INTEGRATED MANAGEMENT SYSTEM POLICY

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Responsible Area	Sustainability, Compensation and People Management		
Owner	Sustainability Engineer		
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01	January 2022	Ricardo Ramos	First Version
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04	January 2026	Firmado por: *Pablo Altimiras* 9B24FABB44D744F...	Update and integration of ISMS, Road Safety MS and Compliance MS

1. **Objective**

Through this policy, SQM Iodine Plant Nutrition Division establishes the guidelines and commitments required to manage, in an integrated manner, quality, occupational health and safety, environment, energy, and electrical installations integrity. In alignment with the principles of sustainability and operational excellence, this policy seeks to ensure business continuity, compliance with applicable regulations, and continuous improvement across all processes, thereby generating a positive impact on our operations and on the environment in which we conduct our activities.

For the purposes of this Policy, terms capitalized herein shall have the meaning assigned to them in Annex No. 1 and, if not defined therein, shall be understood in accordance with their natural and ordinary meaning.

2. **Scope**

The scope of this Policy is corporate in nature and therefore applies to SQM, its subsidiaries, and companies in which SQM holds a direct or indirect ownership interest equal to or greater than 50%, excluding those subsidiaries that form part of the Lithium–Potassium Division, as well as Soquimich Comercial S.A. and Ajay-SQM Chile S.A.

This Policy, and the commitments arising therefrom, are addressed to all areas within SQM's sphere of influence and involve our employees, including contractors, shareholders, supply and procurement chain, customers, other business partners, as well as the communities and territories where our operations are located.

3. **Guiding Principles**

3.1 **Formalization:** The Company seeks to ensure compliance with applicable legal and voluntary requirements, formalizing them through innovation, technology, and efficiency in order to satisfy customers and consolidate long-term business sustainability.

3.2 **Sustainability and Responsible Development:** SQM promotes sustainable practices across all its operations, prioritizing environmental protection, pollution prevention, and sustainable development in harmony with the surrounding environment.

3.3 **Safety Culture and Continuous Improvement:** The Company is committed to ensuring the health and safety of employees, collaborators, and contractors, while fostering continuous improvement across all processes, management systems, and energy performance.

3.4 **Specific Standards**

3.4.1   All SQM employees shall:

3.4.1.1   Promote the prevention of occupational accidents and work-related illnesses, regardless of the parties involved.

3.4.1.2   Protect the environment, particularly through pollution prevention and biodiversity conservation.

3.4.1.3   Improve energy performance, asset management, and process quality in accordance with SQM policies and procedures.

3.4.1.4   Promote a culture of compliance, ethics, and integrity, ensuring adherence to applicable legal requirements and other voluntarily subscribed obligations.

3.4.1.5   Incorporate new technologies to optimize processes and services.

3.4.2   All SQM area leaders shall:

3.4.2.1   Establish measurable indicators and targets for the Integrated Management System, ensuring alignment with the organization's strategic objectives.

3.4.2.2   Promote the active participation of their teams in matters related to occupational health and safety, quality, and environmental management.

3.4.2.3   Identify hazards and establish control mechanisms to ensure safe working conditions and prevent injuries and deterioration of health.

3.4.2.4   Ensure, where applicable, the integrity and safety of electrical installations, in coordination with the National Electric Coordinator (CEN).

3.4.2.5   Encourage the procurement of energy-efficient products and services.

3.4.2.6   Develop strategies to ensure operational continuity in the event of potential risk materialization, contributing to business sustainability.

3.4.2.7   Ensure the confidentiality, integrity, and availability of critical assets. This commitment extends to cybersecurity, including protection against digital threats, proactive risk management, regulatory compliance, and continuous improvement of controls to prevent incidents.

3.4.2.8   Promote a systematic road safety management approach aimed at preventing traffic accidents and reducing serious and fatal injuries associated with work-related travel, through risk identification, implementation of operational controls, and continuous improvement of road safety performance.

3.4.2.9   Establish and promote confidential consultation and reporting channels, ensuring non-retaliation against good-faith reports, fostering transparency and organizational trust, and ensuring risk-based compliance management,

continuous improvement of the Compliance Management System, and senior management support for its implementation.

4. Reporting Channel

All employees shall report any information available to them, or any complaints related to activities prohibited under this Policy or breaches thereof, through the Reporting Channel.

The Reporting Channel communication methods include: (i) the website http://denuncias.sqm.com ; and (ii) the mechanisms indicated in SQM's Code of Ethics available at https://mi.sqm.com/etica

5. Policy Compliance

All employees are responsible for ensuring strict compliance with this Policy and the related internal regulations. Any violation may result in disciplinary measures in accordance with the Code of Ethics, applicable legislation, and SQM's Internal Regulations on Order, Hygiene, and Safety (RIOHS), including termination in cases of severity or recurrence.

Employees who have doubts regarding whether a certain conduct may violate this Policy or related regulations must consult the Management and Sustainability Directorate and refrain from acting until guidance is provided.

6. References

- Regulatory Elements Management Policy
- Sustainability Policy
- ISO 9001 International Standard
- ISO 14001 International Standard
- ISO 45001 International Standard
- ISO 50001 International Standard
- ISO 55001 International Standard
- ISO 27001 International Standard
- ISO 39001 International Standard
- ISO 37301 International Standard
- SQM Internal Regulations on Order, Hygiene, and Safety (RIOHS)