SUSTAINABILITY POLICY

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Responsible	Chief Sustainability & People Officer		
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1. <u>Objective</u>

At Sociedad Química y Minera de Chile S.A. ("<u>SQM</u>"), as a global company, we recognize the responsibility of our work and our commitment to the long-term continuity of our business. For this reason, we assume a firm commitment to sustainable development, in harmony with our environment and people, promoting and respecting human rights in accordance with current national and international legislation.

In order to consolidate these commitments at the highest corporate level and throughout our value chain, we publicly present our Sustainability Policy, which is based on:

- The United Nations **Sustainable Development Goals (SDGs)**

- Our **Integrated Management System Policy**, based on ISO 9001, 14001, 45001, 50001, 55001 standards and the **Responsible Care** program.

- The "**protect, respect and remedy**" framework of the **UN Guiding Principles on Business and Human Rights**.

- International instruments such as the **Universal Declaration of Human Rights**, ILO **Convention 169** on Indigenous and Tribal Peoples, and the Fundamental Conventions, the **International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights**, the **Paris Agreement**, the Guidelines for Multinational Enterprises and the **OECD Due Diligence Guidance** for Responsible Business Conduct.

SQM also commits to ensuring compliance with current labor legislation, as well as other applicable requirements we have voluntarily subscribed to.

This policy is defined as a set of principles aimed at strengthening a sustainable corporate culture, committed to protecting and promoting the fundamental rights of all people who work in, relate to, or live in the vicinity of our operations.

We expect our suppliers, contractors, consultants, business partners, and other third parties linked to SQM to share and adhere to these principles, adopting similar policies in their own activities.

Finally, this policy guides our actions towards sustainable management, whose progress will be monitored through key environmental, social, and governance performance indicators (KPIs), periodically reported in our annual report.[1]

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1 *Note: Capitalized terms used in this Policy shall have the meaning set forth in Annex 1. If not defined, they shall be understood according to their natural and customary meaning.*

2. Scope

This policy applies to SQM, its subsidiaries, and companies in which SQM has an equal or greater than 50% stake, except for those subsidiaries that make up the Lithium-Potassium Division, International Lithium, and the companies Soquimich Comercial S.A. and Ajay-SQM Chile S.A., as well as to all of us, third parties, shareholders, and communities and territories where our operations are located.

3. Guiding Principles

In order to advance the development of our commitment to the environment and people, and to foster shared social value, long-term sustainable development, and the consolidation of a corporate culture of due diligence in human rights in line with the United Nations Global Compact Sustainable Development Goals (SDGs), SQM Iodine Plant Nutrition ratifies the following commitments, within the framework of three fundamental pillars: Social, Environmental, and Governance.

3.1. Social Pillar

People are at the center of our decisions. We promote labor relations based on respect, equity, and the comprehensive development of our workers, ensuring safe, inclusive, and professional growth environments. We also seek to generate shared value in the territories where we operate, promoting local employment, supplier development, transparent dialogue with communities, and respect for human rights throughout our value chain.

Accordingly, we commit to:

3.1.1. Occupational Health and Safety

- Provide safe and healthy working conditions, in an environment where the dignity of each person is valued and respected. We also promote a safety culture based on prevention, through the identification, assessment, and control of occupational risks. Our approach aligns with the highest international standards in occupational health and safety, ensuring safe and healthy environments for everyone working in our operations—whether they are our own employees or contractors.

- In our operations and facilities, it promotes fulfillment of conditions that ensure workplaces free of alcohol and drugs[2].

- Encourage the participation and consultation of our workers on health and safety issues and work closely with joint committees to strengthen this joint management.

- Commit to the continuous improvement of our health and safety management system by establishing objectives, goals, and concrete action plans. These standards also extend to all our contracting companies to promote coherent and responsible management throughout our value chain

3.1.2 Local Impact

3.1.2.1 Supply chain

- Promote responsible and sustainable sourcing through appropriate due diligence processes for suppliers and customers according to the third-party creation procedure. This involves respecting and promoting human and labor rights throughout our supply chain, including consultants, contractors, and suppliers.

- Encourage the participation and development of local suppliers.

- Disseminate our **Responsible Sourcing Policy**[3] to our supply chain.

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[2] *See our: [Alcohol and Illegal Drug Policy](#)*
[3] *See our: [Responsible Sourcing Policy](#)*

- Deliver quality products that strictly comply with committed standards and applicable safety regulations.

