SQM

Solutions for human progress

Sustainability Report

2023



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01

The Company



We are a global chemical company listed on the **Santiago Stock Exchange (SSE) and the New York Stock Exchange (NYSE).** We produce and develop products such as lithium and iodine and their derivatives, potassium, specialty plant nutrients and industrial chemicals.

Our products are fundamental to industries that are essential for human progress: **health, nutrition, renewable energy and technological development.**

Our Purpose

Our purpose of "working for human progress and wellbeing" guides our efforts to contribute to achieving better quality of life, responding to climate change and caring for the environment and our ecosystems.

Our products and services reach millions of people around the globe. We make significant investments in inclusive growth to provide a better life to people, contributing to good nutrition and health and caring for the environment.

To achieve this, we have developed products and services that contribute to efficient farming processes, invested in research and development on products for storing and generating renewable energies, and made contributions to medical and technological solutions.

Mission

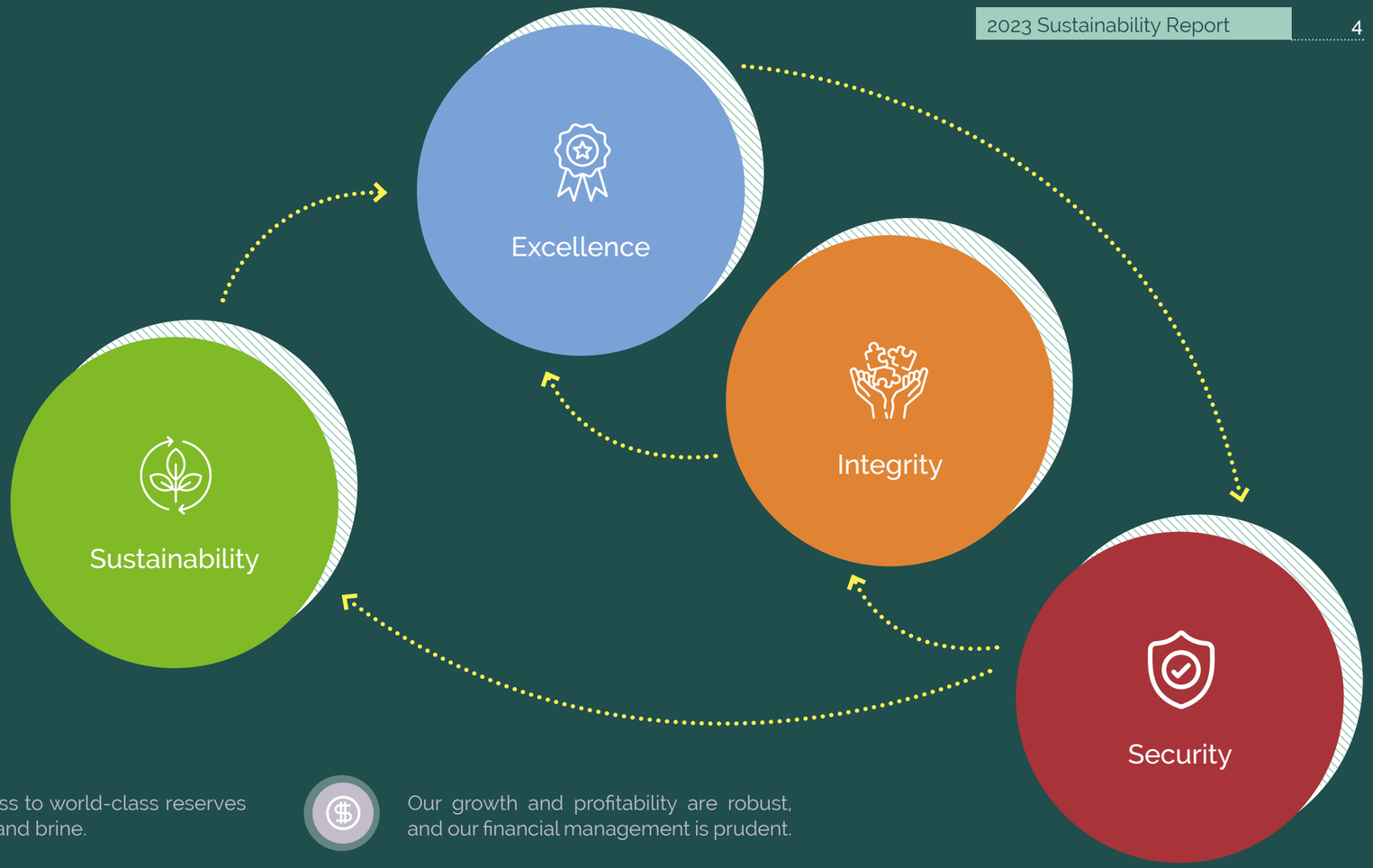
We are a global company with a team of people committed to excellence. Our activities focus on the extraction of minerals that can be selectively integrated into the processing and sale of products for industries essential for human development.

Vision

We are a global company that is recognized for its competitiveness, excellence and innovation in its lines of business. We focus on the development of products essential for human development in accordance with the highest standards of integrity.

Our Values

We aspire to make a distinctive contribution to the sustainable development of the world, providing solutions for industries essential to human progress in harmony with our environment and our people.



We are global leaders in the lithium, iodine and potassium nitrate markets.

We have access to world-class reserves of caliche ore and brine.

Our growth and profitability are robust, and our financial management is prudent.

We have a global sales presence, with activities in 110 countries and commercial offices in more than 20 nations.

We have a clear strategy with a strong commitment to the environment and the community.

We have more than 20 years of investment grade risk ratings Baa1 / BBB+ (Moody's / S&P).

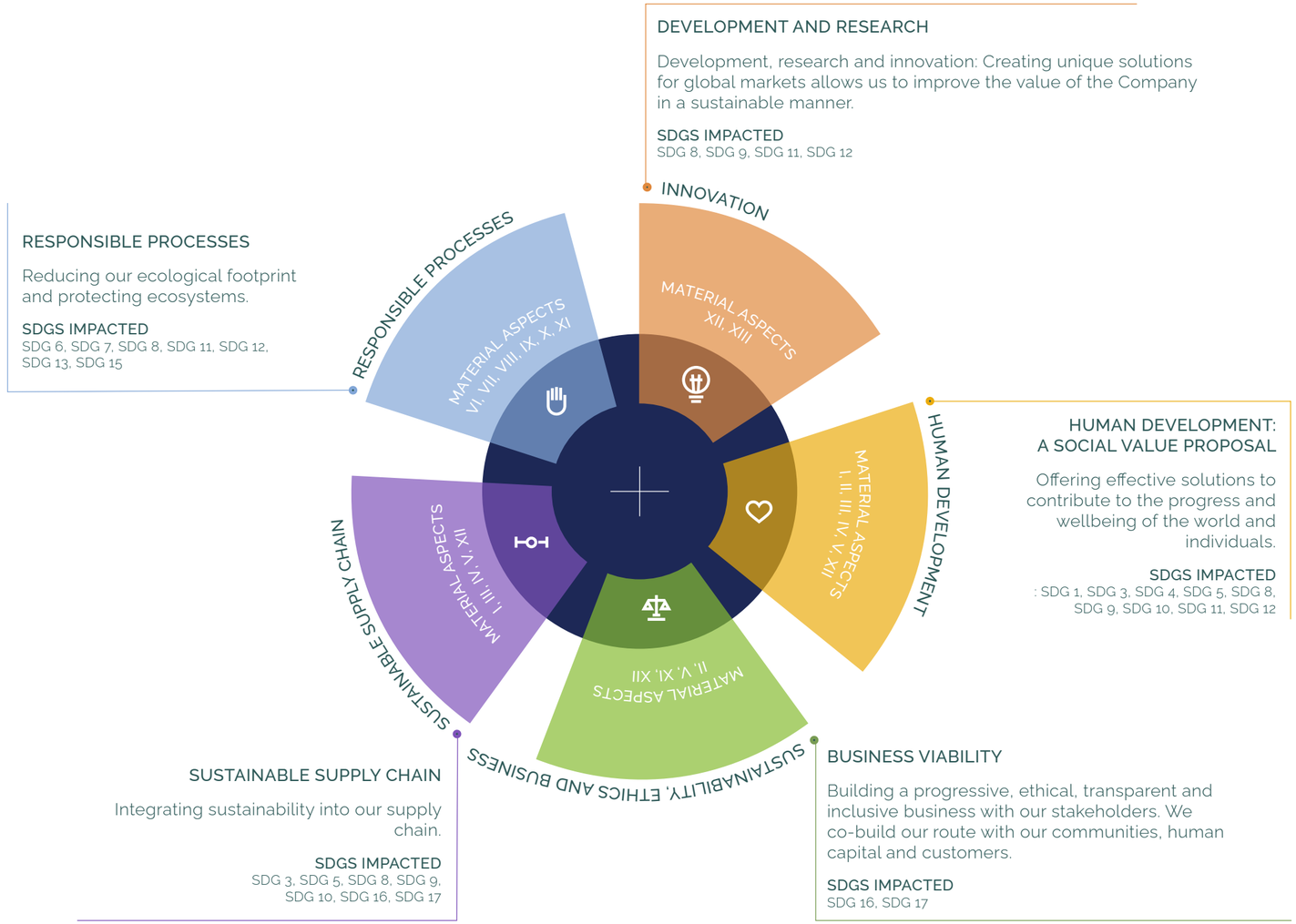
Responsible Business Strategy

Business Responsibility, Sustainability, Ethics and Human Rights

We engage in responsible business activities in an effort to help meet global needs, working today for a better future. SQM faces challenges in all of its business lines, **producing and developing products for essential industries such as health, nutrition, renewable energies and technology.** These global challenges include inequality and the effects of the climate and socioeconomic crisis. Our responsible business strategy is based on innovation, research and development in order to **sustainably produce and offer effective solutions to contribute to the progress and wellbeing of the world and its people.**

Material Aspects

I. Fair Labor Practices
II. Community Relations
III. Workforce Transformation and Challenges
IV. Global Health and Nutrition Challenges
V. Human Rights and the Company
VI. Responsible Water Management
VII. Energy Management
VIII. Air Emissions
IX. Biodiversity
X. Climate Change
XI. Environmental Compliance
XII. Responsible Business Management
XIII. Product Responsibility and Innovation



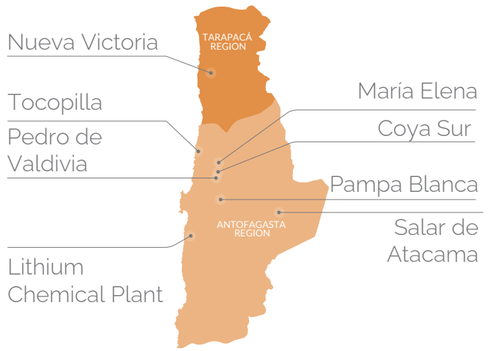
Global Presence

We are a global leader in each of our five business lines:

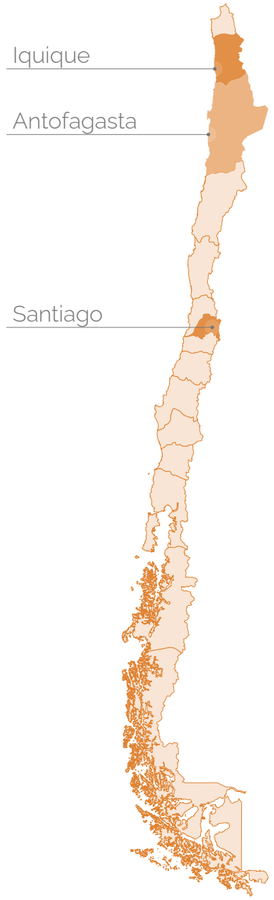
- Specialty plant nutrition
- Iodine and derivatives
- Lithium and derivatives
- Potassium
- Industrial chemicals

We develop our products from caliche ore and brine extracted from mineral resources located in the Antofagasta and Tarapacá regions of northern Chile.

Production Sites in Chile



Offices in Chile



O CONTENT 2-6

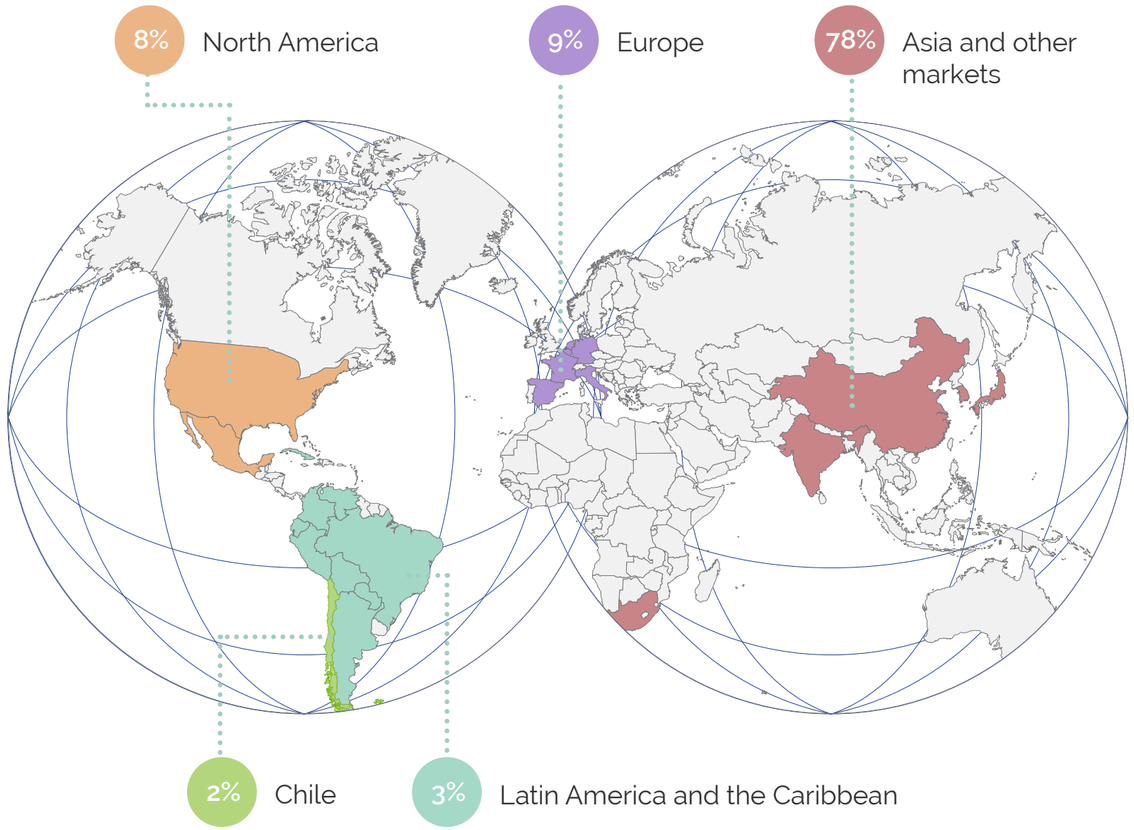
SQM is an integrated producer and seller of specialty plant nutrients, iodine and iodine derivatives, lithium and lithium derivatives, potassium fertilizers and industrial chemicals. Our products are developed from high-quality natural resources, making us a cost leader. Our efforts are supported by a specialized international commercial network with sales in over 100 countries. Our development strategy aims to maintain and strengthen our global leadership in each of our business lines.



100+
destination countries

98%
of our sales were completed abroad in 2023

SQM around the World



Commercial Offices

Atlanta / USA
Guadalajara / Mexico
Bogotá / Colombia
Guayaquil / Ecuador
Barcelona / Spain
Antwerp / Belgium
Terneuzen / The Netherlands
Tokyo / Japan
Beijing / China*/
Shanghai / China
Seoul / South Korea
Johannesburg / South Africa
Sydney / Australia
Santiago (headquarters) / Chile

*Does not currently engage in sales; provides marketing services.

Production Plants

Jackson / USA
Topolobampo / Mexico
Manzanillo / Mexico
Veracruz / Mexico
Ensenada / Mexico
Cadiz / Spain
Cape Town / South Africa
San Antonio / Chile
Terneuzen / The Netherlands

Joint Ventures

Ajay North America: United States/Atlanta (office - plant)
SQM Vitas Brazil: Brazil/ Candeias (office)/ Paranaguá, Sao Paulo, Imbituba, Río Grande (plants)
SQM Vitas Peru: Peru/ Lima (office) / Trujillo (plant)
Ajay Chile: Chile/ Santiago (office)
Ajay Europe: France / Evron (office and plant) / Pays de la Loire (plant)
Pavoni: Italy / Catalina - Ramacca (offices and plants)
SQM Vitas Dubai: Arab Emirates/Dubai (office)
Abu Dhabi Fertilizer Industries Co. WLL [ADFERT]: Arab Emirates/ Abu Dhabi (office and plant)
Mount Holland: Australia (lithium project)

Capital Structure

285,638,456
Series A and B Shares

1,327
Series A and B Shareholders

HIGHEST SHARE PRICE

NYSE SQM
US$ 97.74
per Share

SSE SQM-A
US$ 83.69
per Share

SE SQM-B
US$ 97.30
per Share

DIVIDENDS PAID

US$ 3.22
per Share (final)

US$ 1.90
per Share (interim)

MUS$ 16,852
due to market capitalization through December 31, 2023

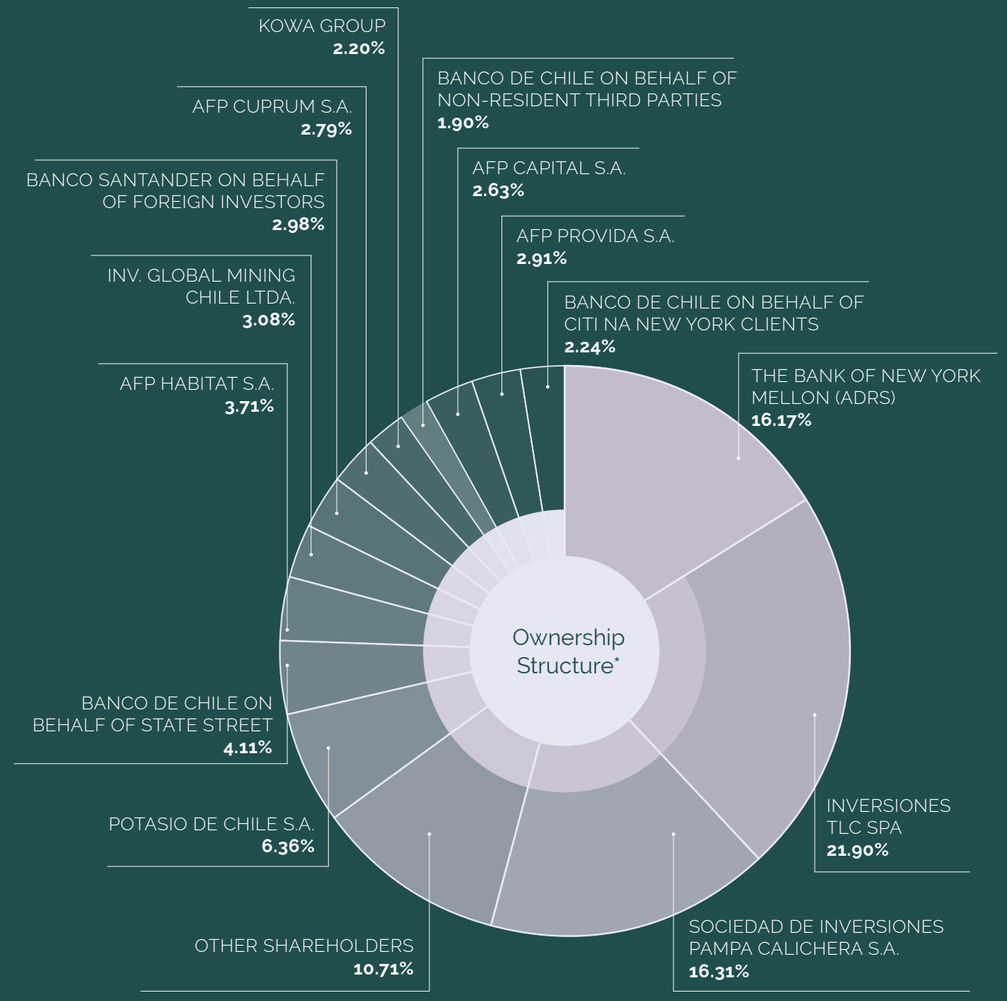
RISK RATING

Baa1 (stable) by Moody´s

BBB+ (stable) by Standard & Poor's

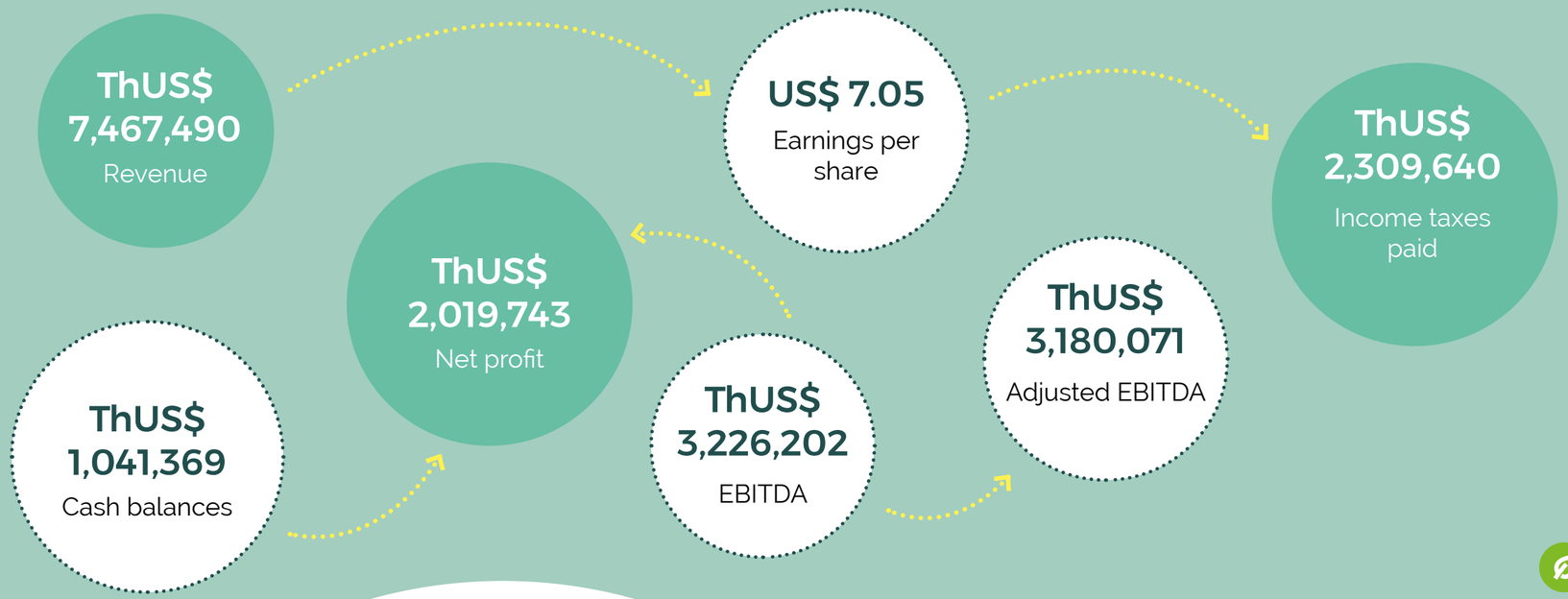
AA (stable) by Fitch Rating (Chile)

AA (stable) by Feller Rate (Chile)



*Series A and B Shareholder Registry through December 31, 2023.

