report is available from page 221 onwards.

The members of the **Nomination Committee** met four times in 2024 to deliberate on key matters, including short- and long-term succession planning for the Supervisory Board and the Chair of the Supervisory Board. They also considered the selection of candidates based on their competencies and future strategic requirements resulting from the corporate strategy. Following a methodical selection process, the Nomination Committee recommended to the Supervisory Board to once again propose Mr. Thomas Kölbl and Dr. van Roessel to the 2025 Annual General Meeting for election as Supervisory Board shareholder representatives. After careful consideration, the Nomination Committee, in collaboration with the Chair of the Audit Committee and Deputy Chair of the Supervisory Board, Mr. Thomas Kölbl, whose current mandate ends at the end of the Annual General Meeting that formally approves the actions of the Supervisory Board for the 2025 financial year, came to the recommendation that he should be reappointed before the end of his term of office. In 2025, there will be personnel changes at the Company in both the position of the Chair of the Board of Executive Directors and the position of the Supervisory Board Chair. In this phase of personnel changes at the top of the Company, the early reappointment of Mr. Kölbl is intended to ensure continuity in the management tasks of the Supervisory Board. Mr. Kölbl is to accompany the upcoming personnel changes, and his participation in the Supervisory Board should already be ensured

beyond 2026. Mr. Kölbl's new term of office will begin at the end of the Annual General Meeting that formally approves the Supervisory Board's actions for the 2025 financial year and will continue until the end of the Annual General Meeting that formally approves the Supervisory Board's actions for the 2028 financial year. At that time, his term of office will have lasted a total of twelve years. Additionally, Dr. Harald Schwager and Dr. Tilman Krauch are being proposed for election as shareholder representatives at the Annual General Meeting in 2025. The Supervisory Board intends to elect Dr. Harald Schwager as Chair of the Supervisory Board in the event of his election to the Supervisory Board.

The **Strategy Committee** met three times in 2024. It dealt intensively with the corporate strategy 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 strategy, which was discussed with members of the Sustainability Committee attending. In addition, the Strategy Committee held a joint session with the Audit Committee to discuss the annual planning for 2024, the projects requiring approval, and the permissible non-audit services to be provided by the auditor.

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

The **Sustainability Committee** met three times. Reports on occupational safety and the sustainability KPIs were presented at all meetings. At the meeting on February 22, 2024, the Sustainability Committee discussed the non-financial statement in the presence of the auditor (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft).

At its meeting on August 20, 2024, the focus was on diversity and inclusion, sustainable supply chains, and the double materiality analysis.

The last meeting of the year was held on November 13, 2024. At this meeting, the committee discussed the current status of CSRD implementation, including the main impacts, risks, and opportunities (IROs) in accordance with ESRS and their audit by the auditor, occupational health management, and the impact of the EU Nature Restoration Law.

Furthermore, the members of the Sustainability Committee attended a meeting of the Strategy Committee, focusing on the climate and sustainability strategy.

👁 Corporate strategy, Climate strategy

The **Special Committee** did not have to be convened in 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. The following table provides an overview of the individualized attendance of Supervisory Board members at plenary and committee meetings. At the 2024 Annual General Meeting, two members were absent and excused, while all other shareholder representatives attended in person. **A.1**

**ATTENDANCE OF MEETINGS BY MEMBERS OF THE SUPERVISORY BOARD OF K+S
AKTIENGESELLSCHAFT IN THE 2024 FINANCIAL YEAR****A.1**

Supervisory Board members	Meetings		thereof full Board meetings				thereof committee meetings			
	Total	Attendance	Total	Attendance		Total	Attendance			
				physical	virtual	Sum	physical	virtual	Sum	
Dr. Andreas Kreimeyer	27	100%	6	5	1	6	21	12	9	21
Ralf Becker	23	100%	6	5	1	6	17	10	7	17
Thomas Kölbl	13	85%	6	4	1	5	7	4	2	6
Petra Adolph	16	100%	6	5	1	6	10	7	3	10
André Bahn	10	100%	6	5	1	6	4	4	–	4
Carl-Albrecht Bartmer (since January 23, 2024)	12	100%	6	4	2	6	6	3	3	6
Prof. Dr. Elke Eller	15	100%	6	4	2	6	9	4	5	9
Lars Halbleib	13	100%	6	5	1	6	7	4	3	7
Markus Heldt	9	100%	6	5	1	6	3	3	–	3
Christiane Hölz	16	100%	6	5	1	6	10	7	3	10
Michael Knackmuß	14	100%	6	5	1	6	8	4	4	8
Gerd Kübler	6	100%	6	5	1	6	–	–	–	–
Peter Trotha	10	100%	6	5	1	6	4	3	1	4
Dr. Rainier van Roessel	10	100%	6	4	2	6	4	2	2	4
Brigitte Weitz	6	100%	6	5	1	6	–	–	–	–
Christine Wolff	11	91%	6	4	1	5	5	3	2	5

CONFLICTS OF INTEREST

No conflicts of interest of 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.

