



Solutions
for human
progress

DIVERSITY AND INCLUSIVENESS POLICY.

We are a global company with workers from more than 30 nations that seeks to generate the opportunities and conditions necessary for each person to develop their skills in a cordial, respectful and receptive environment. Therefore, we commit to:

- Promoting an internal culture of diversity, non-discrimination and respect.
- Fostering equal opportunity, valuing and evaluating people based on their merit, performance and effort to generate value.
- Adapting workplace conditions and spaces, as needed, to facilitate the gradual incorporation of people with disabilities.
- Continuously challenging selection and evaluation processes to facilitate meritocracy and attract, develop and retain talented people.
- Form heterogeneous work teams with people that share a common purpose at SQM and always seek excellence.
- To broaden female participation at all levels and areas within the organization and to increase local hiring at our operating facilities.

A stylized black ink signature of Ricardo Ramos.

Ricardo Ramos

Chief Executive Officer