Financial and Operational Capital



ThUS$ 5,866,141
Current assets

ThUS$ 5,839,429
Non-current assets

TOTAL ASSETS **ThUS$ 11,705,570**

ThUS$ 2,351,133
Current liabilities

ThUS$ 3,787,532
Non-current liabilities

TOTAL LIABILITIES **ThUS$ 6,138,665**

ThUS$ 5,566,905

Total equity

	Specialty plant nutrition	Iodine and derivatives	Lithium and derivatives	Potassium	Industrial chemicals
2023 Revenue (%)	12.2%	12%	69.4%	3.7%	2.3%
Market Share (%)	42%	35%	18%	1%	62%*
Contribution to Gross Margin (%)	7%	17%	72%	2%	1%
Sales Volume (thousands of tons)	840.1	13.9	170	543.1	180.4

*/ Corresponds to SQM's industrial potassium nitrate market share as of 12.31.2023.

Environmental Capital

Goals

REDUCTION IN CONTINENTAL WATER

40% by 2030

65% by 2040

REDUCTION IN BRINE EXTRACTION

50% by 2028

65% by 2040

REDUCTION IN EMISSIONS

Carbon neutral for lithium and potassium chloride by 2030

Carbon neutral in other products by 2040

REDUCTION IN WASTE

50% by 2025

65% by 2040

29,014,516 m³
total water consumption

1,842,776 m³
treated and reused wastewater

ThUS$ 47,025
environmental investment/ spending

7,924,859 GJ
total energy consumed

29.4%
energy from the electricity grid

1,713,957 tCO2eq
total carbon footprint emissions (Scopes 1, 2 and 3)

3,342 metric tons
total hazardous waste generated

9,830 metric tons
total non-hazardous waste

Human Capital

Goal

To **have 25% female staff by** 2025.



OCCUPATIONAL SAFETY

0
Fatalities among company employees in the past five years.

50.07
Severity index (direct employees + contractors).

0.73
Frequency index (direct employees + contractors).

0.73
Total frequency rate of reportable incidents (direct employees + contractors). Formula: (no. of incidents/hours worked) *1,000,000 hours

0.15
Total frequency rate of reportable incidents (direct employees + contractors). Formula: (no. incidents/hours worked) *200,000 hours

78.3%
of SQM employees in Chile are unionized

91.9%
of workers are covered by collective bargaining agreements

7,682
direct employees in Chile and around the world

20%
of company employees are women

19.2%
women in leadership positions (senior management, management and chiefs)

24%
of executives in income-generating roles are female

31%
of positions related to Science, Technology, Engineering and Mathematics are held by women

44
individuals with disabilities work for the Company in Chile

156,458
hours of training

7%
total turnover rate in Chile

744
employees engaged in internal mobility

20.4
training hours per employee (average)

ThUS$ 1,446
Investment in training

3%
voluntary turnover rate in Chile



88% of workers are engaged according to the 2022 PULSO Survey

13,305 average annual number of **contract workers**

Social Capital

10.4%
percentage of Net Income given as social contribution.

(direct investment in communities, CORFO-SQM contract and contribution for R&D)

US$ 11,305,529
social investment in community development

US$ 1,475,400
social investment in cultural and historical heritage

US$ 2,827,255
social investment in education and culture

US$ 3,679,094
social investment with a focus on wellbeing, health and safety in communities

ThUS$ 169
contributions for CORFO-SQM Lease Agreement for Salar de Atacama

ThUS$ 3.4
contribution to the communities that signed the agreement with CORFO

ThUS$ 1.9
contribution to CORFO to finance research and development activities

37 working groups and engagement efforts with communities and multi-sector coordination entities are ongoing.

We have relationships with **240 institutions**, foundations and national corporations.

US$ 20,356,985

Direct Social Investment



02

Chairman's Remarks and A Word from Our CEO



We have made a contribution to each of the territories where we are present, which has allowed us to generate ***shared social value*** *with all of our stakeholders in Chile and the world.*

Gonzalo Guerrero Yamamoto

Chairman of the Board

A Word from the Chairman of the Board

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As we close 2023 and begin 2024, we can look back and say that we have met the goals that we set for the Company. We have made a contribution to each of the territories where we are present, which has allowed us to generate shared social value with all of our stakeholders in Chile and the world.

This has been possible thanks to the commitment of our employees, the professionals who are at the heart of our business; they are the ones who work to produce the "solutions for human development" that are the products with which SQM reaches more than 100 countries. We are a successful provider to in the healthcare, food, electromobility and clean energy production industries. This is a great responsibility that drives us to continue to serve these markets and deliver the solutions that customers need every day.

We have been faithful and consistent in our commitment to sustainability and transparency in environmental matters. We believe in the importance of having a good neighbor policy to guide our actions and thus contribute to the social development of our human environment, promoting growth in Tarapacá and Antofagasta.

We are aware of the challenges we must face in terms of human rights, transparency and all those derived from climate change, and we are developing work plans for each of them that will reduce our water footprint and CO_2 emissions and guarantee human rights.

We have continued working to be more sustainable every day and to meet the targets we have set, which is why we receive international recognition for our production operations.One example of this is the 2023 Dow Jones Sustainability Index. We were accepted into the DJSI World and Emerging Markets indices two years before our internal goal, maintained our inclusion in the DJSI Mila and Chile indices, and were included in the 2024 Sustainability Yearbook.

In September, our lithium mining operations in the Salar de Atacama achieved IRMA 75 from The Initiative for Responsible Mining Assurance, becoming the first and only lithium producer in the world to earn this score. This comes in addition to the CDP Climate Disclosure Project, Ecovadis, Protect & Sustain, ASIQUIM's Responsible Care, and Ecoports certification obtained by our Port of Tocopilla, which is a leading environmental initiative for the European port sector, among others that we describe in the Sustainability Report.

In the area of diversity and inclusion, we have promoted projects to reach the ambitious goal of 25% that we have set ourselves for 2025. This year we achieved 20%, which we know we must maintain and increase with quality initiatives that allow women and local residents to join SQM, develop a career and grow as professionals. We know that this will allow us to achieve a cultural change that goes beyond the Company and mining industry to impact the entire country, providing more and better opportunities to those who must overcome more robust barriers in the work world.

On the economic front, we posted record sales volumes for our lithium business and record iodine production in 2023. As a result, our 2023 revenues are the second best year in SQM's history.

In the iodine business, we successfully started the Pampa Blanca operation in the Antofagasta Region, which brought more production to market. We also began construction on the seawater pipeline in the coastal area of Iquique in the Tarapacá Region. The project, which will provide higher yields, aligns with our sustainability target of reducing inland water consumption in our operations.

We observed significantly lower prices in the fertilizer business compared to 2022. However, this was offset by higher sales volumes in the potassium segment. Demand for specialty plant nutrition recovered in late 2023, which allowed us start 2024 with greater optimism.

We continued to develop capacity expansion projects for lithium carbonate and lithium hydroxide at our Carmen Chemical Plant in the Antofagasta Region.

We also started to produce lithium hydroxide from lithium sulfate. I note that this is an important innovation driven by our team of professionals at the refining plant in China. In addition, our mining and concentrator facilities at our Mt. Holland, Australia project began operations towards the end of the year.

We also increased our presence in Australia in 2023. During this period, we acquired a portion of Azure Minerals and announced our plans to jointly acquire the rest of the company with Hancock Prospecting. This will allow us to diversify and expand our lithium production in this growing industry, making a concrete contribution to the transition towards electromobility that the world is undergoing and thus helping to decarbonize the planet.

In addition, and as is publicly known, we entered negotiations with the National Copper Corporation (Codelco) this year in the context of the National Lithium Strategy in an effort to extend our operation beyond the expiration date of the lease of the Salar de Atacama to Corfo on December 31, 2030. On December 27, 2023, we announced the signing of a non-binding Memorandum of Understanding (MoU) with Codelco for the joint operation and development of the Salar de Atacama during the period 2025 to 2060.

This year 2024 brings great challenges for SQM, which we know we will meet with our characteristic professionalism, as we have done for 55 years, because we are a key company for the future of the country and for the great environmental challenges that the world must face as a result of the climate crisis.

We will continue to be true to our values - ***Excellence, Integrity, Safety and Sustainability-*** in order to achieve our goals and continue to be a point of reference for innovation and reinvestment and represent the Chilean mining and chemical industry in the world.

A Message from the CEO

O CONTENT 2-22

I am very pleased to present our 2023 Sustainability Report, a publication that allows us to connect with our stakeholders and keep them informed about our progress, goals, concerns and the efforts made over the course of the year in social, environmental and economic matters.

We know that this document is highly valued by our stakeholders, including our employees, partners, shareholders, communities, customers and all those who wish to be informed about our work.

Over the years, the Sustainability Report has allowed us to approach different audiences, providing quality information and generating conversations around the issues it presents and establishing trusting dialogues over time.

In 2023, we overcame one of the greatest adversities that humanity has experienced in recent years: COVID-19. However, we continue to protect the health of our employees and communities, working to meet high safety standards. Our lost time accident rate was 0.73, which includes our own workers and contractors. This result remained stable over last year.

However, as we prepared to finalize this report this summer, we had one fatal accident that is still under investigation. The news that a worker at our Nueva Victoria site lost their life saddens the company. We have conducted an in-depth investigation in order to ensure that such a situation never arises again.

This year we completed the ISO 14001 and 45001 recertification of our management systems at Salar de Atacama and our Lithium Chemical Plant. We also implemented the ISO 50001 standard as recommended to certify our energy management system. In addition, we secured ISO 50001 certification for our Nueva Victoria and Coya Sur operations.

We completed the CDP assessment for water in which we earned a category B- rating, a level above the world average and the chemical industry average (category C).

The Company's commitment to gender equality and balancing work, family and personal life goes beyond figures, since incorporating women into the industry implies a real commitment and ongoing dialogue between the public and private sectors. This allows us to identify gaps and establish the incentives necessary to achieve permanent inclusion of women, with high potential for growth and development.

We maintained the 20% female staffing level that we reached in 2022 this year thanks to planning and initiatives such as the Apprenticeship Programs, which allowed us to open 216 positions. These activities featured the participation of people from localities such as: Huara, Pisagua, Pozo Almonte, Pica, Alto Hospicio, Colonia de Pintados, María Elena, Calama, San Pedro de Atacama, Toconao, Camar, Socaire, Peine and Antofagasta.

In addition, we offer SQM Mentorships and maintain connections with high schools and institutions of higher learning. The Company also engages in active searches for applicants in coordination with the production areas, among other activities.

It is very important to us ***to build shared social value*** *together with our communities in order to achieve development in accordance with their needs and goals.*

SQM is committed to including people with disabilities, as we understand that large companies can make the changes required to open up positions for said individuals. As of December 31, we have 44 people with disabilities working with the company.



Ricardo Ramos Rodríguez

CEO

We continue to implement our Ethics and Compliance Program in an ongoing and proactive manner. During 2023, the Compliance Area offered a training program via classroom lectures, on-line presentations and e-learning formats, placing special emphasis on the Corporate Code of Ethics. The training materials included aspects related to labor and sexual harassment. The program was completed by Company employees, and by 78.5% and 76.9% of supervisors and executives, respectively.

*We adhere to the **Company's Sustainability, Ethics and Human Rights Policy** as well as its **Sustainability Plan**.*

Our Compliance Program was approved on August 29, 2022 in Salar de Atacama, setting aside the provisional measures and sanctions introduced. As of December 31, 2023, we had completed 20% of the actions and had launched 80% of them.

In July 2020, we submitted the Environmental Impact Study for the project "Partial modification of the re-injection system at the Llamara wells" at the Nueva Victoria site based on the commitments that we had made. The project was approved in October 2023, and concluded with an Indigenous Consultation process that led to an agreement with the Tamentica, Quillagua and Huatacondo communities.

On the coast of Iquique in the Tarapacá Region, we completed construction on the Marine Bird Rescue Center. The initiative is being developed in partnership with Compañía Minera Cordillera and Fundación Wayanay, and is part of a commitment related to the Tente en el Aire Project RCA. The purpose of the Center is to rescue birds and preserve the region's biodiversity.

We develop our shared social value programs together with local communities and promote them through the working groups, which we consider to serve as opportunities for dialogue, each with its own territory-specific dynamics. We are currently part of 35 working groups.

This year we have continued with most of our agricultural programs, which promote social development with a focus on saving water, energy efficiency and optimizing production. These initiatives include the Soil-less Cultivation Program in the community of Socaire and high altitude wine production in San Pedro de Atacama. The latter program is operated by the Lickanantay Cooperative in the community of Toconao and produces Ayllu Wine. The Unidad Productiva Ganaderos de la Pampa del Tamarugal and the Centro de Investigación y Desarollo Agropecuario de Pozo Almonte in the Tarapacá Region initiatives were highlighted in the Conecta 2023 awards organized by the United Nations Global Compact. The entity recognizes projects related to Sustainable Development Goal (SDG) targets. SQM received awards in the categories of People and SDGs and Partnership Interconnection, respectively.

Also, with water security in mind, we financed and built a ground water well which will allow CAPRA to maintain a constant flow of water for later treatment and distribution to the town of San Pedro de Atacama. We provided a total of 4,121 services through the Mobile Dental Clinics in this town as well, processing 6,848 appointments or requests and providing an average of 343 services per month.

We continued our work with Fundación Miradas Compartidas in the municipalities of Huara, Pozo Almonte, Alto Hospicio, María Elena, Tocopilla, Antofagasta, and Santiago, reaching more than 2,500 people with recreational and integration programs. This program is the backbone of the work that has allowed us to hire and enhance the skills of people with disabilities.

The corporate volunteer program "Give Your Community A Hand" continued its work with 156 volunteer workers who contributed 938 hours of work. Actions have focused on supporting foundations such as María Ayuda and technical schools and advanced studies institutes where workers give talks and host visits by students in an effort to complement the training of new generations by sharing their experience and professionalism.

Our goal is to be increasingly present in the communities through our community offices in the towns of Huara, Pozo Almonte, Quillagua, María Elena and Toconao. We maintain an open door policy in an effort to strengthen our direct and fluid relationship with local residents. In addition, we maintain community hotlines and the "Communities Portal" for concerns or complaints, which can be accessed through SQM's website.

We know that great challenges lie ahead, and we know that as a company we are called to play a leading role, which we assume with great optimism and responsibility. We hope to remain at the forefront of the business sectors in which we are present worldwide and to make a contribution in Chile, producing our solutions and products for the development of humanity.



About This Report

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About This Report

We have issued reports in accordance with the Global Reporting Initiative (GRI) principles for the past 14 years.

Since 2020, we have included information on our efforts to achieve the targets of the Sustainable Development Goals (SDGs) of the Global Compact, to which we adhere.

We are committed to these transparency practices, which we engage in annually. As a company, we have opted for external verification of this report for the third year in a row based on new international requirements and internal goals. Deloitte Consulting Ltda. conducted this verification process.

This report covers all entities included in the consolidated financial statements. Indicators with a limited scope are noted in each case next to the information provided. The information reported is from January 1, 2023 to December 31, 2023. We also present comparative data from previous years.

The quantitative data presented in charts and tables have been developed using the same methodology as the 2022 report. Changes or explanations required by the report's scope are outlined in each chart and table presented.

There were no significant changes in the supply chain during the period reported. However, it is worth mentioning that there were changes at the organizational level that involved separating the entity into two major divisions: the Lithium Division and the Iodine and Plant Nutrition Division.

It is the responsibility of the Board of Directors to review the Sustainability Report and report on its usefulness for and acceptance by relevant stakeholders.

For more information regarding this report and SQM's sustainability work, contact us at **sustentabilidad@sqm.com**. For more information on our financial reporting, contact Investor Relations at **ir@sqm.com**

COMMUNICATION CHANNELS FOR OUR REPORT

Our reports are published on the company's website. They are stored in a document library so that they can be consulted as needed. The reports can be accessed at:

https://www.sqm.com/sustentabilidad/reporte-de-sustentabilidad/

We also send a link to the document to our stakeholders, produce summary videos, and post about this resource on social media. In addition, we present the document at various community dialogue events.

Communities evaluate our report through a survey as part of our continuous improvement in reportability. We have considered the assessments and recommendations made by our internal and external stakeholders regarding the previous report from the outset of this process.



Stakeholders

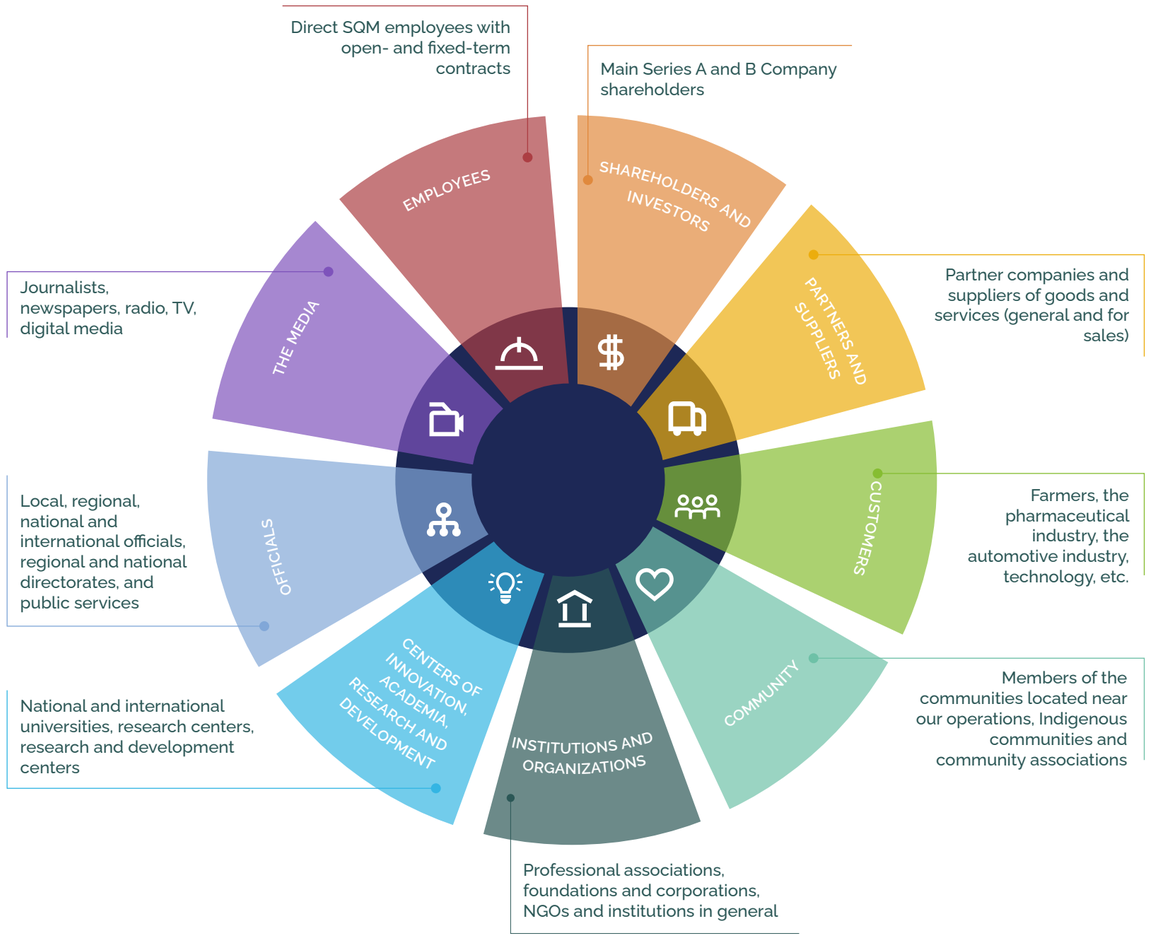
O CONTENT 2-29

We define stakeholders internally according to the nature of our business and relationships with them based on four areas: **needs, impacts, interests and expectations.**

We periodically carry out opinion studies and create spaces that allow us to understand the interests and expectations of our stakeholders. We endeavor to develop, create and maintain close and trusting relationships with each group or person through dialogue, generating opportunities to come together such as meetings, working groups or direct contact through the different areas of the Company based on on the stakeholder and the areas that they wish to emphasize in their relationship with SQM.

Stakeholders are identified and assessed using a process that is validated by the Board. Considering them in its decisions is part of the Company's work. Based on the SQM Corporate Governance Framework, our stakeholders are identified and placed at the heart of our decisions and commitments to our work. We work with them to build relationships based on trust and transparency over time.

The SQM Corporate Governance Policy states that the Board receives a description of relevant stakeholders and coordinates a meeting with the Sustainability and Community Relations Manager, who explains each group's importance and expectations in an effort to maintain long-term relationships with them. The report identifies key stakeholders and explains why they are identified as such. It is also a highly important mechanism for describing our performance to them.



Interests and How We Engage and Communicate

EMPLOYEES

Interests

Salaries, benefits, quality of life, professional development, information about the Company.

How We Engage and Communicate

- Daily interactions in the workplace/ Direct communication between supervisors and area managers and the workers reporting to them/ Regular union meetings, meetings between workers, management, senior vice-presidents and managers.
- Internal communication channels such as data screens in common areas, newsletters, bulletin boards, intranet and mailings/ Key information is delivered on digital platforms such as: the website, email, Facebook, Instagram, LinkedIn, YouTube channel and the app "Mi SQM" (My SQM).

SHAREHOLDERS AND INVESTORS

Interests

Capitalization of their investment and financial performance that allows for the sustainability of the Company over time.

How We Engage and Communicate

- Board meetings / Regularly issued information / Direct contact with Investor Relations / Annual report, website, site visits, shareholder meetings, meetings like SQM Day.
- Delivery of important information about the Company through digital platforms: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

CONTRACTORS AND SUPPLIERS

Interests

Transparent bidding processes, payments based on the terms set regarding payments and conditions, establishing lasting commercial relationships, supplier development.

How We Engage and Communicate

- Meetings with personnel from the Supply and Contracting Departments, as well as operational managers and supervisors where services are provided/ Visits by the Supply Department to supplier facilities or offices/ Orientation courses, safety training/ Follow-up and ongoing contact with service providers selling our products in order to guarantee deliveries/ Special programs for supplier training attended by SQM in the regions/ Meetings with trade associations attended by SQM at events such as fairs, seminars and expos.
- Delivery of relevant information through digital platforms such as: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

CLIENTS

Interests

Fulfillment of commitments made regarding product supply and quality in accordance with agreed-upon deadlines, production processes that meet product safety and sustainable standards and regulations, operations, product safety, products that meet required standards.

How We Engage and Communicate

- Periodic, direct communication with and visits to clients, client site visits, surveys on products and operating standards.
- Delivery of important information about the Company through digital platforms: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

Interests and How We Engage and Communicate

COMMUNITY

Interests

Creation of direct and indirect jobs, long-term support for the social and economic development of the community and care and appreciation for the environment and community at large. Pertinent, fluid communication.

How We Engage and Communicate

- Communication and regular meetings with SQM representatives, community leaders and members/ Site visits/ Involvement in local working groups and operational inspections alongside public agencies/ Community activities and festivities/ Daily interaction with programs developed in conjunction with the community or organizations.
- Delivery of important information about the Company through digital platforms: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

ORGANIZATIONS AND INSTITUTIONS

Interests

Support to create value for the community, region and country. Committed to initiatives that are of interest to the organization, the Company plays an active role in the organization. The Company contributes resources for project development.

How We Engage and Communicate

- Meetings with participation by our representatives/ Meetings to support initiatives/ Technical meetings/ Visits to sites or areas of interest/ Participation in seminars, training, etc.
- Delivery of important information about the Company through digital platforms: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

INNOVATION, ACADEMIC AND RESEARCH AND DEVELOPMENT CENTERS

Interests

Support for research, studies, new developments that promote innovation, and the organization of seminars, workshops and publications. Creation of enterprises and new business.

How We Engage and Communicate

- Meetings in which our representatives actively participate/ Meetings to support initiatives/ Technical meetings/ Visits to sites or areas of interest/ Participation in seminars and competitions focused on innovation / Training / Development of joint projects, etc.
- Delivery of information related to the Company through studies and publications promoted or supported by SQM or digital platforms such as: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

AUTHORITIES

Interests

Creation of value for the community, region and country. Fulfillment of legal obligations and commitments under RCAs (environmental permits) and rules and regulations in foreign countries.

How We Engage and Communicate

- Official or formal meetings/ Technical meetings/ Work meetings related to public and private initiatives/ Inspections.
- Delivery of information using official platforms, documents, letters or e-mail.

