

Remuneration and Expenses Proposal
for the Board and Committees Members
Sociedad Química y Minera de Chile S.A.

On March 18, 2025, the Board of Directors of Sociedad Química y Minera de Chile S.A. (the "Company"), agreed to recommend to the shareholders at the next Annual General shareholders' Meeting to be held on April 24, 2025 the remunerations of the Company's board members, the members of its committees, and the board and committees' expenses. The recommendations of the board are as follows:

1. To approve remunerations for the board members on the following terms: (i) the payment of a fixed gross monthly amount of 800 UF (Indexed monetary units) to the Chairman of SQM's Board of Directors, 700 UF to the Vice Chairman of SQM's Board of Directors and 600 UF to each one of the remaining six SQM board members, regardless of the number of meetings held or not during the respective month, (ii) the payment to a Chairman of a variable gross amount in Chilean pesos or US dollars equivalent to 0.12% of the income before taxes of the Company obtained during 2025 (the "Income before Taxes"); (iii) the payment to a Vice Chairman of a variable gross monthly amount in Chilean pesos or US dollars equivalent to 0.12% of the Income before Taxes; and (iv) the payment to the board members, excluding the Chairman and the Vice Chairman, of a variable gross amount equivalent to 0.06% of the Income before Taxes.
2. To approve an expense budget for the Board of Directors equivalent to the sum of the annual remuneration of the board members.
3. To approve the remunerations of the members of the Directors' Committee as follows: (i) the payment of a fixed gross monthly amount of 200 UF (indexed monetary units) to each of the three board members who serve on the Directors' Committee regardless of the number of sessions they attend during the month or not, and (ii) the payment in national currency or US dollars of a variable gross amount of 0.02% of the Income before Taxes.
4. To approve the budget for the operating expenses of the Company's Directors Committee equivalent to the sum of the annual remunerations of the Directors Committee members and US\$250,000.
5. To approve the remunerations of the members of the Company's Safety, Health and Environment Committee and the Corporate Governance Committee as following: the payment of a fixed gross monthly amount of 100 UF (indexed monetary units) to each of the three Directors who serve on the Company's Safety, Health and Environment and Corporate Governance

Committees, in both cases regardless of the number of sessions they attend during the month.

6. To approve an expense budget for the Company's Safety, Health and Environment Committee, and Corporate Governance Committee equivalent to the total of the annual remunerations of the members of each committee.
7. The variable amounts will not be charged with the fixed amounts and will be paid after the approval of the Company's financial statements as of December 31, 2025 by the ordinary shareholders' meeting, in proportion to the time served by the director, considering the period from May 2025 to April 2026, based on the Company's 2025 results.
8. The amounts expressed in UF shall be paid in Chilean national currency according to the value that the Central Bank of Chile, or other pertinent institution that replaces them determines for that monetary unit on the last calendar day of the corresponding month.