AUDIT OF THE 2024 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 2024 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 review of the combined non-financial statement. The Group sustainability statement (“Sustainability statement/combined non-financial statement”) was prepared in accordance with the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive, CSRD) and Article 8 of the EU Taxonomy Regulation (Regulation (EU) 2020/852) as well as Sections 289b to 289e and Sections 315b to 315c of the German Commercial Code (HGB). 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 (for the first time): The responsible audit partners for the consolidated financial statements of the K+S Group were Mr. WP/StB Michael Conrad and Mr. 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. The auditors responsible for the combined non-financial statements of the K+S Group (audit with limited assurance) 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 2024 financial year, Mr. WP/StB Michael Conrad and Mr. WP Thorsten Neumann are the auditors. Since the audit for the 2022 fiscal year, the audit of the content of the remuneration report and the audit of the LTI-relevant performance indicators have been performed with reasonable assurance (for the first time) by Mr. WP/StB Michael Conrad and WP Thorsten Neumann as the responsible auditors.

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft reported the results to the Audit Committee of K+S Aktiengesellschaft at its meeting on March 5, 2025, and to the Supervisory Board at its meeting on March 12, 2025. Based on the audit procedures performed and the audit evidence obtained, no matters have come to the attention of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft that cause PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft to believe that the sustainability statement/combined non-financial statement of the Company for the period from January 1 to December 31, 2024, has not been prepared, in all material respects, in accordance with Sections 315b, 315c in conjunction with Sections 289c to 289e HGB, the EU SF Taxonomy Regulation, the delegated acts adopted in this respect, as well as the interpretation by the legal representatives presented in the “EU Taxonomy Regulation” section of the “Sustainability statement/combined non-financial statement”. 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 5, 2025, as well as at the Supervisory Board meeting held on March 12, 2025, 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 in its assessment of the position of K+S Aktiengesellschaft and of the Group and, at the suggestion of the Audit Committee, approved the financial statements for the 2024 financial year. The 2024 annual financial statements of K+S Aktiengesellschaft have, therefore, been adopted. The Supervisory Board agreed to the proposal of the Board of Executive Directors for the "Declaration on corporate governance" (page 169). 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.

REVIEW BY THE CHAIR OF THE SUPERVISORY BOARD

Dear Shareholders,

My term of office on the Supervisory Board expires in 2025 and I will not be available for a further term. Over the past 10 years, K+S has developed into a future-proof and attractive investment for investors in a challenging environment:

- + The business strategy was realigned and an ambitious sustainability strategy was developed, which we have begun to implement.
- + We have consistently reduced the high level of debt we had 10 years ago. Today, we are a company free of net financial debt with a solid balance sheet and an investment-grade rating of BBB-.
- + The economic and sustainable transformation of K+S has been initiated and its implementation has begun. This should enable K+S to remain globally competitive and to become a potash producer with the smallest possible CO₂ footprint.
- + K+S has implemented long-term sustainable concepts for solving the complex issues of saline water disposal and avoiding production downtimes, has ended injection, and has, therefore, taken important steps towards environmental peace in a constructive dialogue with many stakeholders.
- + We have identified and in some cases already established new business areas by leveraging our mining expertise.
- + We realigned K+S's product portfolio.
- + After the retirement of Dr. Lohr and the handover of the chairmanship of the Board of Executive Directors from Dr. Lohr to Dr. Meyer as of June 1, 2025, the Board of Executive Directors will remain diverse in terms of gender, age structure, and areas of expertise: A new, balanced and competent Board of Executive Directors has been established, consisting of two external and two internal managers.
- + K+S will be one of the first producers to be able to offer potash and salt with the smallest possible carbon footprint.
- + This also generate good profitability and share price potential.

On behalf of the entire Supervisory Board, I would like to thank the Board of Executive Directors, and Dr. Lohr in particular, for their strategic vision, their determination to implement it, and for the excellent, trusting cooperation.

You, dear shareholders, have accompanied K+S on this challenging path. I would like to thank you expressly for your trust and your patience. Over the past twelve months, the entire K+S team has once again shown great commitment. As a result, we were able to discuss and decide on the many issues in a critical, yet constructive and very trusting manner. On behalf of the entire Supervisory Board, I would like to express my sincere thanks to all our employees for this.

All the best!

On behalf of the Supervisory Board
Dr. Andreas Kreimeyer
Chairman of the Supervisory Board

Kassel (Germany), March 12, 2025

yours
Andreas Kreimeyer