MEDIA

Interests

Pertinent and relevant information regarding the Company's activities in its various fields of action.

How We Engage and Communicate

- Contact with the news media through the Communications Department / Press releases, interviews or meetings.
- Delivery of important information about the Company through digital platforms: the website, e-mail, Facebook, Instagram, LinkedIn and our YouTube channel.

Materiality

O CONTENT 3-1

Our commitment to sustainability is part of our business strategy. Three years ago, we undertook an exhaustive process to overhaul our strategy with a focus on sustainability for the next 20 years while allowing for adjustments based on current conditions. A key characteristic of this process was the participation of our stakeholders. We developed various mechanisms to integrate their expectations and concerns.

One of the key results of this process was our Sustainability, Ethics and Human Rights Policy, hereinafter "Our Policy," which is a roadmap for responsible business.

During this process, we identified the material aspects for the company and developed a plan to address them in the short- and medium-terms. In 2021, we reassessed our material aspects in the context of the implementation of the Sustainability, Ethics and Human Rights Policy, updating the issue of lithium based on the issue of product responsibility and innovation and incorporating all of our business lines. We also changed "COVID-19 Challenge" to "Labor Transformation and Challenges," and included two material aspects: Global Health and Nutrition Challenges and Human Rights and Business

In 2022, we conducted a document review focused on increasing our Company's impacts and linking them to the material aspects raised during previous periods. We reviewed the 2022 Perception and Communities Report, Business Continuity Plans, the Due Diligence in Human Rights Report, the Advertising Evaluation Report and a random sample of news stories mentioning SQM from January to December 2022. From this review, 54 impacts were identified, 33 of which are positive and 21 are negative.

We did not perform a materiality assessment in 2023, as we believe that the document review performed in 2022 and previous assessments are still valid. We expect to carry out a new materiality process in 2024 given the changes that the organization has undergone.

Once the impacts were collected, they were grouped into various categories: positive, negative, potential and actual. In addition, they were linked to the material aspects that we have identified as a company. It is worth mentioning that the material aspects identified by SQM were prioritized, validated and evaluated.

Prioritization

The material aspects identified were systematized and presented in workshops with the different areas of SQM that are related to stakeholders in order to provide an opportunity to comment on and adjust the results and contrast them with their knowledge and experience. These workshops were developed in a focused manner and organized by interest group. A reflection was carried out through the process of developing of our roadmap to planning our strategy. We understand that our business will be viable if we are capable of managing processes and decisions on a daily basis in accordance with the commitment that we made in the Sustainability, Ethics and Human Rights Policy.

Validation

The materiality and report are first reviewed and validated by the senior management represented by the CEO and vice presidents, and then by the Board's Safety, Health and Environment Committee (SHEC), which presents it to the entire Board.

Achievements

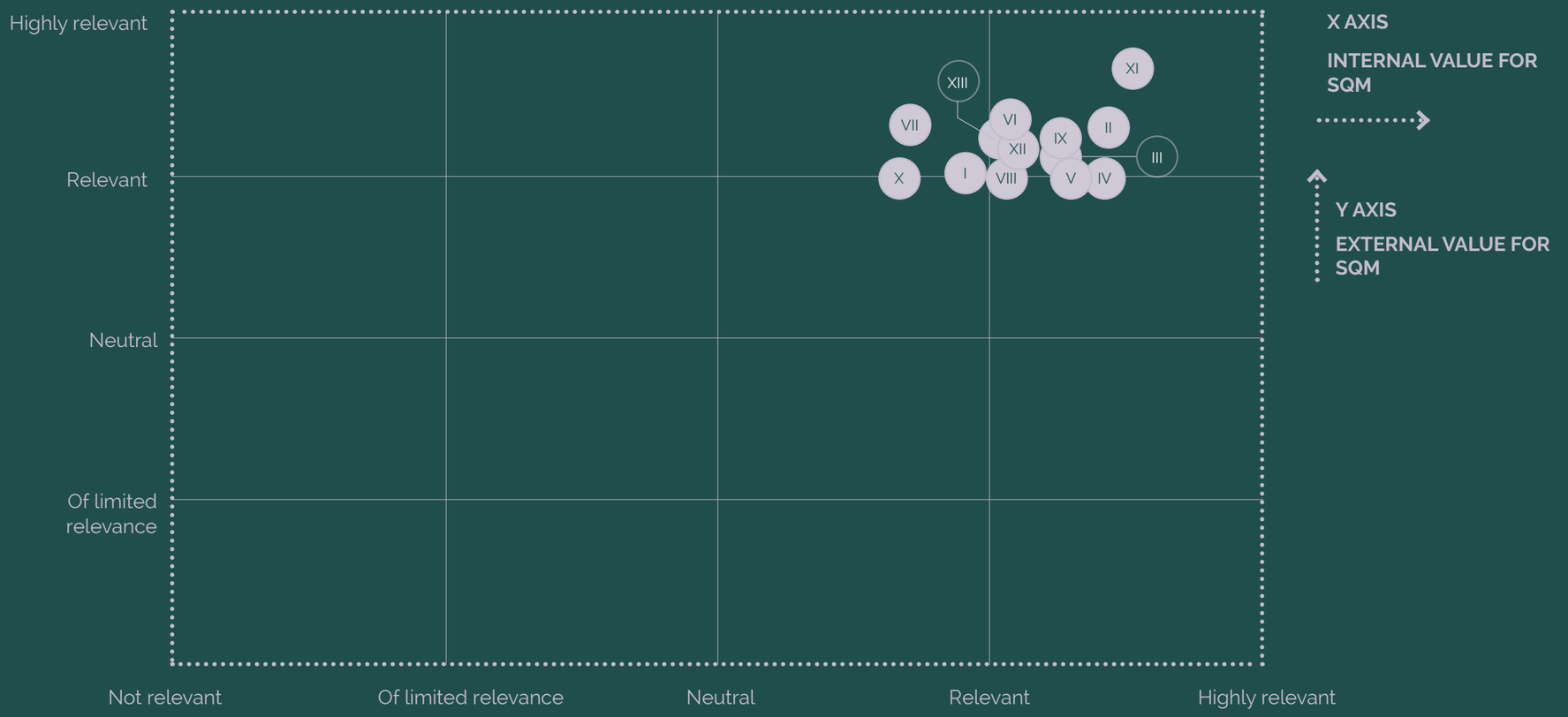
The goals and objectives will be evaluated over time based on the indicators established for each of the aspects that are considered critical:

- Management of energy and greenhouse gas (GHG) protocols
- Water management
- Use of land and mining resources (brine / caliche)
- Our employees
- Relationships with the community and Indigenous peoples
- Environmental, social and government reports and communication

CONTENT 3-2

Materiality Matrix

The analysis conducted considers internal and external approaches, interviews with stakeholders, document reviews and a sector analysis, among other activities.



Material Aspects

I. Fair Labor Practices
II. Community Relations
III. Workforce Transformation and Challenges
IV. Global Health and Nutrition Challenges
V. Human Rights and the Company
VI. Responsible Water Management
VII. Energy Management
VIII. Air Emissions
IX. Biodiversity
X. Climate Change
XI. Environmental Compliance
XII. Responsible Business Management
XIII. Product Responsibility and Innovation

2023 Highlights

People

+ **SQM placed in the Top 5 ranking for mining companies in the 2023 Merco Talent Chile Ranking.** The Merco Talent study measures and recognizes the companies that best attract and retain talent.
+ **Women comprise +20% of the company's workforce** as of December 31, 2023, which allowed us to continue to make progress towards our goal.
+ **The Health and Safety Joint Committee (CPHS) of SQM's Lithium Division was awarded the "Outstanding Joint Committee 2023"** prize by the Regional Mining Safety Council. This is the fifth time this award has been granted to the site.
+ The Tarapacá Region's Regional Mining Safety Council recognized **Nueva Victoria as the site with the best performance in safety management.** It also recognized the Iodine Plants Joint Health and Safety Committee (CPHS) for its outstanding safety management during 2023.
+ SQM **was added to the list of the ranking 100 best companies to work for, placing 63rd** according to the fourth edition of the "Merco Talento Universitario en Chile" report prepared by Merco and Laborum.
+ The Risk Management System certification under ISO 45001 **was carried out for the first time at the Salar de Atacama and Lithium Chemical Plant in an effort to improve the safety of our operations, minimizing incidents and occupational illnesses as much as possible.**
+ **SQM received the RAEV -Risk of Accident due to Speeding- award for the third consecutive year in the Principals category.** This award recognizes companies from different sectors that accept the challenge of reviewing their performance in terms of risk of accidents due to excessive speed.

Social Performance

+ **SQM was an official sponsor of the national women's soccer championship for the first time.** The support sought to promote this sport, which is not yet professionalized in Chile.
+ **SQM sponsored the implementation and start-up of a greenhouse** at the Iquique Women's Prison in an effort to help detained individuals to develop new skills for future social reintegration.
+ **In 2023, 4,121 appointments were made at the Mobile Dental Clinics** in the municipality of San Pedro de Atacama, with 6,848 appointments or requests, registering an average of 343 appointments per month.
+ **Projects supported by SQM were recognized by Conecta 2023**, of the United Nations Global Compact. The Alfalfa Production Center was recognized in the People category, and the Pozo Almonte Agricultural Research and Development Center of La Tirana in the SDO Interconnection and Partnerships category.
+ **SQM was recognized for Social Innovation in the C3 Creativity and Innovation Ranking for the second straight year.** This time it was recognized for its community project Alianza Mujer Atacameña (AMA).
+ The María Elena Sostenible (MES) program was **awarded a prize in the "Community Relations" category** at the celebration of Responsible Care Day 2023, a global initiative promoted in Chile by the Chilean Chemical Industry Association (ASIQUIM A.G.).

Environmental Performance

- **SQM received IRMA 75**, the highest rating to date, for its lithium mining operation in the Salar de Atacama.
- **We signed a statement committing to reduce carbon emissions in Chile as part of the Red de Directores por la Acción Climática.** This is an unprecedented initiative in Chile's business and environmental sector that is designed to encourage guidelines and actions at the corporate governance level that favor a proactive attitude towards the climate change crisis.
- **Corfo's Sustainability and Climate Change Agency (ASCC) recognized the Coya Sur mine and its Tocopilla port**, both located in the Antofagasta Region, for the progress that they have made on the performance of their circular economy and the management of their production processes.
- **SQM has placed a senior unsecured bond for US$ 750 million in the international markets** at an annual interest rate of 6.5%. It will mature in 2033. The Company expects to use the net proceeds from the placement to finance or refinance, in whole or in part, Eligible Green Projects (as defined in the Offering Memorandum).
- **SQM joined the Business Leaders for Climate Action Group (CLG-Chile)**. The entity was formed in 2009 after the visit to Chile of then Prince of Wales, now King Charles III, through the joint efforts of Universidad de Chile's Faculty of Economics and Business, the British Embassy and the British Chilean Chamber of Commerce as part of a network of centers around the world that form the Corporate Leaders Network for Climate Action.

Economic Performance

- **On December 27, 2023, we announced the signing of a non-binding Memorandum of Understanding (MoU)** with Codelco for the joint operation and development of Salar de Atacama during the period 2025 to 2060.
- **We completed a transaction to acquire 19.99% of Azure Minerals Limited (Azure) for a total of approximately US$ 13.5 million.** Azure's main asset is its 60% ownership of the mineral rights comprising the Andover lithium project, which is located in the West Pilbara region of Western Australia, and has hundreds of lithium-rich pegmatite outcrops containing spodumene.
- **We were accepted into the Dow Jones Sustainability Index World and Emerging Markets indices** two years ahead of our internal goal.
- **SQM partnered with Ford to guarantee the supply of battery-grade lithium carbonate and lithium hydroxide**, which are essential components for manufacturing high-performance electric vehicle batteries.
- **LG Energy Solution and SQM announced the negotiation of a new long-term purchase agreement** to supply more than 100 thousand metric tons of lithium carbonate and battery grade lithium hydroxide for the period 2023 - 2029.
- **SQM won first place in the "Chemical Mining" category** at the 2023 Most Innovative Companies Awards. The Company was recognized for its "solid innovation process focused on new business models, new products and new processes" according to MIC Business Consulting.

04

Business Responsibility, Sustainability, Ethics and Human Rights



Business Responsibility, Sustainability, Ethics and Human Rights

We strive to develop business activities centered on **innovation, research and product development** in order to achieve lasting progress for humanity and deliver **sustainable solutions** to global problems.

We believe that responsible business is based on sustainability as a fundamental element that helps us to make decisions on a daily basis as part of our commitment to our stakeholders.

We recognize that this is a lofty goal, but that is how big things happen in society, by posing important challenges.

The first step was to make a commitment as an organization. To that end, we developed a policy that is our guide to making business decisions and engaging with stakeholders.





Our Business Strategy

Our Approach

Sustainability is integrated into the design and operation of our responsible business strategy. When we evaluated and analyzed it, we decided to commit to sustainability in business. This is reflected in our Sustainability, Ethics and Human Rights Policy.

We then set our strategic priorities, which address how we will bring our new purpose to fruition. We organize business development around the Sustainable Development Goals (SDGs) targets, which are integrated into these definitions.

We are working to reduce our ecological footprint throughout our value chain, from suppliers to production and responsible consumption practices. We have set goals related to decarbonization, conservation of biodiversity and the reduction of our environmental impact.

Responsible action is part of our culture. This includes respecting the interests of our employees, customers and investors as well as the community.

Our business has faced constant innovation-related challenges that become opportunities to internally strengthen our work, making changes and adjustments when necessary.

Our innovative, high quality products help us contribute to resolving global challenges and ensure that our financial performance is solid. Safety and ethics are key drivers of sustainable approaches to our business in terms of both labor relations and our relationships with our stakeholders.

We mitigate ethical, economic, social and environmental risks by applying strong control measures. We strive to minimize our impact on the environment by applying production techniques that are safe and innovative, setting high environmental standards and engaging in strict quality control practices, both of which are key processes for our organization. Our goal is to strengthen our company by hiring, developing and motivating talented workers.

We closely follow new global trends and challenges. In order to understand the complex nature of the changes that we anticipate, We use the scenarios technique to identify and incorporate aspects of strategic relevance.

We also participate in dialogues and initiatives, share lessons learned and best practices with other organizations in our industry, and evaluate developments that are of concern to all of humanity.

This allows us to minimize risks while taking advantage of new business opportunities.



SDGs and Business Strategy Goals

CONTENT 2-23/ 2-24

Articulators and Facilitators

- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 5 GENDER EQUALITY
- 17 PARTNERSHIPS FOR THE GOALS
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

At the Center

- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION

Outcome

- 3 GOOD HEALTH AND WELL-BEING
- 7 AFFORDABLE AND CLEAN ENERGY
- 15 LIFE ON LAND
- 1 NO POVERTY
- 2 ZERO HUNGER
- 4 QUALITY EDUCATION
- 6 CLEAN WATER AND SANITATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 14 LIFE BELOW WATER

Integration of the SDGs into the Business Strategy

At the Center



(12) Responsible consumption and production and (13) climate action We work towards responsible consumption and production as part of our purpose. We develop products to contribute to meeting society's needs, and we do so based on challenging ecological footprint reduction goals.

Outcome



The results that we are seeking to produce through responsible business activities are related to our purpose:

(3) Good health and wellbeing: One of our goals is to contribute to the development of innovative solutions in order to improve access to and the quality of healthcare and thus move towards wellbeing for all people.

(7) Affordable and clean energy: We understand the opportunity that we have to contribute key solutions for generating and storing NCREs with affordable and effective solutions. We also contribute to the production of foods, providing solutions for the efficient use of soil and water resources.

(15) Life on land: We protect our ecosystems, improving our production processes and developing products that contribute to the preservation of biodiversity.

Articulators and Facilitators



These are levers for establishing good, responsible and viable business. They sustain our ethical practices and teamwork, which promote and catalyze the development and innovation proposals that yield our products and technologies.

(5) Gender equality: At SQM, we believe that inclusion, diversity and gender equity are fundamental to generating value sustainably and achieving comprehensive development. We work with various programs to achieve gender equality and empower women inside the Company and beyond it.

(9) Industry, innovation and infrastructure: R+D+I is one of the axes of our strategy. It is a cross-cutting practice related to how and what we do. We maintain practices of innovation, development and research as one of the critical processes in our business. We are responsible for uncovering and integrating our customers' new needs and global challenges. We are continually changing and improving our processes and proposals in order to respond to these needs.

(16) Peace, justice and strong institutions: This is a cross-cutting process that is part of the strategic operational decisions that we make on a daily basis. It builds the context in which we related to all of our stakeholders. We are constantly improving and strengthening our business integrity practices. We establish ethics and transparency as the foundations of having a viable business.

(17) Partnerships for achieving our goals: We could not develop our business without the support and strengthening that we achieve through our partnerships. An active connection to the community helps us to understand our customers' needs and challenges and to promote effective solutions.

This is also how we perform our role as an entity that contributes to the following areas:

1. Social and economic: We make local development investments through partnerships with public- and private-sector organizations based on our social investment focus areas.

2.- Science-based development: We support research programs through academic and public production development organizations, strengthening acceleration programs for innovative enterprises. We also contribute to the public good through scientific publications and patents.

At the Center

SDGs	Some of SDG targets that we support	Some of our actions / examples of our progress
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Target 12.2** To achieve the sustainable management and efficient use of natural resources by 2030. **Target 12.4** By 2020, to achieve the environmentally sound management of chemicals and all wastes throughout their life cycle in accordance with agreed international frameworks, and to significantly reduce their release into the air, water and soil in order to minimize their adverse impacts on human health and the environment. **Target 12.5** By 2030, to substantially reduce waste generation through prevention, reduction, recycling, and reuse.	• Responsible Care Certification • Certification from the International Fertilizer Association. • Use of solar radiation for evaporation processes in our operations. • Waste management system at the corporate level. • Recycling plans at operations and in offices. • Air Decontamination Plan in communities and at production sites. • Development and implementation of the Sustainability, Ethics and Human Rights Policy • Measurement of the Company's carbon footprint (GHG) and verification by independent third parties. • Establishment of greenhouse gas reduction targets based on science (SBTi). • Sustainability talks. • IRMA certification for the Salar de Atacama operation. • Certification of the Environmental Management System at all of our production sites based on ISO 14001:2015 criteria. • Ecoports Port Environmental Review System (PERS) certification for the port of Tocopilla. • To reduce continental water consumption by 65% by 2040 beginning with a 40% decrease by 2030, as forecast in 2020. • To reduce brine extraction by 50% by 2030. We have reduced it by 25% through 2023. • To ensure that all of our products are carbon neutral by 2024.
13 CLIMATE ACTION	**Target 13.2** To integrate climate change measures into national policies, strategies and planning. **Target 13.3** To improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	

Outcome

SDG	Some of SDG targets that we support	Some of our actions / examples of our progress
3 GOOD HEALTH AND WELL-BEING	**Target 3.9** By 2030, to substantially reduce the number of deaths and illnesses caused by hazardous chemicals and air, water, and soil pollution and contamination.	• Compliance with Operational Risk Management System. • We have an Occupational Health and Safety (OHS) Management System that integrates the elements of the ISO 45001:2018 Standard. • Training on Occupational Health and Safety. • Implementation of photovoltaic plants. • We have an Energy Management System that integrates the elements of the ISO 50001:2018 Standard. • Use of solar radiation for evaporation processes in our operations. • Implementation of a fleet of various electric mobile devices for operations, buses, workshops, high tonnage trucks and other purposes. • Implementation of the Environmental Monitoring Plan in the Salar de Llamara. • Implementation of the Environmental Monitoring Plan in the Salar de Atacama. • Dental Health Programs, specialty medicine operations in local communities, mammogram program with Fundación Arturo López Pérez (FALP) in communities in the Antofagasta and Tarapacá Regions.
7 AFFORDABLE AND CLEAN ENERGY	**Target 7.2** To substantially increase the share of renewable energy in the global energy mix by 2030.	
15 LIFE ON LAND	**Target 15.1** By 2020, to ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations undertaken under international agreements.	

Articulators and Facilitators

SDGs	Some of SDG targets that we support	Some of our actions / examples of our progress
	**Target 5.1** To end all forms of discrimination against women and girls around the world. **Target 5.5** To ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	• Alianza Mujer Atacameña (AMA), an entity comprised of Atacaman Indigenous women from Atacama and representatives of SQM Salar. • 20% of our staff is female. Our goal is to have 25% female staff by 2025. • Work with local suppliers. • Development of and compliance with the Code of Conduct for Business Partners and compliance with the Responsible Sourcing policy for SQM suppliers. • Participation in the Más Proveedores program in Tarapacá. • Use of solar radiation for evaporation processes in our operations. • Implementation of and compliance with the Ethics and Compliance Program. • Implementation of and compliance with the Crime Prevention Model. • Compliance with the Sustainability, Ethics and Human Rights Policy. • Compliance with the Diversity and Inclusion Policy. • Chilean Standard 3262 Certification. • Development of Inclusive Labor Practices. • Development of the Apprentices Program. • Development of the Internal Mobility Program. • Alliances with: Global Battery Alliance, the Global Compact, Acción Empresas and other entities. • Participation in HuellaChile. • Creation of working groups in partnership with local communities. • Development and implementation of shared social value programs with communities. • Contribution to R+D under the Corfo contract in the amount of US$ 1.9 million to local communities in Salar de Atacama.
	**Target 9.2** To promote inclusive and sustainable industrialization and, by 2030, to significantly raise industry's share of employment and gross domestic product in line with national circumstances and double its share in least developed countries. **Target 9.4** By 2030, to upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	
	**Target 16.5** To substantially reduce corruption and bribery in all their forms. **Target 16.b** To promote and enforce non-discriminatory laws and policies for sustainable development.	
	**Target 17.16** To enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources in order to support the achievement of the SDGs in all countries, particularly developing countries. **Target 17.17** To encourage and promote effective public, public-private, and civil society partnerships, building on the experience and resourcing strategies of partnerships.	

Sustainability, Ethics and Human Rights Policy

CONTENT 2-23 / 2-24 / 2-25 / 3-3

We are a **global company** and understand the **responsibility** involved with our work. We focus on long-term **business continuity** and are committed to **sustainable development in harmony with the environment, business ethics and respect for and promotion of human rights** in accordance with **national and international regulations.**

The Sustainability, Ethics and Human Rights policy has been published online at

https://www.sqm.com/wp-content/uploads/2021/05/Politica_de_Sostenibilidad_Etica_y_Derechos_Humanos.pdf.

Our Sustainability, Ethics and Human Rights Policy is based on the United Nations Sustainable Development Goals (SDGs), the Principles of the International Council of Mining and Metals, International Standard ISO 14001 on Environmental Management Systems, standards applicable to the International Finance Corporation (IFC) and in the context of "protection, respect and remediation" of the UN Guiding Principles on Business and Human Rights, and inspired by the Universal Declaration of Human Rights, Convention 169 on Indigenous and Tribal Peoples of the International Labour Organization, and other tools.

Our policy considers all of the areas of the Company and business, such as:



O CONTENT 2-23 / 2-24 / 2-25 / 3-3

Sustainability Plan

Our **Sustainability Plan** commits us **to new requirements and expectations in regard to environment, society and governance.** We developed a plan based on the **United Nations Sustainable Development Goals** that is complemented by a series of initiatives.

The plan has three pillars that we have used to set medium- and long-term goals regarding water, carbon neutrality, waste management, ecosystem protection, contributing to sustainable industries and co-creating value with communities and workers.

Sustainability Plan Goals

Our Environment



- To improve systems for monitoring the ecosystems that surround our operations in order to provide an even more timely response.
- To reduce brine extraction by 50% by 2028 based on the commitments that we made in the Environmental Impact Study. We began this process by reducing extraction by 20% in November 2020.
- To reduce continental water consumption by 65% by 2040 beginning with a 40% decrease by 2030, as forecast in 2020.
- To be carbon neutral in all of our products from the source to the customer by 2040 and by 2030 in the case of lithium and potassium chloride.
- To create a corporate waste management system to promote a cultural shift towards sustainability. The first step is to measure in order to determine how to make reductions. This process will include suppliers, workers, partners and offices in Chile and around the world.
- SQM is committed to responsibly managing the natural resources that it uses, minimizing its direct impact on flora and fauna, working together with communities to care for and protect these ecosystems.