- Provide up-to-date and transparent information about our products, including their potential health and safety effects. In this way we work to ensure compliance with labeling regulations in each country. In addition, we ensure that our marketing campaigns communicate clearly, accurately and verifiably.

- Maintain continuous engagement mechanisms with our suppliers and customers, promoting a clear understanding of their needs and those of other actors in the supply chain, as well as integrating supplier evaluation mechanisms with ESG criteria.

3.1.2.2 Community Engagement

- Promote, in accordance with current regulations, citizen participation, providing transparent and timely information, and involving local communities in the environmental management of our projects.

- Promote and respect the rights of indigenous communities to engage in culturally relevant dialogue and citizen participation, including prior, free, informed, and good faith consultation, in accordance with current legislation. We promote transparent and culturally relevant dialogue.

- Respect the autonomy, traditional values, and culture of the communities where our operations are carried out.

- Promote and support the sustainable economic development of communities, and the generation of shared social value projects between our operations and neighboring communities.

- Act in accordance with SQM's commitment to regulatory compliance and ethics when interacting with neighboring communities regarding SQM operations and the environmental management of our projects, which includes:

  - Conduct all meetings transparently (i.e., at appropriate locations and with at least two SQM employees present, whenever possible);

  - Instruct all Third Parties engaged to interact with local communities of the applicable rules of conduct;I;

  - Document all meetings in sufficient detail to understand their purpose and outcomes;

  - Avoid, whenever possible, and otherwise disclose all potential conflicts of interest, as set forth in the **Conflict of Interest Policy**[4];

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[4] *See our:* [*Policy on Conflict of Interest*](#)

- Do not make promises about transactions or activities over which there is no decision-making or prior approval authority (e.g., unapproved donations or contributions);

- Do not give or promise anything that could be considered an improper transfer of value (money, gifts, donations, free services, job offers, etc.), directly or indirectly;

- Reject any irregular or unauthorized offer or offer of something not allowed; and

- Consult with the Ethics and Compliance Department before accepting any proposal that seems dubious or irregular.

3.1.2.3 Local Employment

- Encourage the hiring of local talent in the territories where we operate, considering people from nearby communities as a concrete way to contribute to regional economic development and strengthen our bond with the environment.

- Promote training, education, and employability programs to strengthen the work skills of local communities, especially in those technical and operational profiles required by our operations.

3.1.3   Well-being and Talent Development

- Ensure fair and ethical labor practices, promoting their adoption throughout our supply chain. We respect the right of our workers to freedom of association and collective bargaining.

- Categorically reject any form of child labor, forced labor, human trafficking, or any practice constituting modern slavery.

- Respect the right to non-discrimination of trade union representatives in their economic or professional advancement, or in their labor relations.

- Promote a corporate culture that affirms diversity, inclusion, and equal opportunities, ensuring a respectful and discrimination-free work environment. We reject any form of violence, workplace harassment, or discrimination based on race, ethnicity, sex, gender identity, age, nationality, disability or illness, religion, or political opinion.

- Promote the development of our workers through training, improvement, and periodic performance evaluations, encouraging their professional growth and internal mobility.

3.2 Environmental Pillar

We are committed to environmental protection and sustainable development, complying with current environmental regulations and managing our impacts responsibly. We promote resource efficiency, climate change management, sustainable water management, and biodiversity preservation.

In this context, we commit to:

3.2.1 Water

- Conservation and optimization of water resources, implementing industry best practices. Identifying potential impacts on surrounding ecosystems due to the use of inland water in our operations.

- Implement and monitor measures to ensure that water use in our operations does not generate adverse effects on ecosystems and neighboring communities.

3.2.2 Climate change

- Identify and assess climate change risks and opportunities, adapting our operations according to the risks and needs of each project. We incorporate climate change into environmental assessments and maintain ongoing disclosure of our progress.

- Quantify our greenhouse gas (GHG) emissions according to international methodologies, verifying them regularly, and identifying opportunities to reduce them.

3.2.3 Efficient Use of Resources

- Anticipate environmental and social impacts of our operations, implementing prevention, mitigation, remediation, and compensation measures as appropriate.

- Continuously improve our Environmental Management System and Energy Management System based on international standards.

- Early identification of environmental aspects in each of our sites, and periodic reassessment of them. Rigorous evaluation of the relevance and magnitude of potential impacts, and establishment of appropriate controls for their reduction.

- Manage final waste disposal in accordance with current regulations, actively promoting reduction, reuse, and recovery. Our aspiration is to contribute to the development of a circular economy.

- Foster biodiversity conservation in collaboration with our stakeholders and minimize ecological impact in key biodiversity areas near our operations, collaborating with our value chain and other key actors.