Our People



- Establishing a strong local presence and being a good neighbor.
- Participating in the co-creation of value in communities in a sustainable way over time.
- Strengthening local economies and the development of neighboring communities, contributing to the creation of shared social value.
- All SQM workers are responsible community agents.
- Continuing to guarantee safe and inclusive work conditions.
- Through its operations, SQM ensures safe and inclusive work conditions and participates in local economies and the sustainable development of neighboring communities.

Contribution to Sustainable Industries



- To continue to be an important player in the sustainable development of the world with a strong presence in key industries for human development that improve the quality of life of people around the world such as healthcare, nutrition, renewable energies and sustainable mobility.
- To create trust and credibility in the coming years, reinforcing a brand that is publicly associated with the other green industries in the world.

Human Rights

O CONTENT 2-23 / 2-24 / 2-25 / 3-3

We confirm our commitment to and decisions based on **respect for and promotion of human rights** in our **Sustainability, Ethics and Human Rights Policy.**

SQM is committed to human rights and works daily to avoid any violation that it may cause through its activities and operations. We care about everyone we work with, which is why actions and commitments regarding respect for human rights are a priority.

Our commitment is based on the Principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the International Compact on Civil and Political Rights, and the International Compact on Economic, Social and Cultural Rights. We support the UN Guiding Principles on Business and Human Rights, which are among the most important international standards for preventing and combating possible human rights violations in regard to business activities and statements recognized at the global level that apply to multinational corporations. These include the OECD Guidelines for Multinational Companies, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the ILO Social Policy and key labor regulations.

How do we manage human rights at SQM?

In an effort to comply with the Human Rights Due Diligence commitments made by the Company and reflected in its Sustainability, Ethics and Human Rights Policy, SQM hired a specialized law firm that identify risks in this area (Human Rights Impact Assessment, HRIA). For this first HRIA, the methodological standard developed by the Danish Institute for Human Rights in combination with the Global Reporting Initiative (GRI) criteria and based on the UN Guiding Principles on Business and Human Rights was used. The purpose of this effort was to identify, understand, assess and address the potential adverse effects of SQM activities on the enjoyment of the human rights of its main stakeholders (employees, neighboring communities, suppliers, etc.).

The baseline and findings of the exercise were subsequently the object of a participatory review process conducted in the field with key stakeholders. It was carried out by a consulting firm and was designed to confirm and/or modify the initial findings and to create appropriate controls, policies, plans of action and monitoring for addressing said challenges.

Based on the aforementioned inputs, SQM's Risk Management Area consolidated and unified the information in order to create the Participatory Matrix that was presented at the Sustainability Committee meeting held during the second semester of 2023.

A similar exercise was carried out in the Lithium Chemical Plant during the second semester of 2023. We expect to have the results during the first half of 2024.



Ethics and Compliance Program

O CONTENT 2-23/ 2-24/ 2-25/ 102-3/ 102-1/ 102-2

At SQM, we are committed to abiding by and complying with the laws, rules and regulations of the countries where we operate and do business. We act in accordance with the highest ethical standards, firmly and clearly rejecting all forms of corruption.

Integrity is a value and fundamental principle of the Company. It is addressed in our Code of Ethics and reinforced through our policies and procedures. This is of vital importance for maintaining the trust and credibility of our shareholders, directors, employees, customers, suppliers, government entities and regulators, as well as society at large.

As such, SQM has an Ethics and Compliance Program through which we seek to ensure that all of our employees are personally committed to its contents, guidelines and procedures and that the third parties with which we interact, including agents, distributors, consultants and subcontractors, understand and comply with the requirements set forth in our regulatory elements.

The Program consists of a set of communication, regulation, execution and oversight elements that seek to align the conduct expected of our employees in order to effectively prevent reputation-related, legal and financial impacts. To that end, we engage in preventative activities and monitoring of the processes or activities that are most exposed to compliance risks associated with the Anti-Corruption Regulations, such as Chilean Law No. 20.393, which establishes criminal liability for legal entities, and the U.S. Foreign Corrupt Practices Act.

Along these lines, we have established and promote a set of regulatory elements that guide the actions of everyone who is part of SQM, including our employees and directors, as well as third parties. We have a Code of Ethics, Anti-Bribery and Anti-Corruption Policy, Free Competition Policy, and procedures regarding donations and contributions, business courtesies, and sponsorships and memberships. We also have procedures in place to regulate or engagement with public officials, as well as policies and procedures that involve engaging in due diligence processes in order to initiate new business relationships with external partners and for mergers or joint business.

In addition, we engage in ongoing monitoring of the processes and activities that are considered to pose a compliance risk through the execution of a monitoring plan designed to address the various risk-related activities developed in Chile and abroad.

In the context of the Ethics and Compliance Program, we have a **Crime Prevention Model** that was **certified through September 2023**. It sets forth the prevention, identification and response activities related to the crimes included in Chilean Law No. 20.393 and specifies the roles and responsibilities of the Crime Prevention Lead within the Company and those of all of the areas and individuals who participate in the execution of this Model. We are currently updating our Crime Prevention Model and Risk Matrices in order to comply with new legal requirements and the highest standards in the areas of ethics and corporate integrity.

We monitored our operations in Chile and abroad in 2023, conducting an exhaustive effort to verify that all of our operations are following our new Compliance Program.

We monitor our business relationships with suppliers and customers as well as the hiring of third parties that represent SQM before public and private entities. We also engage in an exhaustive review of our hiring practices and interactions with public officials.

Moreover, SQM has an internal audit area that is independent of its management and acts as a third line of defense.



Training

2,213
workers trained on Compliance matters of using all modes*

*In-person, online and through e-learning.

The Ethics and Compliance team offered various training activities in all of the Company's operations, including sales offices in Europe, Asia and the Americas.

New Employees

We offer a corporate orientation to new employees through training activities that expose them to our **Code of Ethics, Policies and Procedures** and our **Complaints Channel**.

New employee contracts include clauses regarding our Ethics and Compliance Program.

In addition, the Regulations on Order, Hygiene and Safety establish the obligations derived from the Crime Prevention Model, its mandatory nature, and employees' commitment to it.

Directors

100%
of SQM directors are familiar with and implement our Policies and Procedures

The Directors' Committee keeps the SQM S.A. Board of Directors informed of the progress made and activities related to our Compliance Program. This reportability is realized through joint sessions with the SQM S.A. Compliance Officer.

All Company directors have been trained on **ethics**, **reputation and risk culture**, **corporate governance and best practices**, and **risk management.**

Relationships with Third Parties

3,644
third parties were processed and analyzed so that they could initiate or restore business relations.

Relationships with third parties are subject to a due diligence process in which we analyze findings that determine the level of risk of the third party.

Third party intermediaries must undergo a due diligence process, be approved by the relevant units within the Company, and attend Corporate Compliance Program training. They also must incorporate clauses related to the program into their contracts.

International Anti-Corruption Day

The United Nations has called on all of its members to commemorate International Anti-Corruption Day since 2003. In this context, SQM has actively encouraged its internal and external employees and all of our business partners and local communities to recognize that corruption is an important issue and to engage in activities designed to prevent and eradicate it. Ethics and Compliance unit members traveled to Company operations and local communities, including Salar de Atacama, the Lithium Chemical Plant, Nueva Victoria, Iris, Coya Sur, María Elena, Tocopilla, Antofagasta and Santiago. In each location, they shared a message about our anti-corruption efforts and invited participants to be part of training and other activities led by the Ethics and Compliance team.

O CONTENT 2-15/ 2-23/ 2-24

Conflicts of Interest

The Conflict of Interest Policy is broadly disseminated and communicated within the Company. Through it, we encourage all employees to report any type of conflict of interest when they join the Company using a form. This process is repeated each time a new conflict arises.

We engage in publicity and communications efforts and provide a digital platform for conflict of interest statements that can be used any time that it is necessary to do so. Once a conflict of interest is reported, the Ethics and Compliance Area and the reporting party's supervisor must adopt the measures necessary to manage it, specifying the actions that must be monitored.

All of this activity is reported to the Directors' Committee on a regular basis, including its execution and completion.

Conflicts of interest that may arise for Directors due to their service on other boards, cross-shareholding and other activities is gathered annually through the Statement of Operations between Related Parties, which is handled by the Directors and Ethics and Compliance Area.

Note that our Code of Ethics and this policy also establish the procedure for identifying and handling a conflict of interest.

O CONTENT 415-1

In accordance with our Anti-Bribery and Anti-Corruption Policy, SQM prohibits making any type of donation to any political party or that might benefit a political party or one of their employees or candidates for public office. We constantly monitor this activity through the Ethics and Compliance Area. No contributions were made to political parties, candidates or any other organization of this nature in 2023.

We have committed to developing our operations and activities in accordance with the letter and spirit of all local and international laws and rules against corruption. These include, for example, Chilean laws on bribery and corruption and the law on criminal liability for legal entities of Chile (Law No. 20393), the Foreign Corrupt Practices Law (FCPA) of the United States, and similar laws applicable to our business in the countries where we operate.

We maintain our commitment to creating and maintaining a strong anti-corruption culture and to enforcing the laws that regulate our activities in Chile and abroad.

O CONTENT 2-23/ 2-24/ 2-25/ 2-26/ 3- 3

Our Code of Ethics and Reporting System

Our Code of Ethics sets forth the standards that we must follow when conducting business everywhere in the world. By complying with our code, we ensure that we are doing our job correctly with the right people and in a way that we are able to create value for our people, communities, business partners and shareholders. In addition, SQM has a Code of Conduct for Business Partners and a Responsible Sourcing Policy for SQM suppliers, which set the integrity standards that business partners must meet when conducting any business with us.

Our Code of Ethics is supported by related policies, procedures and financial controls, which together are an important part of our Ethics and Compliance Program. **Our program is based on a corporate culture of integrity and adherence to best practices.**

The full text of SQM's Code of Ethics is available on the company's website: **https://www.sqm.com/wp-content/uploads/2019/03/2.1.-SQM-Codigo-de-Etica_Espan%CC%83ol.pdf**

Acting ethically begins with the basic commitment of each of those who are part of SQM to the law and the values that guide the Company's actions: Excellence, Integrity, Safety and Sustainability.

Our Code and program apply to everyone equally; senior executives, directors, managers and full-time and part-time employees. It covers all of us, whether we work in Santiago, at a plant or site or abroad and whether they have been at the Company for years or it is their first day.

The SQM Code of Ethics is available in Spanish, English, Flemish and Mandarin, and its topics and scope are addressed in the training activities offered regularly by the Ethics and Compliance Unit.

Violations of the Code of Ethics and Ethics and Compliance Program are reported using formal support and reporting channels that are available to every SQM employee around the world, and to third parties, customers, suppliers, business partners and individuals who are not part of the organization.

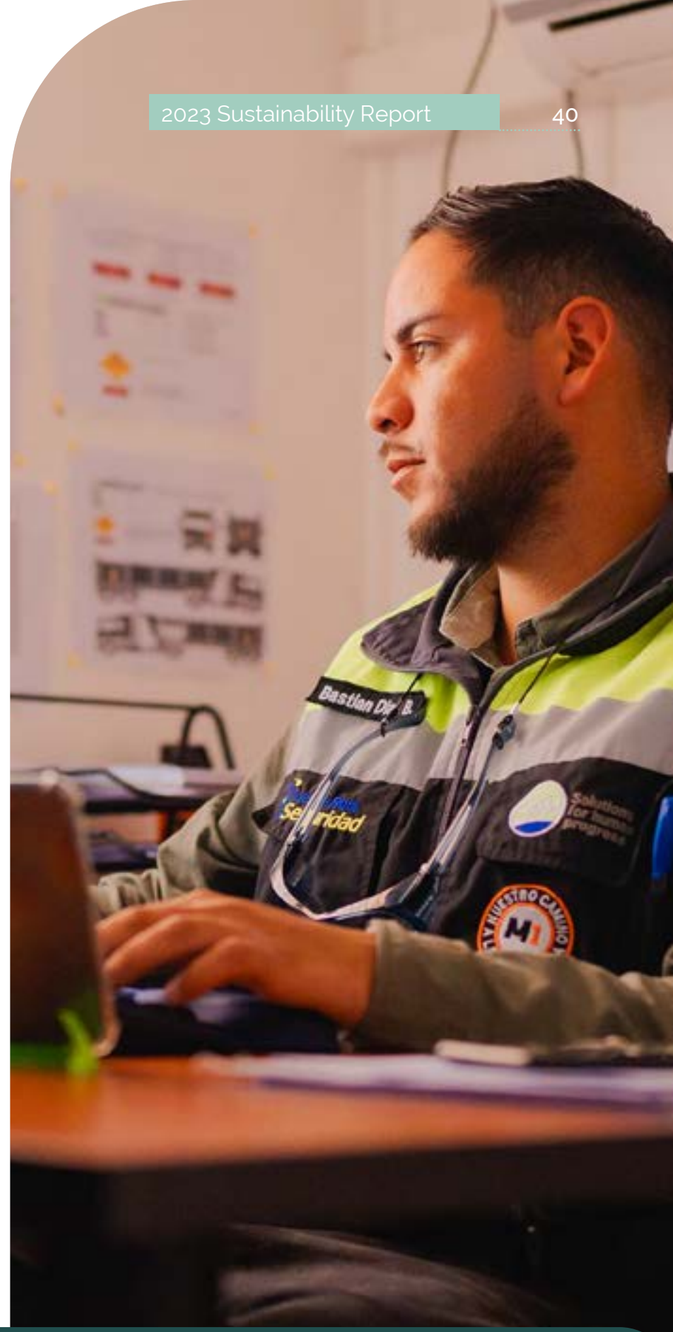
Our website and intranet offer direct access to the Complaint Channel so that employees and/or third parties can access it and file the respective reports. The formal channels are:

www.SQM.ethicspoint.com

Help line/
Direct line by location

Location	Free numbers
Chile	
Entel	800-360-312
Movistar	800-800-288
Claro	800-225-288
Belgium	0-800-100-10
United States	844-330-7095
Mexico	001-800-658-5454
Spain	900-99-0011
South Africa	0-800-99-0123
Ecuador	1-999-119
China (Shanghai)	10-811
China (Beijing)	108-888

Note: When a call is made, an operator will ask the reporting party for a code in order to proceed with the complaint.



In addition to encouraging employees to access the Corporate Complaint Channel, we offer them the opportunity to consult with the Ethics and Compliance Area on the various matters related to the program.

All reports are handled in a **confidential and private** manner.

Complaint Channel users can file reports under their name or anonymously when allowed under local law. Reporting parties may view and verify the status of their complaints directly and confidentially if they wish.

Any person who uses our channels in good faith is protected against retaliation. Retaliation can take many forms, including harassment, intimidation, degradation or the assignment of unwanted tasks as the result of filing a report. Such acts of retaliation constitute a violation of this Code and will be investigated and, if proven, punished.

A good faith report is one that the reporting party believes to be true or focuses on inappropriate behavior that they believe that very likely happened or is happening. Such a report is one that is not filed out of malice. A report does not necessarily have to be proven to be made in good faith, but the reporting party should believe that it reflects a genuine concern regarding possible improper conduct.

We received 184 complaints in 2023, 56% more than in 2022, when 118 complaints were received. During 2023, 73% of the complaints received were resolved within that same year. The rest continued to be subject to investigation and were resolved during the first semester of 2024.

The complaints received are classified as: conflict of interest, violation of SQM policy, discrimination or harassment, inappropriate conduct, fraud or theft, anti-corruption, etc. It is important to mention that the type of complaint is selected by the whistleblower when it is filed in the system based on the alternatives available.

All complaints were analyzed and addressed. Furthermore, 10% of the reports that were determined to be admissible and investigated resulted in disciplinary measures.

The disciplinary measures applied reflect the Regulations on Order, Health and Safety and range from retraining to termination of the employment contract. Local or public officials may impose sanctions such as fines and imprisonment in cases that involve crimes punishable under applicable legislation.

Number of Complaints Received through Ethicspoint (Consolidated)

	2021		2022		2023	
	No.	%	No.	%	No.	%
Resolved complaints	74	93.7%	99	83.9%	134	72.8%
Unresolved complaints	5	6.3%	19	16.1%	50	27.2%
Total	**79**	**100%**	**118**	**100%**	**184**	**100%**

Number of complaints received by division

LITHIUM DIVISION

86 Ethicspoint complaints

5 Complaints that resulted in disciplinary measures

IODINE AND PLANT NUTRITION DIVISION

98 Ethicspoint complaints

14 Complaints that resulted in disciplinary measures

Ethicspoint complaints

92 2019

91 2020

79 2021

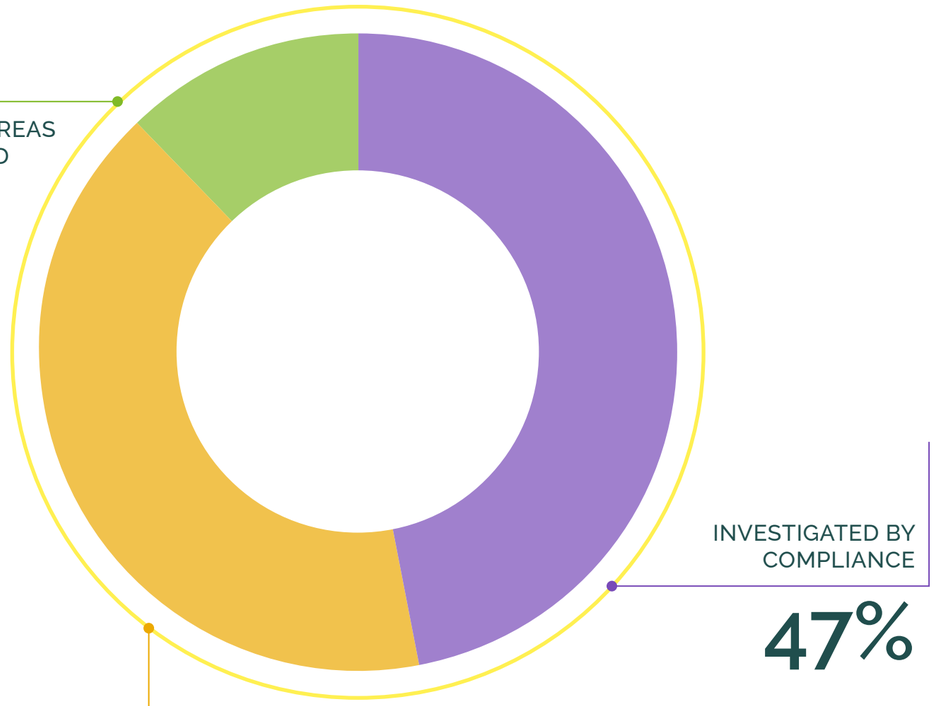
118 2022

184 2023

A total of 564 cases were filed between 2019 and late 2023.

O CONTENTS 205 -2/ 206-1

Investigation of 2023 Complaints



No legal actions related to anti-trust practices or practices related to monopoly laws involving free competition were filed.

A total of three anti-corruption complaints were filed in 2023. However, the investigations determined that no confirmed cases of corruption were identified, and no measures were taken.

100%
of the complaints were analyzed

134
complaints were resolved in 2023

19
complaints merited disciplinary measures

	2022		2023	
	No.	%	No.	%
Conflicts of interest	9	8%	9	4%
Violation of SQM policy	13	11%	7	3%
Discrimination or harassment	22	18%	45	25%
Inappropriate behavior	41	35%	58	32%
Fraud or theft	2	2%	4	2%
Anti-corruption	2	2%	3	2%
Other	29	24%	58	32%
Total	**118**	**100%**	**184**	**100%**

O CONTENT 2-25/ 3-3/ 406-1

Preventing All Forms of Harassment

At SQM, respect for each person's dignity involves preventing and combating any form of harassment in the workplace. This includes any expression that includes insults, disrespectful expressions, hostility, humiliating or offensive behavior, inappropriate physical contact and intimidating actions meant to humiliate an individual or group or create a hostile workplace.

The internal regulations that govern all SQM employees prohibit all forms of harassment, including bullying and sexual harassment.

We focus on the following areas in order to ensure that these commitments are respected:

- Development of a standardized confidential investigation procedure.
- Availability and operation of an anonymous, confidential complaints channel that prevents retaliation. This mechanism is available to all employees and is managed by an independent firm that specializes in this area.
- Development of awareness and education plans and programs within the Company to prevent and eradicate any act or culture of harassment.

We hire, promote, recruit and make decisions based on the individual's aptitude for the role. We do not discriminate against anyone based on their age, race, religion, gender, nationality, sexual orientation or other characteristics protected under anti-discrimination laws. We treat everyone with the same level of respect.

It is worth highlighting that we received 38 complaints through the Complaint Channel regarding discrimination and/or harassment in 2023, which is 73% more than the previous period. Two of these resulted in reparations plans, 19 were concluded without reparations plans, and the rest remain under investigation. However, the investigations conducted allowed us to confirm that there was no discrimination in any of these cases. Discrimination is defined as differential and prejudicial treatment based on a person's race, sex, political ideas, religion or similar characteristics.

Also during 2023, the Human Resources Area received two complaints of sexual harassment. One was investigated by the Labor Directorate. Four complaints for workplace harassment were filed, and all of the results were reported to the Labor Directorate.

Risk Management

O CONTENT 2-23/ 2-24

Our Risk Management Area is responsible for promoting the Company's risk culture, handling the Risk Management Model and providing methodological support to the various areas that participate in the process. Its main responsibilities include:

Evaluating and monitoring the activities of the business areas, identifying, evaluating, addressing, monitoring and communicating business risks and related controls.

Providing risk management training, mainly for the areas that manage critical processes.

Providing methodological support to the different areas that participate in risk management regarding the application of the Corporate Risk Management Policy and Procedure.

Establishing an annual work plan related to risk management. The plan must consider the information and assessment provided by the various areas that participate in risk management, monitoring the activities developed by said areas, updating the identification and assessment of risks, and engaging in training or dissemination activities.

Ensuring the efficient application of the risk management methodology, adhering to the organization's policies, standards, manuals and procedures.

Ensuring that responsible parties adequately implement action plans regarding critical risks.

Facilitating and coordinating processes to identify, assess, analyze and monitor critical risks with business areas.

Periodically reporting to the Directors'/ Audit and Financial Risk Committee. Said report must contain -at least- the efforts made (including identification, assessment and action plans) with regard to critical risks and processes.



Risk Management Model

Based on corporate policy in this area, the Company's Risk Management Model consists of a methodology that establishes a process aligned with the principles and guidelines of ISO Standard 31000 and COSO ERM (the Committee of Sponsoring Organizations of the Treadway). These establish a set of coordinated activities to direct and reasonably control the achievement of its objectives.

The risk management process can be subdivided into the following stages:



Risk assessment consists of identifying two aspects of each risk: its likelihood and the impact that it would have on the Company if it materialized. Risk assessment is based on the inherent risk, and involves documenting the impact and likelihood if controls are not used to mediate a risk or if they fail to work properly. It also includes the residual risk, which is based on the mitigation measures that the areas identify.

Likelihood and impact are rated on a scale of 1 to 5, with 1 being the lowest score. The impact can be insignificant, minor, moderate, high or very high. The likelihood can be improbable, not very likely, possible, likely or almost certain. If an undesired event could have more than one type of consequence, the impact is determined on the basis of the highest consequence.

The risk level is determined by weighting the impact and likelihood. A 5 x 5 matrix is used with 25 levels of risk. For simplicity, these are divided into four main categories: Extreme (red), Significant (orange), Moderate (yellow) and Low (green).

The Risk Owner is identified in an effort to adequately manage each risk. In addition to risk assessment, the area identifies the Control Activities that it has implemented. This allows the Risk Management Area and owner of the control to identify specific controls for each risk.

When the assessment is complete, and after identifying the controls, the Risk Management Area sends the risk matrix to each area for management and oversight, including the identifying controls.

Separate from that effort, each area is responsible for updating its matrix and correctly managing the application of the controls. Each area much also inform the Risk Management Area if a risk that was identified has materialized or a significant change in the matrix has developed.

Corporate Governance

O CONTENT 2-9/ 2-10/ 2-12/ 2-13/ 2-16/ 2-17/ 2-18/ 2-19/ 2-20

SQM has a Corporate Governance Model whose structure is described in the Corporate Governance Policy, which is the frame of reference for the directors. It is not a set of legal obligations, because this policy is subject to change over time based on the decisions of the Board and legal dispositions. It was last updated in October 2022.

Our Sustainability, Ethics and Human Rights Policy and the commitments arising from it involve all of the Company's areas of influence. It is led by the Board and involves employees, including contractors, shareholders, our supply chain, customers and the communities and territories where our operations are located.

The SQM Board is comprised of eight members, seven of whom are elected by Series A shareholders, and one of whom is elected by the Series[1]B shareholders. The Chair is elected based on an absolute majority of the members, and he or she may not be a company executive. This practice has been in place for more than ten years.

Furthermore, no director holds an executive position with SQM. The average term for directors is four years.

The Board is elected by the shareholders, and its members are expected to have at least the qualifications of integrity, time available to meet the responsibilities of the position, and the capacity to evaluate the company's challenges and opportunities in a critical and strategic manner.

The Board should have an adequate combination of knowledge, experience and skills as well as diversity, which favors its effectiveness and overall performance. If the Board nominates a new member due to a vacancy prior to a shareholders meeting, it is suggested that the Board follow these same diversity principles in this nomination. They also receive training on corruption risks, the Ethics Program, compliance and free competition risks with the Risk Management and Compliance Officer, and their participation is certified.

We have promoted non-discrimination and diversity as a fundamental value. Given the role of the Board in the Company, we suggest that our shareholders consider the following principles when nominating candidates for the Board:

Directors **must uphold high standards while carrying out their duties** and must have appropriate skills and experience always focused on creating greater value for the Company and its environment.

The position of **the person to be chosen may be oriented towards various complementary perspectives**, such as experience, professional training, creed, nationality or gender, avoiding any form of discrimination.

A candidate must be chosen based on their capacity, experience, solidity, ethical behavior and personal qualities in their field of expertise, which may translate into effective performance on the Board.

The Board generally maintains an attendance minimum based on Article 13 of its bylaws. If a director misses three consecutive sessions for reasons that the Board deems sufficient, he or she will cease to fully exercise their position and will be replaced without further procedures. The Board met 27 times in 2023, holding 13 regular sessions and 14 extraordinary sessions. No director attended less than 85% of the regular meetings. Average attendance for directors was 97%.

Directors may directly contact the Chief Executive Officer or senior executives at any time to discuss matters related to SQM's business. In addition, the Board expects to have frequent opportunities to meet with the Chief Executive Officer and senior executives during board meetings, committee meetings and any other formal or informal space.

The Board has an annual work plan that is approved once each year. Each month, the executives have the opportunity to bring additional topics beyond the work plan to the board meeting. This allows them to convey critical concerns to the entity's highest ranking entity.

Once a year, the Board analyzes its processes and performance through an assessment designed to promote efficiency and continuous improvement. The Board Assessment was conducted by the Instituto de Directores de Chile in 2023. Over the course of the year, the Board was trained and had access to specialists in various areas so that they could receive additional training on topics as needed. For example, in 2023, the Board hosted exports on topics such as free competition and the new financial crimes law.

1. Series A shareholders have the privilege of being able to exclude the director elected by Series B shareholders from the voting process to elect the Board chairman and following the person elected through a tie that allows for that exclusion to take place. Each Series A and B share has the same right to share any dividend announced based on the SQM share capital in circulation. The Series A and B shares are listed on Santiago Exchange and the Santiago Electronic Stock Exchange. The ADRs that represent Series B shares have been traded on the New York Stock Exchange since September 20, 1993.

In an effort to identify and reduce organizational, social or cultural barriers that may inhibit the natural diversity of capacities, visions, characteristics and conditions that would exist without said barriers, this area is analyzed on an ongoing basis in order to ensure that the Board represents multiple perspectives and greater experience in order to examine and address the matters under its purview.

One of the responsibilities assigned to the Company's Safety, Health and Environment Committee, which operates at the Board level, is ensuring that this goal is met.

The Board also approves the Code of Ethics, which describes the Company's values and addresses aspects such as the work of the directors and employees, definitions of what is considered to be a conflict of interest, and Ethics and Compliance Program policies and procedures. The Code of Ethics is reviewed annually. Furthermore, trainings are held at least once per to year for directors on corruption risks, the Ethics and Compliance Program and free competition.

Impacts related to communities, health, safety and the environment are addressed in detail by the Safety, Health and Environment Committee, as they are of special interest to the Board. This committee helps the Board with changes to its policies, sustainability strategy and supervision of the company's performance in this area. The Board evaluates environmental and health-related issues in the context of this committee at least four times each year.

We note that economic issues are assessed at least once per month during each Board meeting.

In the organization, both the Chief Executive Officer and other senior executives take on responsibilities related to economic, environmental and social matters depending on their position. The Board is responsible for hiring and evaluating the Chief Executive Officer and senior executives. It also identifies potential replacements for these individuals annually. All such candidates must have the appropriate experience and conditions for each position. This ensures that there will be a replacement for the Chief Executive Officer.

Board compensation is proposed and approved at the annual Shareholders' Meetings. Shareholders approved the following monthly compensation for Company directors and the members of its committees by a wide margin at the April 26 Regular Shareholders' Meeting. They also set the minimum spending on business activities for 2023: 800 UF for the Chairman; 700 UF for the Vice Chairman; 600 UF for all other directors; 200 UF for directors who serve on the Directors' Committee or Auditing and Financial Risk Committee; and 100 UF for directors serving on the Safety, Health and Environment and Corporate Governance Committees. They also received variable compensation based on a percentage of the fiscal year profits.

Variable compensation for 2023 is based on the 2023 fiscal year profits. The amount of the variable compensation set for 2023 will be limited to 110% of the amount paid to directors for variable compensation in 2022. The aforementioned fixed and variable quantities shall not be challenged and those expressed as percentages shall be paid immediately after the respective Ordinary Shareholders' Meeting at which SQM shareholders approve the Balance Sheet, Financial Statements, Account Inspectors' Report and External Auditors' Report for the respective fiscal year.

SQM's Chief Executive Officer and senior executives have a salary composition based on an annual performance bonus that considers goals met and the level of individual contribution to the company's results. These incentives are structured as a minimum and maximum number of gross monthly salaries and are paid once a year. There are also retention bonuses for Company executives.

The amount of these bonuses is linked to the price of the Company's shares and is paid in cash during the year.

O CONTENT 2-9/ 2-10/ 2-12/ 2-13/ 2-14/ 2-16

Directors' Committees

The Board is responsible for managing the Company under Chilean Law No. 18.146. It may delegate some of its responsibilities to the committees.

Board committees are tasked with assisting and counseling the Board in their decisions about topics such as: safety, health, the environment, policies, overseeing and reporting on financial information. Each committee is comprised of three directors.



The Company has the following Directors' Committees:

Directors' Committee / Audit and Financial Risk Committee

To determine its composition, the requirements of independence that apply under Chilean regulations and New York Stock Exchange (NYSE) regulations must be considered. The objective of this committee is to help the Board fulfill its duties with respect to control and financial reporting matters. The committee works to control the Company's maximum exposure to financial risk in accordance with established policies.

Corporate Governance Committee

The purpose of the Corporate Governance Committee is to assist the Board in fulfilling its duties by reviewing and recommending policies related to corporate governance matters affecting the Company.

Health, Safety and Environment Committee

The Health, Safety and Environment Committee reviews the policies, changes and improvements related to social issues, safety, health and the environment. It reports its conclusions to the Board. It is also responsible for reviewing and approving the Sustainability Report each year.

In the context of the issues addressed by the HSE Committee, this space for dialogue between senior SQM administration and representatives of communities and workers is meant to facilitate the exchange of perspectives on issues such as: the Sustainability Plan, occupational health and safety, environmental plans, and community relations.

The HSE committee is comprised of Board members, the CEO, and other members of SQM's senior management who have expressed interest in it as well as the vice presidents of operations in the respective expanded committees and other executives that the HSE Committee chairman deems necessary.

One or more representative from communities near SQM operations and one or more worker representative (union, joint committee or other body) will also be invited to attend each meeting.

The Secretary of the Expanded HSE Committee is responsible for preparing the agenda and minutes and for inviting external parties.

CONTENT 2-9/ 405-1

Board Composition

Directors by gender

7
Directors

87.5%

1
Director

12.5%

Directors by age range

2
30-40

1
41-50

2
51-60

3
Over 60

Directors by years of service

5
Less than 3 years

1
3 to 6 years

2
6 to 9 years

Directors by nationality

4
Chilean

1
Australian

1
Swiss

1
Chinese

1
Spanish

O CONTENT 2-11

Board of Directors

Board through December 31, 2023.



Gonzalo Guerrero Yamamoto

Chairman of the Board



Patricio Contesse Fica

Vice Chairman of the Board
Independent Director per NYSE regulations



Hernán Büchi Buc

Permanent Director
Independent Director per NYSE regulations



Antonio Gil Nievas

Permanent Director
Independent Director per NYSE regulations and Chilean law



Gina Ocqueteau Tacchini

Permanent Director
Independent Director per NYSE regulations and Chilean law



Ashley Ozols

Permanent Director
Independent Director per NYSE regulations



Antonio Schneider Chaigneau

Permanent Director
Independent Director per NYSE regulations



Tieying Xu

Permanent Director
Independent Director per NYSE regulations



Gonzalo Guerrero Yamamoto

Chairman of the SQM S.A. Board of Directors and member of the Health, Safety and Environment Committee

10.581.580-8
Chilean
Appointed in: April 2023

Mr. Guerrero Yamamoto is an attorney with a law degree from Universidad de Chile and an MBL from Universidad Adolfo Ibáñez. In addition to his role at SQM, he is currently the Chairman of the Board at SQM Salar S.A., a delegate Board member for SONAMI; President of the Foundation for Social and Heritage Development in María Elena; a Board member for ICARE; an elective Board member of SOFOFA; President of the Chile/Australia Business Council; and Director of SOFOFA HUB.



Patricio Contesse Fica

Vice Chairman of the Board and member of the Corporate Governance Committee and Health, Safety and Environment Committee

15.315.085-0
Chilean
Appointed in: April 2023

He earned a law degree from Pontificia Universidad Católica de Chile. Contesse previously served as a member of SQM's Board of Directors from 2013 to 2015. He has worked as a senior executive at Grupo Pampa (2011-2021), and currently serves as the Vice Chairman of the Board of those companies. He specializes in regulatory matters and corporate governance.



Hernán Büchi Buc

Permanent Director and Member of the Corporate Governance Committee

5.718.666-6
Swiss
Appointed in: April 2023

Civil Engineer, Universidad de Chile. Mr. Büchi served on the Board for several years until 2016 and then rejoined the entity in 2017. During his career, he advised various Latin American, Eastern European and Asian governments on the design and implementation of economic policies. He was a public official in Chile, serving as Undersecretary of Economics (1979-1980) and Treasury Minister (1985-1989). He is currently on the boards of Quiñenco S.A. and other firms. He also chairs the Management Council at Universidad del Desarrollo. In addition to his familiarity with a wide range of industries, he has expertise in finance, corporate governance, regulations and public policy.



Antonio Gil Nievas

Permanent Director and Member of the Board Committee

23.605.789-5
Spanish
Appointed in: April 2023

Industrial Engineer with a degree from the Higher Technical School of Engineering (ICAI) at Universidad Pontificia Comillas in Spain and an MBA from Harvard University. He also completed the Stanford Executive Program. Mr. Gil has over 25 years of experience in strategic leadership roles, risk management, management, financial matters and investment at the global, European and Latin American levels. He is currently a Director for Latam Airlines Group. He previously served as CEO of Moneda Asset Management, Vice President of ACAFI, Managing Director, Global CFO and member of global executive committees of various global business at JPMorgan, and was a strategic consultant for BCG in Spain. Mr. Gil focuses on finance, regulatory matters and corporate governance.



Gina Ocqueteau Tacchini

Permanent Director and Member of the Board Committee

8.431.507-9
Chilean
Appointed in: April 2023

Ms. Ocqueteau completed a nursing degree at Universidad de Chile and an MBA at ESADE Business School . She has over 30 years of experience in various ACHS divisions. She is currently the Director of the Asia Pacific Business Chamber, Fundación Imagen Chile and UDD Ventures. Ms. Ocqueteau is a Board member with Chile Mujeres, an instructor for BOW Business Women, Vice President of Unión Emprendedora, a founding partner of Crosscheck and General Manager of Waygroup Chile. Over the course of her career, she has accumulated broad experience in risk management, security and cybersecurity. She has served as a director at ASECH and was a member of the Advisory Council to the Ministry of Women and Gender Equity in 2021. Her focus areas include corporate governance, sustainable development and community engagement.



Ashley Ozols

Permanent Director and Member of the Board Committee

48.218.888-5
Australian
Appointed in: April 2023

CFA charterholder with a degree in Business from University of New South Wales Sydney. Mr. Ozols has vast experience in international business, specializing in strategic and financial advising for US, Australian and Asian customers. He worked for various investment banks including Macquarie Group, Grant Samuel and CLSA between 2003 and 2017. Between 2017 and the start of his role as an SQM Director, he worked at Tianqi Lithium as an executive focused on corporate development. He is also knowledgeable about regulatory and corporate governance matters.



Antonio Schneider Chaigneau

Permanent Director and Member of the Safety, Health and Environment Committee

6.027.199-2
Chilean
Appointed in: April 2023

Economist with an undergraduate degree from Universidad de Chile and a doctorate from The New School (New York). He has worked in the cosmetics, forestry product, salmon and feed farming, fruit for export and food product industries. He has broad experience with risk management, corporate governance, regulations and public policy. Mr. Schneider served as a director with entities such as Invertec-Foods, Pesquera Yadran, ChileFoods, Indura Perú, Salmonfood and BancoEstado.

Note: Directors as of April 25, 2024. His replacement, Georges De Bourguignon Arndt, took office during the shareholders' meeting held on the same date.



Tieying Xu

Permanent Director and Member of the Corporate Governance Committee

48.224.251-0
Chinese
Appointed in: April 2023

Mr. Xu earned a doctorate in Law at Università degli studi di Roma Tor Vergata, Italy. He studied at the institution's Centro di Studi Giuridici Latinoamericani. He also holds a certificate in Legal Professional Qualifications from the People's Republic of China. Mr. Xu is currently an Associate Professor at Sichuan University (China). His specialties are Civil and Commercial Law. He also has written several publications and books on civil and commercial law. Mr. Xu is knowledgeable in the fields of corporate governance and regulatory matters.

O CONTENT 2-9

Senior Management



Ricardo Ramos R.
General Manager

Civil Industrial Engineer
Taxpayer ID number: 8.037.690-1



Gonzalo Aguirre T.
General Counsel

Attorney
Taxpayer ID number: 13.441.419-7



Natalia Pizarro G.
Vice President of People and Performance

Civil Engineer
Taxpayer ID number: 14.167.897-3



Pablo Altimiras C.
Executive VP Nitrates & Iodine

Civil Industrial Engineer
Taxpayer ID number: 13.657.862-6



José Miguel Berguño C.
Senior VP Corporate Services

Civil Industrial Engineer
Taxpayer ID number: 10.903.992-6



Rodrigo Vera D.
Vice President of Mining Operations

Civil Industrial Engineer
Taxpayer ID number: 9.120.446-0



Carlos Díaz O.
Executive VP Lithium

Civil Industrial Engineer
Taxpayer ID number: 10.476.287-5



Gerardo Illanes G.
Chief Financial Officer (CFO)

Civil Industrial Engineer
Taxpayer ID number: 13.904.120-8



Ignacia López B.
Corporate Affairs Manager

Journalist
Taxpayer ID number: 10.777.962-0

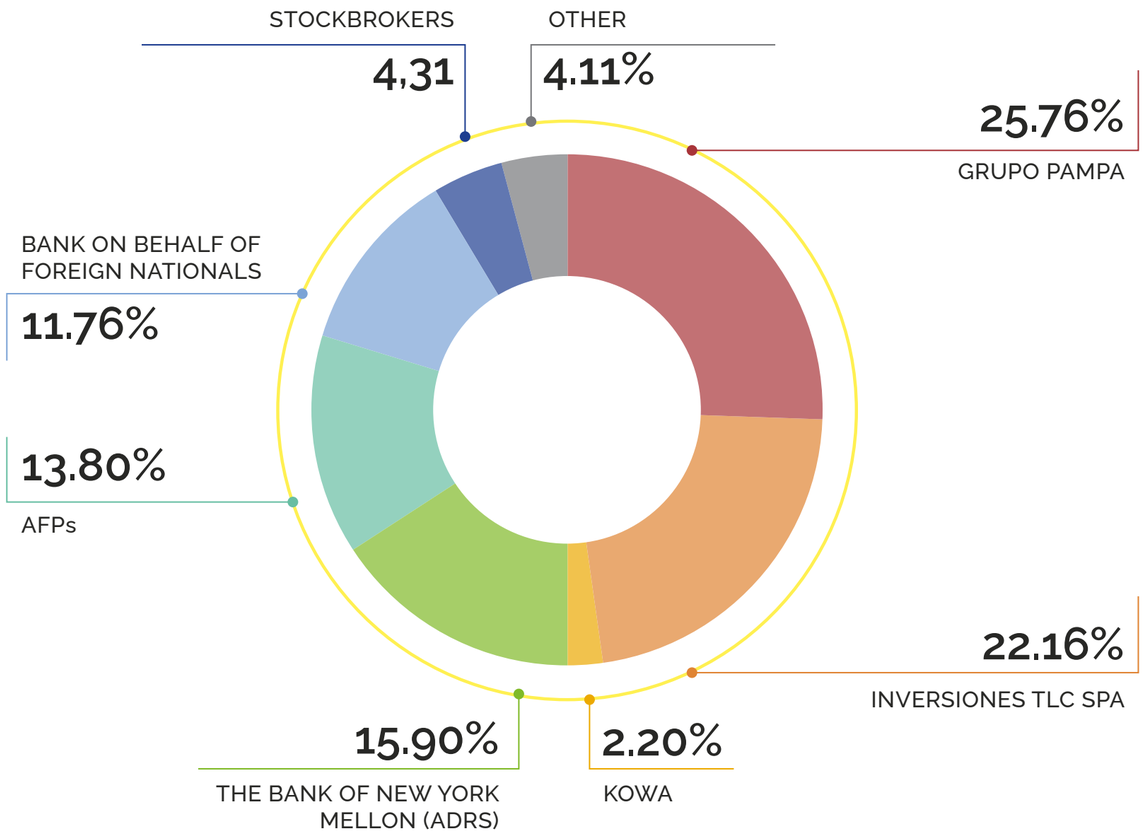
Note: Senior Management registered with the Chilean Financial Market Commission (Comisión para el Mercado Financiero).

Main Shareholders by Ownership

SQM S.A. is a publicly traded corporation with shares listed on the Santiago, Chile and New York, U.S. stock exchanges. The figure below represents the ownership and main shareholder groups as of December 31, 2023.

The Company had US$ 1,577,385,979 in capital in 142,819,552 Series A shares and 142,818,904 Series B shares as of December 31, 2023. Those shares are nominative, have no nominal value and are issued, subscribed and paid-in. The Company had 1,327 shareholders for both Series A and Series B as of December 31, 2023.

For Series A and Series B shares, one vote is allowed per share, with a total of 285,638,456 shares in 2023.



COMPANY CAPITAL

US$ 1,577,385,979

SERIES A AND B SHARES

142,819,552
Series A shares

142,818,904
Series B Shares

Our Financial Performance

O CONTENT 2-6/ 3-3

Over the course of 2023, SQM reported income of US$ 2.019 billion, compared to the US$ 3.914 billion reported during the same period the previous year. The gross margin totaled US$ 3.075 billion for the 12 months ending December 31, 2023. This number is lower than the US$ 5.7366 billion recorded for the 12 months ending December 31, 2022. Our total revenue for the 12 months ending December 31, 2023 was US $7.468 billion, which represents a 30.3% decrease from the US$10.71 billion reported in 2022.

Financial Summary (ThUS$)

	2019	2020	2021	2022	2023
Current assets	2,682,166	2,569,258	4,586,095	6,991,509	5,866,141
Non-current assets*/	2,001,985	2,249,205	2,594,106	3,827,592	5,839,429
Total assets*/	**4,684,151**	**4,818,463**	**7,180,201**	**10,819,101**	**11,705,570**
Current liabilities	776,812	475,882	991,709	3,051,547	2,351,133
Non-current liabilities*/	1,772,867	2,180,003	2,972,521	2,835,553	3,787,532
Equity	2,134,472	2,162,578	3,215,971	4,932,001	5,566,905
Liabilities and equity*/	**4,684,151**	**4,818,463**	**7,180,201**	**10,819,101**	**11,705,570**

	2019	2020	2021	2022	2023
Net profit	280,603	168,359	592,205	3,914,284	2,019,743
Cash balances	588,530	509,102	1,515,051	2,655,236	1,041,369
Earnings per share (US$ per share)	1.06	0.63	2.05	13.67	7.05
Income taxes paid	173,319	200,624	142,730	1,648,668	2,309,640
EBITDA	668,912	524,650	1,140,086	5,817,605	3,226,202
Adjusted EBITDA	644,223	579,765	1,185,453	5,838,439	3,180,071

*/ The 2021 information was updated based on the Company's 2022 Consolidated Financial Statements.

In 2023, our income from **lithium** sales totaled US$ 5.1801 billion, representing 69.4% of the total income. This represents a 36.5% decreased compared to the US$ 8.1529 billion observed in 2022 due to lower average prices, which were partially offset by higher sales volume over the course of the year. Our total sales volumes increased by approximately 8.4% in 2023.

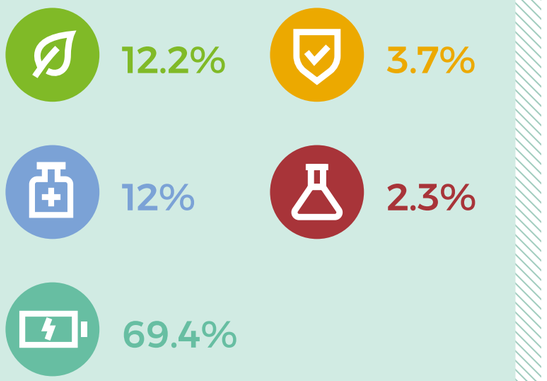
Income from **specialty plant nutrients** decreased to US$ 9.139 billion in 2023, representing 12.2% of our total income from the year and a 22% decrease compared to 2022 sales, which totaled US$ 1.1723 billion.

Sales of **iodine and derivatives** generated approximately US$ 892.2 million in income in 2023. This represents 11.9% of the Company's total income and an 18.3% increase over the US$ 754.3 million observed in 2022. This increase was mainly due to slightly higher sales volumes and higher average prices during 2023. Our sales volumes increased by approximately 2.7% in 2023.

Company income from **potassium chloride and potassium sulfate** totaled US$ 279.1 million, representing 3.7% of total sales. This is 36.2% lower than 2022 due to significantly lower prices, which were partially offset by higher sales volumes over the course of the year. Overall, sales were approximately 13% higher in 2023 than the sales volumes reported in 2022.

In the area of **industrial chemicals**, income totaled US$ 175.2 million, which represents 2.3% of our total income for that year and a 6.1% increase over the US$ 165.2 million observed in 2022 due to higher sales volumes in this business line, which offset lower sale prices. Sales volumes increased 22.8% in 2023 over the sales volumes reported the previous year.