3.3 Governance Pillar

Strong governance is the basis for ethical, responsible, and sustainable management. We promote an organizational culture that ensures regulatory compliance, transparency, and integrity, including our ESG commitments in our strategic decisions.

Accordingly, we commit to:

3.3.1 Integrity

- Act with integrity in all our processes and decisions, as established in our Code of Ethics and Ethics and Compliance Program.

- Promote ethical, transparent conduct in accordance with current regulations, with zero tolerance for bribery, corruption, conflicts of interest, and any practice contrary to our values. Valuing respectful, close, and fair treatment toward all people.

- Strengthen the governance model through clear policies, ethical training, prevention mechanisms, and a safe, confidential, and retaliation-free whistleblower channel.

- Consolidate an organizational culture based on integrity, building relationships based on trust with our stakeholders and promoting transparent management, aligned with ESG standards.

3.3.2 Innovation and Continuous Improvement

- Drive the development of technological solutions that add value in the supply chain, from caliche extraction to the commercial offering of iodine and specialized solutions for plant nutrition.

- Promote innovation as a key enabler for sustainable development and value generation, adopting emerging technologies that optimize our processes, reduce impacts, and strengthen our ability to adapt to environmental, social, and regulatory challenges.

- Guide innovation towards optimizing the use of natural resources, reducing environmental impacts and emissions, developing sustainable solutions for agriculture, incorporating digital technologies that drive efficiency and decision-making, as well as exploring new businesses and valorization opportunities under a circular economy approach.

3.3.3 Cybersecurity and Information Management

- Implement and maintain cybersecurity and data protection systems under a continuous improvement approach, ensuring the confidentiality, integrity, and availability of critical business information, as well as the digital identity of our workers, customers, and partners. This includes constant monitoring of cyber threats and proactive risk management.

- Strengthen organizational capabilities in secure information management, promoting ethical, responsible use aligned with current regulations, through robust internal processes and ongoing training programs.

4 Whistleblower Channel

SQM expects its employees to speak openly and raise concerns about possible violations of the Code of Ethics[5] and this procedure.

The Whistleblower Channel is available to all employees and third parties through the website http://denuncias.sqm.com/ by email or phone, as stipulated in the Code of Ethics.

5 Compliance with this Policy

Every employee is responsible for ensuring full compliance with this Policy and all internal regulations. Any violation of the aforementioned regulations may result in disciplinary measures regarding the employee, in accordance with the Code of Ethics, current legislation, and SQM's Internal Order, Hygiene and Safety Regulations (RIOHS). In cases of serious or repeated infractions, termination of employment may be considered.

Employees who have doubts as to whether a certain conduct may violate the provisions of this Policy or other related regulations should consult the Chief Sustainability and People Officer, and refrain from acting until they receive a response to their inquiry.

6 References
- United Nations Sustainable Development Goals (SDGs)
- ISO 14001 Environmental Management System
- ISO 50001 Energy Management System
- United Nations Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- ILO Convention 169 on Indigenous and Tribal Peoples
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct
- Fundamental Conventions of the International Labour Organization
- Code of Ethics
- Integrated Management System
- Responsible Sourcing Policy
- Paris Agreement
- Internal Order, Hygiene and Safety Regulations (RIOHS)

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[5] *See our: Code of Ethics*

Annex 1

Definitions

"RIOHS" means SQM's Internal Order, Hygiene and Safety Regulations as its acronym in Spanish.

"Environmental Management System (EMS)": is a set of policies, procedures, and practices that an organization implements to systematically and sustainably manage its environmental impacts. Its objective is to improve environmental performance, comply with applicable regulations, and minimize negative effects on the environment. ISO 14001:2015 provides guidance for developing and implementing such systems.

"Energy Management System (EnMS)": A systematic approach that enables an organization to improve its energy performance through efficient management of energy resources. EnMS helps identify savings opportunities, reduce energy consumption, and minimize the environmental impact associated with its use. ISO 50001:2018 sets the requirements for developing and implementing an effective energy management system.

"Integrated Management System (IMS)": The integration of several management systems (such as environmental, energy, quality, occupational health and safety, among others) into a single coherent framework. This integration facilitates operational efficiency, reduces duplication of efforts, and improves regulatory compliance. ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 55001 standards are often combined in an IMS, providing comprehensive management of quality, environment, and occupational health and safety.

"SQM": Sociedad Química y Minera de Chile S.A.

"Third Party": Any natural or legal person who provides goods or professional or commercial services to SQM.