Share of sales by business line



Revenue by business line

Business lines	2022		2023	
	ThUS$	%	ThUS$	%
Specialty plant nutrition	1,172,334	11.0%	913,912	12.2%
Iodine and derivatives	754,339	7.0%	892,151	12.0%
Lithium and derivatives	8,152,939	76.1%	5,180,114	69.4%
Potassium	437,180	4.1%	279,050	3.7%
Industrial chemicals	165,200	1.5%	175,223	2.3%
Other	28,586	0.3%	27,040	0.4%
Total	**10,710,578**	**100%**	**7,467,490**	**100%**

Sales by market

Market	2022		2023	
	ThUS$	%	ThUS$	%
Chile	223,148	2%	169,681	2%
Latin America and the Caribbean	339,941	3%	210,299	3%
Europe	932,558	9%	828,112	11%
North America	914,187	8%	783,611	11%
Asia and other markets	8,300,744	78%	5,475,787	73%
Total Sales	**10,710,578**	**100%**	**7,467,490**	**100%**

O CONTENT 2-6

Competition and Market Share

In 2023, Chile, Argentina and China led lithium production from brine. The countries that produced the most lithium from minerals were Australia and also China. Other important lithium producers include Brazil and Zimbabwe. Our market share was 18% in 2023. Our main competitors in the lithium market are listed below with their market share (%): Albemarle (17%), Jiangxi Ganfeng Lithium Co (8%), Tianqi Lithium Corp. (7%), Allkem (4%) and Arcadium Lithium Corp. (4%).

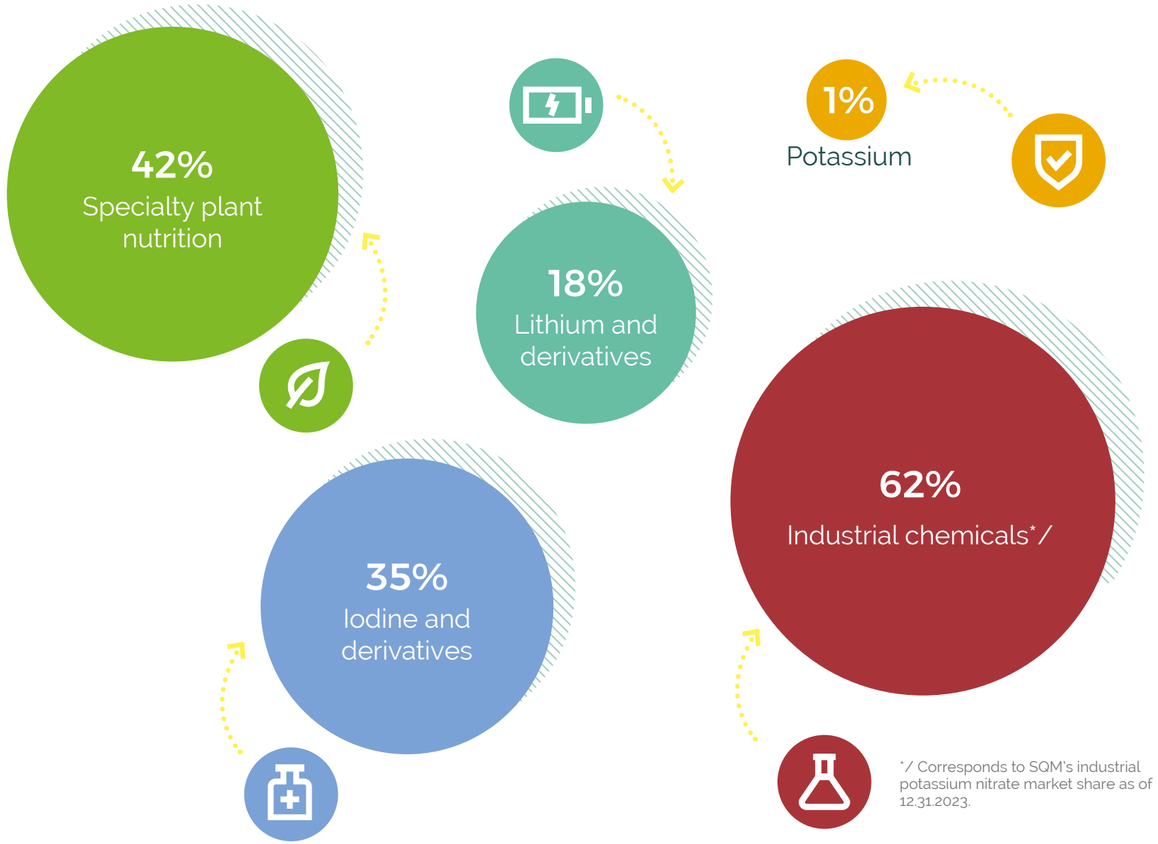
Sales from our specialty plant nutrition business line represented approximately 42% of global agricultural potassium nitrate sales. Our main competitor in the 100% soluble potassium nitrate market is Haifa Chemicals Ltd. ("Haifa") in Israel. We estimate that agricultural potassium nitrate sales by Haifa represent approximately 20% of total global sales (excluding sales by Chinese producers in their internal market).

In regard to iodine, five Chilean companies represented approximately 57% of global sales in 2023, including SQM with approximately 35%. The other four producers together represent the remaining 22%. The other Chilean producers are Atacama Chemical S.A.C. (Cosayach), controlled by the Chilean holding company Inverraz S.A.; ACF Minera S.A., which is owned by the Urruticoechea family of Chile; Algorta Norte S.A., a company jointly owned by ACF Minera S.A. and Toyota Tsusho; and Atacama Minerals, which is owned by the Chinese company Tewoo.

We were responsible for approximately 1% of global potassium chloride sales in 2023. Our main competitors are Nutrien, Uralkali, Belaruskali and Mosaic. The competition achieved the following market share in 2023 (approximate figures): Nutrien, 21% of global sales; Uralkali, 15%; Mosaic, 13%; and Belaruskali, 10% of global sales.

We are one of the largest producers of industrial sodium nitrate and potassium nitrate in the world. In 2023, our estimated market share by volume for industrial potassium nitrate was 62%. It was 44% for industrial sodium nitrate, excluding internal demand in China and India. Our main competitors in the industrial potassium nitrate business are Haifa Chemicals (with an 8% market share in 2023), Kemapco (representing 4% of global sales), and several Chinese producers (with a 7% market share in 2023).

Market Share



*/ Corresponds to SQM's industrial potassium nitrate market share as of 12.31.2023.

O CONTENTS 3-3/ 201-1

Direct Economic Value Generated and Distributed

Based on Consolidated Income Statements

	2019	2020	2021	2022	2023
	(ThUS$)	(ThUS$)	(ThUS$)	(ThUS$)	(ThUS$)
Sales revenue	1,943,655	1,817,191	2,862,315	10,710,578	7,467,490
Financial income	36,075	22,655	4,433	50,407	122,928
Other income	17,161	31,577	30,684	30,130	38,896
Total economic value generated	**1,996,891**	**1,871,423**	**2,897,432**	**10,791,115**	**7,629,314**
Operating costs	1,179,780	1,107,176	1,512,898	4,575,704	3,826,085
Other administrative expenses and costs	83,303	156,790	121,584	154,902	193,715
Finance costs / expenses	79,108	86,622	101,867	112,051	160,695
Wages and benefits	238,748	234,108	272,323	372,457	384,422
Community investment	8,347	31,692	16,411	45,325	210,354
Environmental spending / investments	16,983	16,497	31,128	44,180	47,025
Taxes	110,019	70,179	249,016	1,572,212	787,275
Total economic value distributed	**1,716,288**	**1,703,064**	**2,305,227**	**6,876,831**	**5,609,571**

Note: Community investment includes direct investment (donations and management), contribution based on the CORFO agreement with municipalities and the regional government of Antofagasta, and the contribution to CORFO for R+D.

Economic value retained	**280,603**	**168,359**	**592,205**	**3,914,284**	**2,019,743**

Based on Consolidated Statements of Cash Flows

	2019	2020	2021	2022	2023
	(ThUS$)	(ThUS$)	(ThUS$)	(ThUS$)	(ThUS$)
Sales revenue	2,044,746	1,940,720	2,705,250	10,954,251	8,162,698
Financial income	40,258	22,433	16,738	94,352	130,714
Other income	123,634	305,590	119,983	121,288	13,470
Long-term loans	450,000	400,000	700,000	260,000	2,065,000
Capital increase	0	0	1,100,257	0	0
Total economic value generated	**2,658,638**	**2,668,743**	**4,642,228**	**11,429,891**	**10,371,882**
Operating costs	1,258,874	1,310,158	1,515,002	5,003,973	4,985,131
Other administrative expenses and costs	542,736	443,165	1,085,339	986,412	1,896,544
Finance costs / expenses	85,414	361,739	106,473	135,511	669,310
Dividends paid	329,787	221,995	571,702	2,238,381	1,471,035
Wages and benefits	195,782	161,862	151,381	162,216	394,714
Community investment	8,347	31,692	16,411	45,325	210,354
Environmental spending / investments	16,983	16,497	31,128	44,180	47,025
Taxes	173,319	200,624	142,730	1,648,668	2,309,640
Total economic value distributed	**2,611,242**	**2,747,732**	**3,620,166**	**10,264,666**	**11,983,753**

Note: Community investment includes direct investment (donations and management), contribution based on the CORFO agreement with municipalities and the regional government of Antofagasta, and the contribution to CORFO for R+D.

Economic value retained	**47,396**	**-78,989**	**1,022,062**	**1,165,225**	**-1,611,871**

O CONTENT 2-4/ 2-27/ 201-4

Government Financial Assistance

	2019	2020	2021	2022	2023
	(ThUS$)	(ThUS$)	(ThUS$)	(ThUS$)	(ThUS$)
SENCE	1,276	1,253	1,280	1,599	1,947
Tax credit for donations	771	369	725	1,591	2,830
Mining licenses	326	22	25	25	33
Fixed asset credit	133	108	70	109	114
Payments per Absorbed Profits (PPUA)	914	2,685	26,905	0	1,890
Foreign-source credit	0	222	0	0	0
Total	**3,420**	**4,659**	**29,005**	**3,324**	**6,814**

N/D: No data available as of the date of publication of this report.
Note: Values from 2022, 2021, 2020 and 2019 were updated based on the respective tax filings.

Note that MUS$ 1.2 were paid in tax penalties in 2023.



05

Our Employees



Our Employees

People are the center and foundation of our work. For this reason, we promote labor relations based on respect, creating the conditions necessary to allow each person to develop their abilities. At SQM, we value meritocracy and promote equality of opportunities, inclusion and diversity, non-discrimination and respect for individual and collective human and labor rights as set out in the main tools of the International Labour Organization and the applicable legislature in each of the countries in which we develop our operations.



Our Commitment to Our Employees

O CONTENT 2-25/ 3-3

Flatly rejecting any type of child, forced or other labor that involves any type of slavery and making this principle enforceable throughout our supply chain..

Respecting the **right to freedom and the right to association of our workers**, seeking to create spaces of informed and transparent dialogue that allow mutually beneficial agreements to be reached.

Promoting a **corporate culture that affirms diversity, inclusion, non-discrimination, respectful treatment and equality of opportunities.** Rejecting violence, sexual harassment and workplace harassment and all similar behaviors.

Promoting merit and encouraging our employees to develop their potential.

Creating safe and healthy work conditions that protect workers' dignity and promote a culture of occupational safety through the ongoing dissemination of guides, education on safety and compliance with regulations that protect workers.

Our goal is to give our employees the opportunities and conditions necessary for each of them to develop and contribute in an environment of cordialness, equality, respect and openness.

We have identified the following axes of development:

Blind recruiting, evaluating applicants based on their skills and the job requirements without any discrimination of any kind.

Ensuring non-discrimination in regard to wages, hiring, promoting and making decisions based on objective criteria regarding the ability of the person to perform the work.

Development of activities or programs directed at audiences of interest that require further training or preparation.

We put a great deal of effort into adjusting our selection and recruiting systems in order to build teams of diverse individuals and actively address inclusiveness and women's participation in the mining industry. Our company is made up of a team of individuals from different professions and trades, operators and technicians, men and women of different ages and nationalities, each of whom contributes their individual capacities, experience and skills.

Our Diversity and Inclusion Policy commits us to:

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

O CONTENT 2-7/ 2-8/ 2-25/ 3-3/ 405-1

Our Employees

SQM employs 7,682 individuals in Chile and abroad as of December 2023. Currently, 80.7% of our employees work at the Company's operations in northern Chile, mainly in the Tarapacá and Antofagasta regions.

Given our goals related to development, innovation and the quality of our products, human capital and employees' technical and intellectual capabilities are the basis for our business. Experience and competency are highly valuable for executing the business plan.

For this publication, we grouped our employees into nine job categories, which aligned with General Character Standard No. 461 of the Financial Market Commission (CMF) in order to compare the information to the data from our Annual Report. The nine job categories are: Senior Executives, Management, Department Heads, Operators, Sales Force, Administrative Staff, Support Staff, Other Professionals and Other Technicians.

The table below presents our staff broken down into those nine job categories.

Company Staff by Job Category and Gender, SQM Consolidated

	2022						2023					
Job Category	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	16	88.8%	2	11.2%	**18**	**0.2%**	16	88.9%	2	11.1%	**18**	**0.2%**
Management	104	85.2%	18	14.8%	**122**	**1.7%**	162	82.7%	34	17.3%	**196**	**2.6%**
Department Heads	565	81.6%	127	18.4%	**692**	**9.9%**	583	80.1%	145	19.9%	**728**	**9.5%**
Operators	2,615	91.9%	230	8.1%	**2,845**	**40.7%**	2,718	91.5%	251	8.5%	**2,969**	**38.6%**
Sales Force	34	46.6%	39	53.4%	**73**	**1.0%**	39	45.3%	47	54.7%	**86**	**1.1%**
Administrative Staff	40	33.1%	81	66.9%	**121**	**1.7%**	43	34.7%	81	65.3%	**124**	**1.6%**
Support Staff	6	85.7%	1	14.3%	**7**	**0.1%**	4	57.1%	3	42.9%	**7**	**0.1%**
Other Professionals	1,174	61.1%	748	38.9%	**1,922**	**27.5%**	1,360	61.5%	852	38.5%	**2,212**	**28.8%**
Other Technicians	1,072	89.6%	125	10.4%	**1,197**	**17.1%**	1,199	89.3%	143	10.7%	**1,342**	**17.5%**
Total	**5,626**	**80.4%**	**1,371**	**19.6%**	**6,997**	**100.0%**	6,124	79.7%	1,558	20.3%	**7,682**	**100.0%**

The consolidated SQM staff includes: General Management, Business Division, Metals Business and Exploration Division, Lithium Division, Iodine and Plant Nutrition Division and Ajay.

1
General Management

2
Business Division

148
Metals Business and Exploration Division

3,492
Lithium Division

3,990
Iodine and Plant Nutrition Division

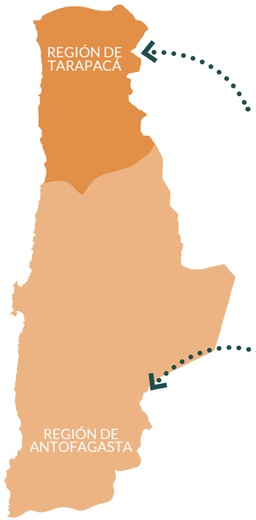
49
Ajay

SQM generated 20,987 jobs in Chile and around the world as of December 31, 2023, including its own staff and the average annual number of contractor employees.

7,682
Total SQM employees in Chile and around the world



648
Employees working overseas



17.0%
Employees in the Tarapacá Region

63.7%
Employees in the Antofagasta Region

7,034
Employees working in Chile

13,305
Annual average number of contractors in 2023

SQM's workforce increased by 9.8% over the previous year, when we had 6,997 employees. As of December 31, 2023, 97% of our employees had an open-term contract, 29.3% had a regular full-time schedule, 70.7% had a special work schedule (10x5, 4x3, 7x7 or 14x14 shifts) and 0.04% had a part-time schedule. Operators represent 38.6% of our staff, and Other Professionals represent 28.8%.

The main responsibility of the Iodine Nitrates Division is to ensure the sustainability of Iodine, Plant Nutrition and Industrial Chemicals business in the long term.

Clients demand higher sustainability and quality standards and long-term supply guarantees. To meet these requirements, we must engage in highly efficient operations that ensure sustained production.

This is not feasible in the Atmospheric Circuit operations and gravel operation at Pedro de Valdivia. It is not viable for the Company to maintain these operations. In view of this, in late February 2024, we decided to halt and rationalize some activities at Coya Sur and Pedro de Valdivia. This has involved terminating employees at both sites.

The Company has acknowledged those employees' contributions. By virtue of this, they have been offered a special support plan that includes benefits that go beyond those required by law and any collective bargaining agreements in place for all of the workers involved. In addition, those employees do have the opportunity to apply for open positions that are appropriate for their work profiles to the extent that growth and opportunities allow.



Workforce by Type of Contract 2023

SQM CONSOLIDATED

7,682 Total employees

7,443 Employees with open-term contracts

239 Employees with fixed-term contracts

LITHIUM DIVISION

3,492 Total employees

3,366 Employees with open-term contracts

126 Employees with fixed-term contracts

IODINE AND PLANT NUTRITION DIVISION

3,990 Total employees

3,885 Employees with open-term contracts

105 Employees with fixed-term contracts

Workforce by Job Category, Contract Type, Gender and Work Region 2023

Job Category		Tarapacá Region		Antofagasta Region		Metropolitan Region		Other regions		Abroad		Total
		Open-term contract	Fixed-term contract	Open-term contract	Fixed-term contract	Open-term contract	Fixed-term contract	Open-term contract	Fixed-term contract	Open-term contract	Fixed-term contract	
Senior Executives	Men	1	0	1	0	13	0	0	0	1	0	16
	Women	0	0	0	0	2	0	0	0	0	0	2
Management	Men	12	0	34	0	77	0	1	0	38	0	162
	Women	1	0	9	0	22	0	0	0	2	0	34
Department Heads	Men	79	0	396	3	68	0	6	0	31	0	583
	Women	9	0	69	0	43	0	2	0	22	0	145
Operators	Men	611	38	1,850	66	29	2	0	0	122	0	2,718
	Women	39	1	180	14	2	1	0	0	14	0	251
Sales Force	Men	0	0	0	0	0	0	0	0	39	0	39
	Women	0	0	0	0	3	0	0	0	43	1	47
Administrative Staff	Men	9	0	21	0	9	0	0	0	4	0	43
	Women	10	0	45	3	16	1	1	0	5	0	81
Support Staff	Men	0	0	0	0	1	0	0	0	3	0	4
	Women	0	0	0	0	1	0	0	0	2	0	3
Other Professionals	Men	172	3	735	23	248	8	12	0	157	2	1,360
	Women	60	1	417	26	213	6	11	0	116	2	852
Other Technicians	Men	243	7	875	22	16	1	2	0	33	0	1,199
	Women	10	1	104	5	11	1	0	0	10	1	143
Total	Men	1,127	48	3,912	114	461	11	21	0	428	2	6,124
	Women	129	3	824	48	313	9	14	0	214	4	1,558

Workforce by Work Region



1,307
17.0%
Tarapacá Region

4,898
63.8%
Antofagasta Region

794
10.3%
Metropolitan Region

35
0.5%
Other regions of Chile

648
8.4%
Abroad

LITHIUM DIVISION

2,886
82.6%
Antofagasta Region

387
11.1%
Metropolitan Region

219
6.3%
Abroad

IODINE AND PLANT NUTRITION DIVISION

1,307
32.8%
Tarapacá Region

1,868
46.8%
Antofagasta Region

351
8.8%
Metropolitan Region

35
0.9%
Other regions of Chile

429
10.8%
Abroad

Employees by Job Category and Work Region 2023

Job Category	Tarapacá Region		Antofagasta Region		Metropolitan Region		Other regions		Abroad		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	1	0.08%	1	0.02%	15	1.89%	0	0.00%	1	0.15%	**18**	**0.23%**
Management	13	0.99%	43	0.88%	99	12.47%	1	2.86%	40	6.17%	**196**	**2.55%**
Department Heads	88	6.73%	468	9.55%	111	13.98%	8	22.86%	53	8.18%	**728**	**9.48%**
Operators	689	52.72%	2,110	43.08%	34	4.28%	0	0.00%	136	20.99%	**2,969**	**38.65%**
Sales Force	0	0.00%	0	0.00%	3	0.38%	0	0.00%	83	12.81%	**86**	**1.12%**
Administrative Staff	19	1.45%	69	1.41%	26	3.27%	1	2.86%	9	1.39%	**124**	**1.61%**
Support Staff	0	0.00%	0	0.00%	2	0.25%	0	0.00%	5	0.77%	**7**	**0.09%**
Other Professionals	236	18.06%	1,201	24.52%	475	59.82%	23	65.71%	277	42.75%	**2,212**	**28.79%**
Other Technicians	261	19.97%	1,006	20.54%	29	3.65%	2	5.71%	44	6.79%	**1,342**	**17.47%**
Total	**1,307**	**17.01%**	**4,898**	**63.76%**	**794**	**10.34%**	**35**	**0.46%**	**648**	**8.44%**	**7,682**	**100.00%**

As of December 2023, the Company had 1,558 female employees, which is equivalent to 20.3% of the total workforce.

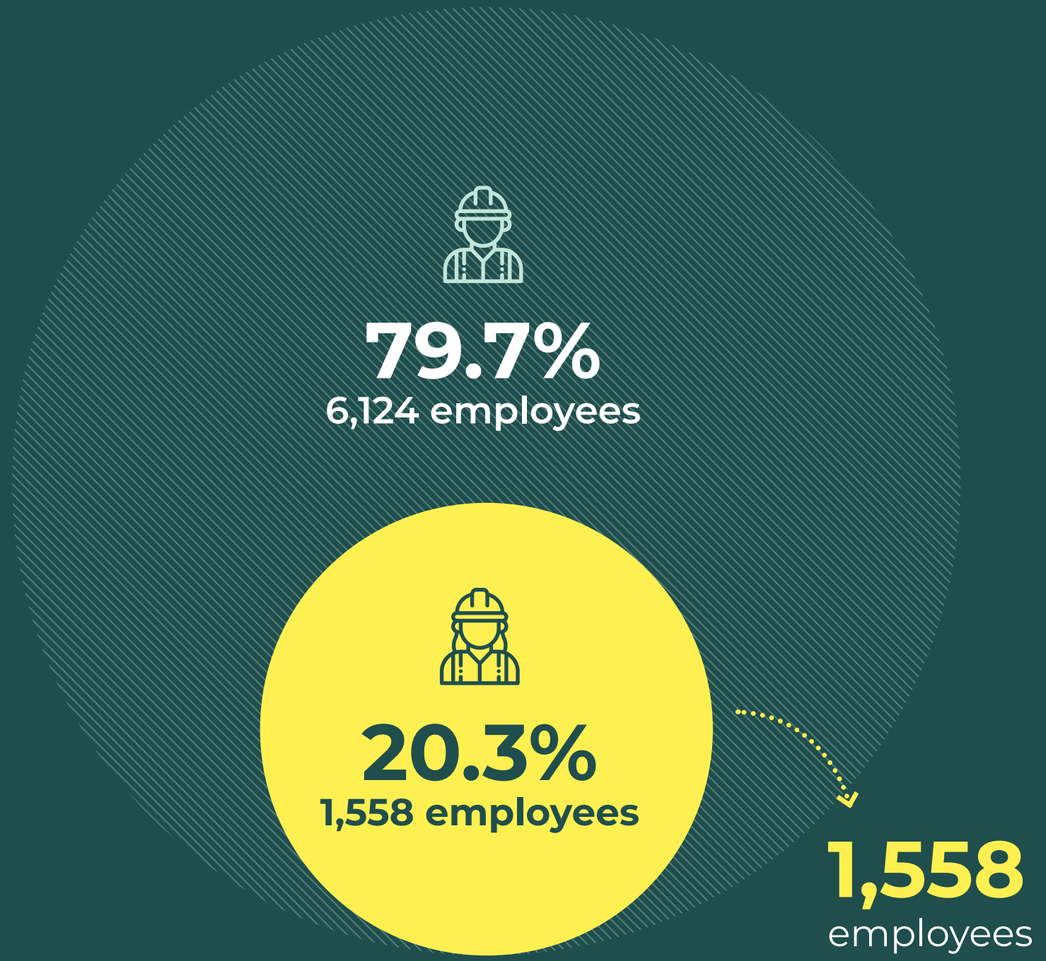
This represents an increase of 13.6% in absolute terms over 2022, when the total number of female employees was 1,371.

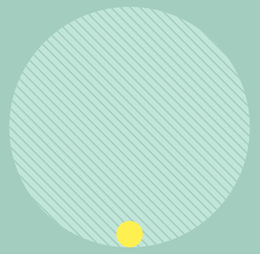
At the **Operator** level, SQM has **251 female employees**, which represents a 9.1% increase over the previous period, when the Company had 230 female employees in this job category.

At the **Other Technicians** level, SQM has **143 female employees**, which represents a 14.4% increase over the previous period, when the Company had 125 female employees in this job category.

At the **Department Head** level, SQM has **145 female employees**, which represents a 14.1% increase over the previous period, when the Company had 127 female employees in this job category.

At the **Other Professionals** level, SQM has **852 female employees**, which represents a 13.9% increase over the previous period, when the Company had 748 female employees in this job category.

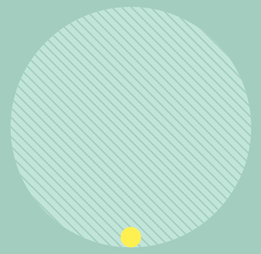




Senior Executives

88.9% 16

11.1% 2



Operators

91.5% 2,718

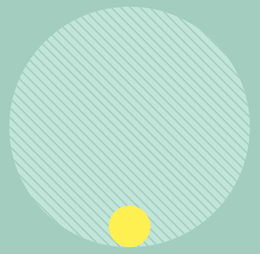
8.5% 251



Support Staff

57.1% 4

42.9% 3



Management

82.7% 162

17.3% 34



Sales Force

45.3% 39

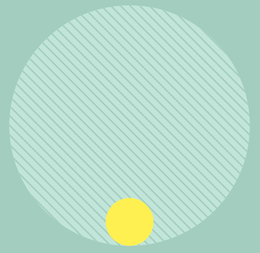
54.7% 47



Other Professionals

61.5% 1,360

38.5% 852



Department Heads

80.1% 583

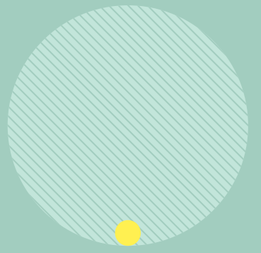
19.9% 145



Administrative Staff

34.7% 43

65.3% 81



Other Technicians

89.3% 1,199

10.7% 143

Forty-one percent (41%) of the workforce is between 30 and 40 years of age. We have a young workforce, where more than 82.5% is under the age of 50. We also note that 43.2% of our workforce, or 3,316 employees, resides in the Antofagasta Region, followed by 27.2%, or 2,089 employees, in other regions.

Workforce by Age Group, Gender and Region of Residence 2023

Age Group		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals**/	Total
Under 30	Men	103	537	94	219	64	1,017
	Women	25	178	79	69	44	395
30-40	Men	247	972	275	747	204	2,445
	Women	42	346	145	82	90	705
41-50	Men	161	498	145	584	90	1,478
	Women	18	141	63	26	51	299
51-60	Men	98	402	74	288	45	907
	Women	3	48	35	18	23	127
61-70	Men	19	169	18	52	5	263
	Women	0	16	6	2	8	32
Over 70	Men	0	9	3	2	0	14
	Women	0	0	0	0	0	0
Subtotal	Men	628	2,587	609	1,892	408	6,124
	Women	88	729	328	197	216	1,558
Total		716	3,316	937	2,089	624	7,682

*/ Corresponds to employees who reside in other areas of Chile.

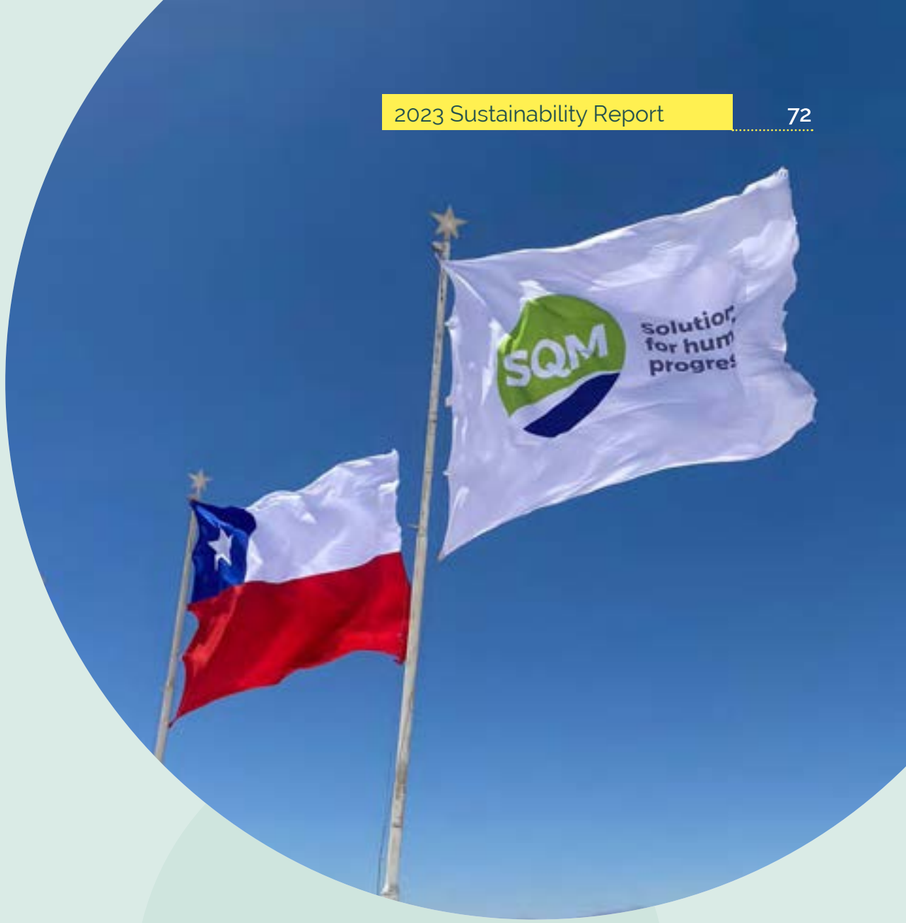
**/ Corresponds to employees who live abroad.

Workforce by Job Category, Gender and Age Group 2023

Job Category		Under 30	30-40	41-50	51-60	61-70	Over 70	Total
Senior Executives	Men	0	0	10	6	0	0	16
	Women	0	0	1	1	0	0	2
Management	Men	1	53	54	38	13	3	162
	Women	0	7	17	6	4	0	34
Department Heads	Men	32	226	190	104	29	2	583
	Women	11	69	48	14	3	0	145
Operators	Men	477	994	647	460	138	2	2,718
	Women	78	109	42	20	2	0	251
Sales Force	Men	4	15	10	9	1	0	39
	Women	7	23	9	5	3	0	47
Administrative Staff	Men	13	15	5	4	5	1	43
	Women	13	26	17	21	4	0	81
Support Staff	Men	1	1	1	0	1	0	4
	Women	1	1	0	0	1	0	3
Other Professionals	Men	276	643	281	124	34	2	1,360
	Women	238	420	139	44	11	0	852
Other Technicians	Men	213	498	280	162	42	4	1,199
	Women	47	50	26	16	4	0	143
Subtotal	Men	1,017	2,445	1,478	907	263	14	6,124
	Women	395	705	299	127	32	0	1,558
Total		1,412	3,150	1,777	1,034	295	14	7,682

Company Employees by Nationality





Our employees hold
24 different nationalities.

Participation in all management roles, including junior, medium and senior management as a percentage of the total management workforce:

Nationalities	2022		2023	
	Number of Employees	%	Number of Employees	%
Chilean	737	89.55%	844	89.60%
German	0	0.00%	1	0.11%
Australian	0	0.00%	3	0.32%
Belgian	12	1.46%	12	1.27%
Bolivian	0	0.00%	1	0.11%
Brazilian	1	0.12%	1	0.11%
Chinese	6	0.73%	11	1.17%
Colombian	5	0.61%	6	0.64%
Ecuadorean	3	0.36%	4	0.42%
Spanish	8	0.97%	11	1.17%
American	4	0.49%	5	0.53%
French	0	0.00%	1	0.11%
Indian	0	0.00%	1	0.11%
Italian	1	0.12%	1	0.11%
Mexican	28	3.40%	26	2.76%
Dutch	1	0.12%	0	0.00%
Peruvian	1	0.12%	1	0.11%
South African	4	0.49%	4	0.42%
Venezuelan	12	1.46%	9	0.96%
Total	**823**	**100.00%**	**942**	**100.00%**



O CONTENT 202-2

Senior Executives Hired Locally

Region of Residence / Work Region	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals**/	Total
	No.	No.	No.	No.	No.	No.
Tarapacá Region	3	2	2	0	0	7
Antofagasta Region	3	35	3	0	1	42
Metropolitan Region	3	4	102	0	11	120
Other regions*/	5	3	7	1	0	16
Abroad**/	0	0	0	0	29	29
Total	14	44	114	1	41	214

*/ Corresponds to employees who live and/or work in other regions of Chile.

**/ Corresponds to employees who live and/or work abroad.

SQM CONSOLIDATED

20.09% of Senior Executives and Management work and live in the Tarapacá and Antofagasta regions.

47.66% of Senior Executives and Management work and live in the Metropolitan Region.

52.21% of employees work and live in the Tarapacá and Antofagasta regions.

LITHIUM DIVISION

25.26% of Senior Executives and Management work and live in the Antofagasta Region.

48.42% of Senior Executives and Management work and live in the Metropolitan Region.

49.28% of employees work and live in the Tarapacá and Antofagasta regions.

IODINE AND PLANT NUTRITION DIVISION

15.32% of Senior Executives and Management work and live in the Tarapacá and Antofagasta regions.

43.24% of Senior Executives and Management work and live in the Metropolitan Region.

53.18% of employees work and live in the Tarapacá and Antofagasta regions.

O CONTENT 2-7/ 2-25/ 3-1/ 405-1

Participation, Diversity and Inclusion

SQM CONSOLIDATED

20.3%
of our employees were women as of December 2023.

1,558
of our employees are part of SQM's workforce..

19.2%
of women hold leadership positions (Senior Management, Management and Department Heads).

LITHIUM DIVISION

21.8%
of our employees were women as of December 2023.

763
of our employees are part of the Division's workforce.

20.0%
of women hold leadership positions (Senior Management, Management and Department Heads).

IODINE AND PLANT NUTRITION DIVISION

19.3%
of our employees were women as of December 2023.

771
of our employees are part of the Division's workforce.

18.7%
of women hold leadership positions (Senior Management, Management and Department Heads).

We continued to work towards diversity and Inclusion in 2023, strengthening the team that is responsible for this area and promoting new initiatives.

To that end, we have set the following goals:

- **Workplace Inclusion**
- **Gender Equity**
- **Iguala Conciliación Seal**
- **Attracting Talent**
- **Local Employment**

We seek to promote best practices for our employees based on each strategic goal through our various tools in order to capture and/or develop potential talent so that it is integrated into the Company in the future.

DEVELOPING TALENT

We develop talent with a sense of sustainability by seeking out and enhancing the skills of local residents. We provide training and then make hires based on available openings.

CAPTURING TALENT

We develop partnerships with schools, which are a source for potential talent, contributing to the labor market. We also contribute to individuals' training so that they have the skills necessary to join the mining industry.

We have developed a series of programs and initiatives in order to meet our goals.



In line with its Sustainability Plan and the company's Human Rights, Inclusion and Diversity policies, SQM has played a leading role in recent years in gender equity, promoting greater participation and permanence of women at all levels of the organization. Thanks to this commitment, women account for more than 20% of its workforce, surpassing the national mining industry average (17%). The Company has set a goal of 25% by 2025.

Under this premise, SQM's corporate building in Santiago earned Standard 3262 Certification for Gender Equality and Work-Family-Personal Life Balance. This voluntary standard calls for implementing a Management System for Gender Equality and Balance (SIGIGC), making efforts to balance work, family and personal life a shared accountability within organizations.

This important achievement allowed us to make significant progress towards the *Iguala Conciliación* Seal awarded by the Ministry of Women and Gender Equality, positioning us as an industry leader in this important area.

The Company's commitment to gender equality and balancing work, family and personal life goes beyond figures, since incorporating women into the industry implies a real commitment and ongoing dialogue between the public and private sectors. This allows us to identify gaps and establish the incentives necessary to achieve permanent inclusion of women, with high potential for growth and development.

This cultural shift will contribute to strengthening family economies and building a more just and fair society.

Another noteworthy initiative is the Internship Programs offered at various SQM operations, which have hosted individuals from numerous towns, including Huara, Pisagua, Pozo Almonte, Pica, Alto Hospicio, Colonia de Pintados, María Elena, Calama, San Pedro de Atacama, Toconao, Camar, Socaire, Peine and Antofagasta.

+90 participants

38

people hired

17
45%

21
55%

The Internships Program is designed to promote increased community engagement and to encourage female participation in mining. It also aligns with the organization-wide Diversity and Inclusion Policy, which seeks to create equal opportunity in regard to attracting talent and employees' personal and professional development.

The strategy is based on three pillars that aim for a larger female workforce, hiring individuals from neighboring communities and hiring individuals with disabilities.

The program offers an opportunity to acquire experience through a fixed-term contract and to receive training in a specific job, such as operator and maintenance staff. Once they complete the program, participants are offered open-term contracts with SQM when there is a vacancy in their area of expertise.

Six courses were offered to interns, one of which is ongoing. We hired 38 people through internship programs as of year-end. The courses offered are: Lithium Plant Operator, A3-A5 Driver's License, Electrical Room Operator B and Mobile Equipment Maintenance.

Internships and Theses

SQM continues to offer internships. In 2023, we had 332 interns and thesis students, 147 of whom were women and 185 of whom were men. We have had 770 interns and thesis students since 2021.

46
Thesis Students

27 59%
19 41%

286
Interns

158 55%
128 45%

Intern Week

During the first few months of 2023, SQM held Intern Week to celebrate the young people who were working in our operations and offices. Participants were invited to enjoy recreational activities designed to provide a space to learn more about their experiences, interests and goals.

The interns had an opportunity to learn about success stories of former interns who are now working for the Company.

Celebration of Women's Day

SQM celebrated Women's Day at its facilities, hosting a wide range of activities.

At Coya Sur, over 60 women came together to highlight the progress made and growth achieved in our Company through the creation of inclusive positions. The port underscored the presence of women in its operations and the work that is being done to achieve our goals. Nueva Victoria hosted a breakfast to recognize the important role of women in mining areas. A similar event was held at Pedro de Valdivia, reaffirming the commitment to reach 25% female workforce by 2025. We recognized approximately 80 women at the Lithium Chemical Plant for their valuable contributions and discussed future challenges. At Salar de Atacama, over 100 female workers were recognized for their participation and motivation.

Thesis: "Technical-Financial Study of the Use of FCEV and BEV Technologies for Brine Land Transport"

Universidad de Antofagasta Industrial Civil Engineering students defended their thesis, which involved undertaking a technical and financial review of the incorporation of electromobility with the use of electric batteries and hydrogen at the Company's work site. The presentation was attended by SQM executives.

We note that this work also involved students from the Electric Civil Engineering program, who defended their thesis at the same time.

The initiative is part of the 2030 Engineering Program, specifically Milestone 3, which allows for the exploration of real problems with companies.

Job Placement Program for Women

We implemented the program Talento Mujer in an effort to enhance and increase women's participation in mining in a sustainable manner. The second version of the program was held in 2023. The event was organized by the Network for Gender Equity, Diversity and Inclusion (RedEG) and SQM as well as 13 other sponsors, all of which are key stakeholders in the mining industry.

Talento Mujer 2023 featured three seminars, working groups, mentorship opportunities and networking for delegations of women who interacted with the various companies that are part of the program. They also met with various networks of women in mining and learned about job opportunities and talent attraction programs.

This year we held the first meeting of Networking and Leadership for Women in Mining. The entity recognized and connected delegations of women from key mining firms and suppliers in an effort to empower them and foster the exchange of experiences and knowledge with female talent in the industry.

During this second version, SQM developed a mentoring program as part of the Talento Mujer program. It brought together 20 students in their final year of STEM programs at Universidad Católica del Norte in Antofagasta, Universidad Arturo Prat in Iquique and Pontificia Universidad Católica de Chile in Santiago. The students are guided through experimental work to strengthen their knowledge and skills so that they can join and successfully navigate the labor market.

The young people are guided by a mentor from our Company for eight months. During this time, they also receive training on self-management and emotional intelligence, active networking and communication and other key skills for their professional development.

Mentee Certification

In the context of **Women's Month in 2023**, we certified **15 proud mentees**, bringing the 2022 Mentoring Process to a close after approximately four months.

Women at SQM	2021	2022	2023
Total percentage of women in the workforce (as a % of the total workforce)	18%	20%	20%
Share of women in all management positions, including junior, middle and senior management (as % of total management positions)	18%	18%	19%
Share of women in junior management positions (first level of management) (as % of total junior management positions)	21%	18%	20%
Share of women in senior management positions (maximum two levels away from the CEO or comparable positions) (as % of total senior management positions)	13%	13%	11%
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e. excluding support functions such as HR, IT and legal)	16%	30%	24%
Share of women in STEM-related positions (as % of the total STEM positions)	20%	22%	31%

UNAP-SQM Agreement

SQM and Universidad Arturo Prat (UNAP) signed an agreement in 2023 that will allow UNAP students to participate in SQM mentoring sessions as well as training workshops, talks and professional internships or thesis projects. The initiative is part of UNAP's 2030 New Engineering Project, which seeks to focus engineers and architects on the future from the very beginning of their training.

The agreement was signed at the "Women in STEM" activity developed by SQM as part of International Women's Day. The entity will award 10 mentor and internships scholarships to female students. It also will provide a quality program that motivates and includes female students in order to develop the social skills required for them to join the work world. It will involve co-designing the Mentoring+ Internship and Thesis program application process.

SQM at the Women Economic Forum Chile

We are a WEF sponsor in Chile. This international event is held in over 150 countries. It brings together stakeholders from the economic and social spheres in order to enhance women's active participation in all sectors of the economy.

The program seeks out initiatives and trends in companies, governments, academia and communities linked to global challenges with a cross-cutting focus on women's participation and inclusion. All of this is meant to promote women's economic independence through their work or business development activities.

The 2023 WEF, "Environment, Social and Governance Criteria," was held in March both in-person and virtually.

Over 70 Chilean and international speakers participated. The event was attended by 550 people in person and by over 12,000 virtual attendees from Latin America and Europe. SQM played an important role in the organization of the event, which closed with an awards ceremony recognizing women leaders from various industries and sectors. Two of them were SQM executives who received the "Business Leader in Equity" and "Women Leaders" awards.



Empowered Women: "En Las Calles Se Ven Los Gallos"

SQM and Transportes Nazar implemented a pilot project called "Project Women" in 2023 with the participation of 10 women. The initiative was designed to increase women's presence in the transportation sector. Over the course of the eight-month project, five women completed the program, radically changing their lives by entering a traditionally male-dominated field. They adapted to 15-day shifts far from their families in northern Chile and worked with a monitor who taught them all of the aspects of safe and efficient driving in the area. They transported 45,000 kilograms of nitrate salt, traveling nearly seven hours from Salar de Nueva Victoria to Coya Sur. The participants learned the route and about challenges related to driving a truck on site. Based on the success of the project, Transportes Nazar and SQM are choosing 10 new women to join the program.

Inclusion of Persons with Disabilities

Inclusion is one of our main goals. Over the past few years, incorporating individuals with disabilities into our workforce has been a very rewarding experience for our teams. SQM employees participated in a training process that included talks focused on facilitating new applicants' integration into jobs using techniques that have been carefully studied and identified as appropriate.

The support of the Miradas Compartidas Foundation and its "Vertebra" program has been key to this process. The purpose of Vertebra is to promote inclusion of people with disabilities, assisting with the development of socio-economic skills and providing technical and job training.

The Foundation organizes training workshops designed to promote and increase the development of basic socio-labor skills and to enhance participants' independence and autonomy so that they are better equipped to perform in the work world.

We organize recreational workshops focused on the development of a wide range of socio-emotional skills through sports activities such as soccer, crossfit and dance over the course of the year. The initiative also includes workshops that provide families with support and guidance.

We have **44 people with disabilities** working at SQM as of December 31, 2023. Twenty are from the Lithium Division and 24 work in the Iodine and Plant Nutrition Division.

SQM workers have participated in these recreational workshops on an ongoing basis, tearing down barriers through practices that allow them to learn more about disability issues. The Company has held "Active Breaks" in Santiago and soccer tournaments in Santiago, Antofagasta and Tocopilla that included SQM staff and young people from the Miradas Compartidas Foundation on a single team.

2023 Gender Equity Cup

In the context of **Women's Month**, the **first Gender Equity Cup** organized by the Miradas Compartidas Foundation's Equity Area was held, kicking off a series of activities related to this topic.

The purpose of the event was to highlight gender equity as a major challenge that must be addressed jointly by men and women.

The Gender Equity Cup title was "Let's Level the Playing Field: Suit Up for Women." It was held in Santiago and featured matches between 15 mixed teams of employees from various companies, the municipalities of Las Condes and Vitacura, and representatives of the Military Academy. Renowned players from the municipalities of San Joaquín and Puente Alto also joined the teams.

Nearly 400 people attended the games, which were sponsored by SQM and other companies in the context of their efforts to achieve gender equity in their workplaces.

400
attendees
(approximate)



Three people with disabilities have been added to SQM's team through the Vértebra Program. In addition, an assessment was conducted to monitor the status of four people with disabilities who were working for the Company during 2023. We also began the process of ensuring that three current SQM employees obtain their disability certification during the first few months of 2024.

First Inclusive Olympics in Antofagasta

This event was organized with a great deal of enthusiasm and sportsmanship in an event to promote diversity and inclusion through athletics.

SQM employees and their families took part in a variety of events, enjoying success in several of them, including:

- Basketball: "1st Place SQM B" and "2nd Place SQM A"
- Soccer: The Tocopilla team took home the cup.

The Women and Inclusion Academy

The purpose of the Women and Inclusion Academy is to provide academic support to 60 women throughout Chile. Participants are given the opportunity to develop their business skills so that they can make their business idea a reality and grow their enterprise. Students may participate in-person or online.

The in-person learning option has 30 slots that were filled by female entrepreneurs with disabilities from Iquique, Alto Hospicio, Huara and Pozo Almonte. The women selected began their classes in August.

The online option also had 30 slots, which were filled by women from throughout Chile. These students also began their classes in August.

The top participants were given the opportunity to be part of Expo Inclusion 2023 free of charge. The in-person event was held October 4 and 5 at the Estación Mapocho Cultural Center located in the Plaza of Culture. They also had the option to participate in the online version of the event, which took place October 2 and 9. It is worth noting that the Women's Inclusion Fund was created in 2023. We distributed MCLP$ 15 to the 15 women who participated in the activity.

Inclusive Fair in Tarapacá

We were one of the organizers of the first Inclusive Fair held in Tarapacá. The initiative was developed in collaboration with the Iquique Industrial Association, the National Disability Service (SENADIS) and the municipality of Iquique.

The fair was held in December 2023 in the Buque Varado sector of Playa Brava (Iquique) in the context of International Day of Persons with Disabilities. The fair included stands representing organizations comprised of and that work for people with disabilities in the region, inclusive enterprises, companies with job openings for individuals with disabilities, talks, workshops, children's performances and other activities.

The slogan of the fair was "We All Win Through Inclusion." The event was designed to encourage recognition of diversity, respect for the rights and equality of people with disabilities and recognition of the work performed by families, female caretakers and the community at large.

Participation in Job Fairs

We continued to participate in job fairs sponsored by the municipalities located near our sites as well as higher learning institutions and government agencies in 2023. These opportunities allowed us to present SQM to the community, explain how to apply for jobs with us and describe available jobs.

Talent Attraction and Diversity Information Session in Salar

Information and recruitment sessions were held in the towns of Socaire, Toconao and Río Grande, all of which are part of the San Pedro de Atacama district. Nearly 60 people learned about job opportunities at SQM, a global mining company operating in northern Chile with a presence in industries that are strategic for sustainable development such as health, food, technology and the clean energies that move the world.

Job Fairs		
OMIL Antofagasta In-Person Recruiting	In-person	Antofagasta
OMIL Antofagasta Job Fair for Women	In-person	Antofagasta
OMIL Antofagasta Job Fair	In-person	Antofagasta
AIEP Job Fair (EXPOEMPLEOS)	Virtual	Antofagasta/ Calama
Expo Sostenible UCM (Universidad El Maule)	In-person	Curicó
OMIL María Elena Job Fair	In-person	María Elena
35th FEN Job and Internship Fair (Universidad de Chile)	In-person	Santiago
2023 PUC Engineering Job Fair	In-person	Santiago
2023 PUC Chemicals Professional and Job Fair (ASIQUIM)	In-person	Santiago
Expo Inclusion	In-person	Santiago
Talent Attraction Info Session (Salar de Atacama communities)	In-person	Toconao/ Socaire/ Río Grande
Regrat 2023 Virtual Job Fair	Virtual	-
Toconao Open House (info session for different areas of the salt flat)	In-person	Toconao
OMIL Tocopilla Job Fair	In-person	Tocopilla
OMIL Mejillones Job Fair	In-person	Mejillones
INACAP Job Fair	In-person and virtual	Antofagasta
CIMIT Job Fair	In-person	Iquique
SENCE Iquique Job Fair	In-person	Iquique
SENCE Pozo Almonte Job Fair	In-person	Pozo Almonte





O CONTENTS 3-3/ 401-1

Turnover and Hires

Merco Talento Universitario en Chile

SQM was added to the list of the 100 best companies to work for, placing 63rd according to the fourth edition of the "Merco Talento Universitario en Chile" report prepared by Merco and Laborum.

Merco Talento Chile 2023 Ranking

The Company improved its ranking in the 10th edition of Merco Talento Chile, moving from 11th place to 5th in the Mining category. It also marked a milestone by entering the Top 100 nationally, placing 86th.

A total of 1,366 people joined SQM in 2023 in the Antofagasta Region, representing 54.6% of the workforce. This is followed by people working abroad, with 17.3%. In addition, 36.7% of new hires were women. This is in line with our efforts to gradually increase the number of female employees. The result allowed us to maintain the goal of having 20% female employees by December 31, 2023. In regard to age, 46.2% of the new hires were between the ages of 30 and 40, and 35.1% were under 30. The rate of new hires for 2023 was 19%.

New Hire Rate

SQM CONSOLIDATED

19%

LITHIUM DIVISION

24%

IODINE AND PLANT NUTRITION DIVISION

15%

Rate of New Hires by Age Group and Gender

Age Group	2022		Total	2023		Total
	Men	Female		Men	Female	
Under 30	48%	63%	52%	33%	39%	35%
30-40	25%	35%	27%	21%	22%	21%
41-50	14%	22%	15%	10%	21%	12%
51-60	5%	10%	6%	4%	9%	5%
61-70	4%	11%	5%	3%	15%	4%
Over 70	0%	100%	14%	0%	0%	0%
Total	**22%**	**37%**	**25%**	**17%**	**25%**	**19%**

Rate of New Hires by Work Region and Gender

Region	2022		Total	2023		Total
	Men	Women		Men	Women	
Tarapacá Region	21%	43%	23%	15%	25%	16%
Antofagasta Region	22%	37%	25%	15%	22%	16%
Metropolitan Region	29%	38%	33%	20%	29%	24%
Other regions	0%	0%	0%	24%	7%	17%
Abroad	23%	35%	27%	46%	36%	43%
Total	**22%**	**37%**	**25%**	**17%**	**25%**	**19%**

Rate of New Hires by Age Group and Work Region 2023

Age Group	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions	Abroad	Total
Under 30	40%	29%	49%	0%	63%	35%
30-40	18%	17%	22%	20%	55%	21%
41-50	9%	10%	16%	25%	25%	12%
51-60	4%	5%	8%	0%	5%	5%
61-70	0%	4%	5%	0%	10%	4%
Over 70	0%	0%	0%	0%	0%	0%
Total	**16%**	**16%**	**24%**	**17%**	**43%**	**19%**

Rate of New Hires by Job Category and Gender

Job Category	2022		Total	2023		Total
	Men	Women		Men	Women	
Senior Executives	7%	0%	6%	6%	0%	6%
Management	13%	12%	13%	17%	23%	18%
Department Heads	18%	17%	18%	9%	13%	10%
Operators	19%	45%	21%	15%	23%	16%
Sales Force	3%	22%	13%	17%	30%	24%
Administrative Staff	21%	27%	25%	18%	22%	20%
Support Staff	0%	0%	0%	0%	0%	0%
Other Professionals	36%	43%	38%	26%	28%	27%
Other Technicians	21%	31%	22%	16%	27%	17%
Total	**22%**	**37%**	**25%**	**17%**	**25%**	**19%**

Turnover rate

SQM CONSOLIDATED

3%	6%	7%
Voluntary turnover rate	Open-term contract turnover rate	Total turnover rate

LITHIUM DIVISION

4%	7%	7%
Voluntary turnover rate	Open-term contract turnover rate	Total turnover rate

IODINE AND PLANT NUTRITION DIVISION

3%	6%	7%
Voluntary turnover rate	Open-term contract turnover rate	Total turnover rate

A total of 498 people left the organization during 2023, 18% less than the previous period, when the total was 607 employees. Of these, 55% were in the Antofagasta Region, 73% were men, and 43% were between 30 and 40 years of age. The total turnover rate was 7% and the voluntary turnover rate was 3%. The turnover rate for employees with open-term contracts was 6%.

Impulsa 4.0

The Antofagasta Region Mining Cluster Corporation and CCM-Eleva Alliance held the meeting "Formative Challenges of Industry 4.0 in the Antofagasta Region." The event was attended by over 70 people who learned about the new regional initiative IMPUSA 4.0, which enjoys the support of Antofagasta Minerals, BHP, Codelco and SQM.

The purpose of this initiative is to promote the labor and training ecosystem in the Antofagasta Region and position the area as a pioneer in the Industry 4.0 approach with a special focus on the mining sector.

The project is already developing a series of actions including a study on teacher capacities and infrastructure and equipment for 17 technical and vocational high schools in the region and a study to identify the future demand for 4.0 technical profiles and skills in the region.



Total Turnover Rate by Age Group and Gender

Age Group	2022		Total	2023		Total
	Men	Women		Men	Women	
Under 30	10%	15%	11%	9%	9%	9%
30-40	11%	15%	12%	6%	10%	7%
41-50	8%	9%	8%	5%	10%	6%
51-60	4%	6%	4%	5%	4%	5%
61-70	4%	11%	5%	5%	0%	5%
Over 70	14%	100%	29%	9%	0%	9%
Total	8%	13%	9%	6%	9%	7%

Total Turnover Rate by Work Region and Gender

Work Region	2022		Total	2023		Total
	Men	Women		Men	Women	
Tarapacá Region	8%	15%	9%	6%	10%	7%
Antofagasta Region	7%	12%	8%	5%	8%	6%
Metropolitan Region	15%	16%	15%	11%	12%	12%
Other regions	14%	13%	14%	5%	7%	6%
Abroad	15%	11%	14%	9%	9%	9%
Total	8%	13%	9%	6%	9%	7%

Total Turnover Rate by Age Group and Work Region 2023

Age Group	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions	Abroad	Total
Under 30	9%	7%	19%	0%	13%	9%
30-40	7%	7%	11%	7%	8%	7%
41-50	5%	5%	10%	0%	6%	6%
51-60	7%	3%	6%	18%	14%	5%
61-70	14%	3%	5%	0%	10%	5%
Over 70	0%	11%	0%	0%	0%	9%
Total	7%	6%	12%	6%	9%	7%

Total Turnover Rate by Job Category and Gender

Job Category	2022		Total	2023		Total
	Men	Women		Men	Women	
Senior Executives	21%	0%	18%	6%	0%	6%
Management	5%	12%	6%	7%	12%	8%
Department Heads	10%	11%	10%	8%	9%	8%
Operators	7%	12%	8%	5%	8%	5%
Sales Force	14%	8%	11%	8%	7%	8%
Administrative Staff	6%	8%	8%	8%	3%	4%
Support Staff	0%	0%	0%	0%	0%	0%
Other Professionals	11%	15%	12%	9%	11%	10%
Other Technicians	8%	11%	9%	5%	9%	6%
Total	8%	13%	9%	6%	9%	7%

Employee Retention

Our employees are characterized by their extended service and the career paths that they have within the company. It is not uncommon to find individuals with over 20 years of continuous service to SQM. Such individuals represent 5% of the total workforce. Similarly, 18.5% of the workforce has been with the company for more than 10 years.

Years of Service by Gender 2023

Ranges of Years of Service	Men		Women		Total	
	No.	%	No.	%	No.	%
Less than 1 year	882	72.5%	334	27.5%	**1,216**	**15.8%**
1 to 3 years	1,899	74.8%	639	25.2%	**2,538**	**33.0%**
3 to 5 years	427	79.2%	112	20.8%	**539**	**7.0%**
5 to 10 years	1,701	86.3%	270	13.7%	**1,971**	**25.7%**
10 to 20 years	879	85.0%	155	15.0%	**1,034**	**13.5%**
More than 20 years	336	87.5%	48	12.5%	**384**	**5.0%**
Total	**6,124**	**79.7%**	**1,558**	**20.3%**	7,682	100.0%



O CONTENT 2-25/ 3-3/ 201-3/ 401-2/ 403-6 (2018)

Benefits for Our Workers

We care about the wellbeing of our workers and their families. Accordingly, the Company has an area exclusively devoted to managing the benefits we provide our employees. This area is responsible for monitoring and coordinating, so that each member of the organization is served in a timely and efficient manner. SQM provides a variety of benefits to employees with open-term contracts. Some of these benefits are legal obligations while others are given at the company's initiative or are optional for employees.

There are also additional benefits that are included under each individual collective bargaining agreement, based on the unions' specific interests and membership.

Financial

- Termination benefits in case of employee resignation with varying benefits based on position.
- National holiday and Christmas bonuses.
- Special bonuses for education, funeral assistance, marriage and birth.
- Life insurance for each employee that covers natural or accidental death and disability, complementary health insurance, catastrophic health insurance and dental insurance.
- The Company adjusts salaries each October based on a comparative compensation study of companies from comparable industries. This ensures fair and transparent salaries for employees who are not subject to collective agreements or contracts.

Agreements

- Agreements with clinics to provide employees or their dependents with care; agreements with gyms and phone companies that offer preferential plans.
- Group Voluntary Retirement Savings (APVG in Spanish): Partial matching agreement to encourage employees to save for retirement.

Gifts and Celebrations

- Christmas gift for children and/or dependents aged 0 to 12.
- Gift for the birth of a child for employees with open-term contracts.
- Christmas Gift Box for the employee and their family.
- Celebration of special days in SQM offices and work sites, including Father's Day, Mother's Day, Secretary's Day, Mining Day and Labor Day.
- Birthday gift for all employees with fixed- and open-term contracts.

Leave and Other Matters

- Scholarships for children of employees who demonstrate academic excellence. University and graduate-level scholarships for outstanding employees.
- Special leave: death, marriage, moving and mammograms or prostate screenings.

As part of the mandatory individual capitalization system, employees must deposit a percentage of their compensation, salary or taxable income in a personal account with a pension fund administrator (AFP). The purpose of these resources is to fund the pension that that person will receive when they retire and, if they should die, a survival pension for their beneficiaries.

This deposit or savings is called a premium, and it represents 10% of the person's compensation or taxable income. In addition, the AFP charges an account management commission, which is currently between 0.58% and 1.45% of the person's monthly taxable income, plus another percentage for Disability and Survivor Insurance (DSI).

Voluntary Group Retirement Savings

Voluntary Group Retirement Savings (APV) is a savings vehicle that allows individuals to improve their pensions when they retire. SQM and Principal have developed an agreement to allow workers to access important benefits related to APVGs.

- If the contribution is over Ch$10,000 and the salary is up to 120UF, SQM will contribute a fixed monthly sum of Ch$4,000.
- The State provides an annual bonus equal to 15% of the contribution in order to encourage savings. To access the government bonus, the worker must participate in Tax scheme A.

O CONTENT 403-6 (2018)

Healthier Life Program

The goal of the **Healthier Life Program** is to promote a healthy lifestyle based on the pillars of sports, nutrition, and psychological and medical wellbeing through company-wide in-person and virtual initiatives.

It also seeks to achieve three specific objectives:

Raising awareness among SQM employees of the importance of living a physically, mentally and nutritionally healthy life.

Promoting healthy behaviors at work and elsewhere among SQM workers.

Providing professional guidance and information regarding issues related to living a healthier life at the Company and beyond.

Core Program Concepts



In the area of healthcare, SQM implemented a survey in April 2023 to obtain current information on employee health based on an attestation regarding preventative or risky practices, recognition of non-transmissible diseases and depressed mood.

In regard to preventative health, the survey found that the number of people who test for HIV and screen for prostate cancer increased but continues to be a negative indicator. It also found that there were no significant changes in the number of women who undergo mammograms, Pap smears and annual visits.

The results showed an increase in the number of people who report that they are not clear on their physical health status because they have not been seen by a doctor in the past year. Being overweight or obese was more prevalent than other non-transmissible health conditions.

In regard to mental health, the results showed that both men and women felt emotionally unwell over the past few months. This state was mainly described as linked to anxiety and insomnia.

In 2023, we continued to implement activities through an agreement that is part of negotiations for supplemental health insurance, medical assistance, mental health and nutritional assistance. It consists of unlimited free access to telemedicine for the following groups:

Telemedicine
Care provided by general physicians 24 hours a day. Employees can ask questions about symptoms, discuss test results, request referrals to specialists depending on the pathology and request orders for tests.

Mental Health: Care is available Monday through Friday based on a published schedule. It is provided by clinical psychologists based on the patient's needs.

Nutritional Assistance:
Nutritional care and monitoring, including nutritional guidelines based on each patient's needs.

The three services are remote, unlimited and free for all employees and dependents who are currently enrolled in the company's Supplemental Health Insurance plan.

We also have organized sports activities in an effort to improve physical health. The activities held in 2023 include functional training classes and a paddle tennis tournament. We also held active breaks and talks on program topics.

Improving Camp

The Salar de Atacama Andino Camp Area has focused on improving and creating spaces for rest and recreation for our professional community. The CAS Pavilion for women and Andino Game Room were remodeled in 2023.

The pavilion update included optimizing the bedrooms, installing private bathrooms and adding green spaces. We are working to bring other pavilions up to those same standards.

We also remodeled the Game Room in an effort to offer more entertainment options such as pool, table tennis and table football. We also added an additional plaza where employees can socialize.



Scholarships for Employees and Their Children

The Company prioritizes the professional and educational development of its employees and their children. SQM's Excellence Scholarship program has granted 1,699 scholarships since it was created. A total of 223 scholarships were awarded in 2023 to individuals who demonstrated outstanding academic effort and dedication.

SQM employee scholarships provide undergraduate and graduate-level support. Employees' children are eligible for scholarships to allow young people to attend institutions of higher learning based on academic excellence.

We awarded **1,699 scholarships** to employees and their children through December 2023.

Scholarship Program

Beneficiaries	2019	2020	2021	2022	2023
Employees	47	69	84	86	118
Children of employees	70	75	93	99	105

223 scholarships

University and Graduate-level Scholarships Awarded to SQM Employees in 2023

SQM CONSOLIDATED			LITHIUM DIVISION			IODINE AND PLANT NUTRITION DIVISION		
89	29	**118**	61	21	**82**	28	8	**36**

Academic Excellence Scholarships Awarded to Children of SQM Employees 2023

SQM CONSOLIDATED			LITHIUM DIVISION			IODINE AND PLANT NUTRITION DIVISION		
95	10	**105**	68	5	**73**	27	5	**32**

Scholarship Program by Division 2023

Lithium Division	Number of Employees	No. of Children of Employees
Salar de Atacama	28	39
Lithium Chemical Plant	38	29
Other offices*/	16	5
Total	82	73

*/ Includes our Antofagasta and Santiago offices.

Iodine and Plant Nutrition Division	Number of Employees	No. of Children of Employees
Coya Sur	10	7
María Elena	0	1
Nueva Victoria	12	15
Pedro de Valdivia	3	0
Port of Tocopilla	2	2
Other offices*/	9	7
Total	36	32

*/ Includes our Antofagasta and Santiago offices.

Labor Rights

O CONTENT 2-25/ 3-3

SQM has operations in various countries. As such, we are responsible for ensuring compliance with all applicable laws in each jurisdiction regarding labor conditions, salary, work schedules, workplace safety, fair pay, the right to association, prohibition of child and forced labor, and other topics. In order to respect and protect all of our employees' labor rights, we develop initiatives in the following areas:

Promoting freedom of association

Internal Regulations, which must be recognized by all employees and regulate the obligations and prohibitions applicable to SQM employees in relation to their duties and time spent at company facilities.



O CONTENT 2-30/ 3-3/ 402-1/ 407-1

Employee Relations

We also engage in collective bargaining processes to address diverse topics such as wage adjustments and benefits and other matters of interest to workers and the company. We recognize employees' freedom of association. We reaffirmed this commitment in the Sustainability, Ethics and Human Rights Policy, which reflects our respect for human rights in strict compliance with the labor rights recognized in national legislation and the main instruments of the International Labour Organization. We are also committed to respecting the right to freedom and the right to association of our workers, seeking to create spaces of informed and transparent dialogue that allow mutually beneficial agreements to be reached.

As of December 31, 2023, 78.3% of our employees were represented by 22 workers' unions. Collective agreements or contracts are renegotiated every three years. As of December 31, 2023, 91.9% of SQM employees are covered by a collective bargaining agreement. These workers are based at the main production centers in: María Elena, Pedro de Valdivia, Coya Sur, Salar de Atacama, Salar del Carmen, Nueva Victoria, Tocopilla, Antofagasta and Santiago.

78.3%

of employees are represented by unions

91.9%

of SQM employees in Chile are covered under collective bargaining agreements

If there is an operational change that could impact workers and their compensation, SQM periodically meets with unions to explain the origin and expected effect of any operating changes that may affect workers and their compensation. This is know as the significant changes policy. Notice is given based on the degree to which the change may affect them. In the event of significant changes, notice is usually given two months in advance.

% Unionization SQM Consolidated

% Unionization	2020	2021	2022	2023
No. of Employees Unionized	3,419	3,717	5,040	5,508
Total employees[1/]	5,080	5,671	6,533	7,034
% Unionization	67.3%	65.5%	77.1%	78.3%

1/ Unionized and non-unionized SQM employees in Chile as of December 31st of each year.

% of employees covered by collective bargaining agreements

% Unionization	2020	2021	2022	2023
No. of employees covered by collective bargaining agreements	3,467	3,720	4,953	6,467
Total employees[2/]	5,080	5,671	6,533	7,034
% Unionization	68.3%	65.6%	75.8%	91.9%

2) SQM employees covered and not covered by collective bargaining agreements in Chile as of December 31 of each year.

O CONTENT 2-25/ 3-3/ 408-1/ 409-1

Rejecting Child and Forced Labor

We comply with all laws regarding fair working conditions, salaries, maximum hours, child labor and forced labor. Doing business correctly means that we promote integrity at all our operations and we support positive human rights practices that are free from worker exploitation. To clarify, we prohibit child labor, forced labor and any other similar practice.

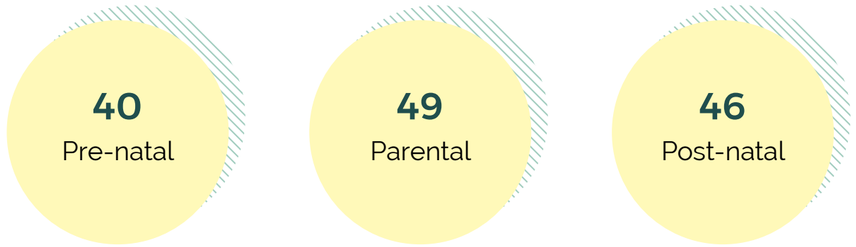
Working hours must be in line with the corresponding laws and employees must receive fair compensation for their labor. The SQM Chile Hiring Policy and Procedure sets forth that people hired by the company must be over the age of 18 and have a suitable competency profile and ethical workplace conduct, in line with business development and SQM's values. Minors may not apply for positions at SQM.

O CONTENT 2-25/ 3-3/ 401-3

Family Leave, Absenteeism

Women who used maternity leave by year

2023



2022



On the other hand, our absenteeism rate for 2023 was 5.9% company-wide. The absenteeism rate for men was 5.3%, and the rate for women was 8.4%. We note that 151 men used the five days of parental leave.

New Lactation Room

SQM opened its first Lactation Room at the Lithium Chemical Plant in Antofagasta. This space for nursing mothers reflects the Company's commitment to including women and maintaining work-family balance. These actions allow women to continue their personal and professional development comfortably, providing optimal conditions for employees and workers. The Company has experienced significant growth, notably an increase in women's representation in the workforce.

The new infrastructure provides everything nursing mothers need. Its main purpose is to offer an exclusive private place that is hygienic and safe with optimal health and environmental conditions. All of this facilitates breast milk extraction and its adequate storage while the mother is working. The lactation room has air conditioning, a television, sofas with armrests and pillows that are conducive to breast milk extraction, a nearby bathroom, refrigerator for storing milk, a pump for individual use and paper towel, hand sanitizer and liquid soap dispensers as well as other accessories and related equipment.

O CONTENT 405-2

Salary Gap and Equity Policy

Our Company is comprised of talented, capable employees who contribute to the development of our activities. We do not have plans or goals for reducing salary inequities. However, our goal is to give them the opportunities and conditions necessary to develop and contribute in an environment of cordialness, equality, respect and openness. We have set out the following focus areas related to development in our Sustainability, Ethics and Human Rights Policy and Equality, Diversity and Inclusion Approach:

- Ensuring non-discrimination in regard to salary, hiring, promoting and making decisions based on objective criteria regarding the ability of the person to perform the work.
- Development of activities or programs directed at audiences of interest that require further training or preparation.
- Blind recruiting, evaluating applicants based on their skills and the job requirements without any discrimination of any kind.

The salary gap presented was calculated using the gross salary for each job category based on current employees as of December 31, 2023. Individuals who work abroad and the subsidiary Ajay were excluded from the calculation.

The gaps are mainly due to the fact that the information represents companies from the group that focus on very different activities. As such, the roles of their employees and performance reviews vary.

Operator compensation is set through collective bargaining and are unique to each role, regardless of whether the person in the role is male or female. Each role has a different level of compensation based on the review.

We also measured the gender gap as part of the NCH3262 certification process.

Salary Gap by Job Category, Mean and Median

Job Category	Salary Gap Mean	Salary Gap Median
Senior Executives	58%	70%
Management	85%	82%
Department Heads	99%	104%
Operators	90%	95%
Sales Force	N/A	N/A
Administrative Staff	99%	104%
Support Staff	100%	100%
Other Professionals	92%	82%
Other Technicians	90%	88%

N/A: Not applicable because it includes individuals who work in Chile and are of the same gender.

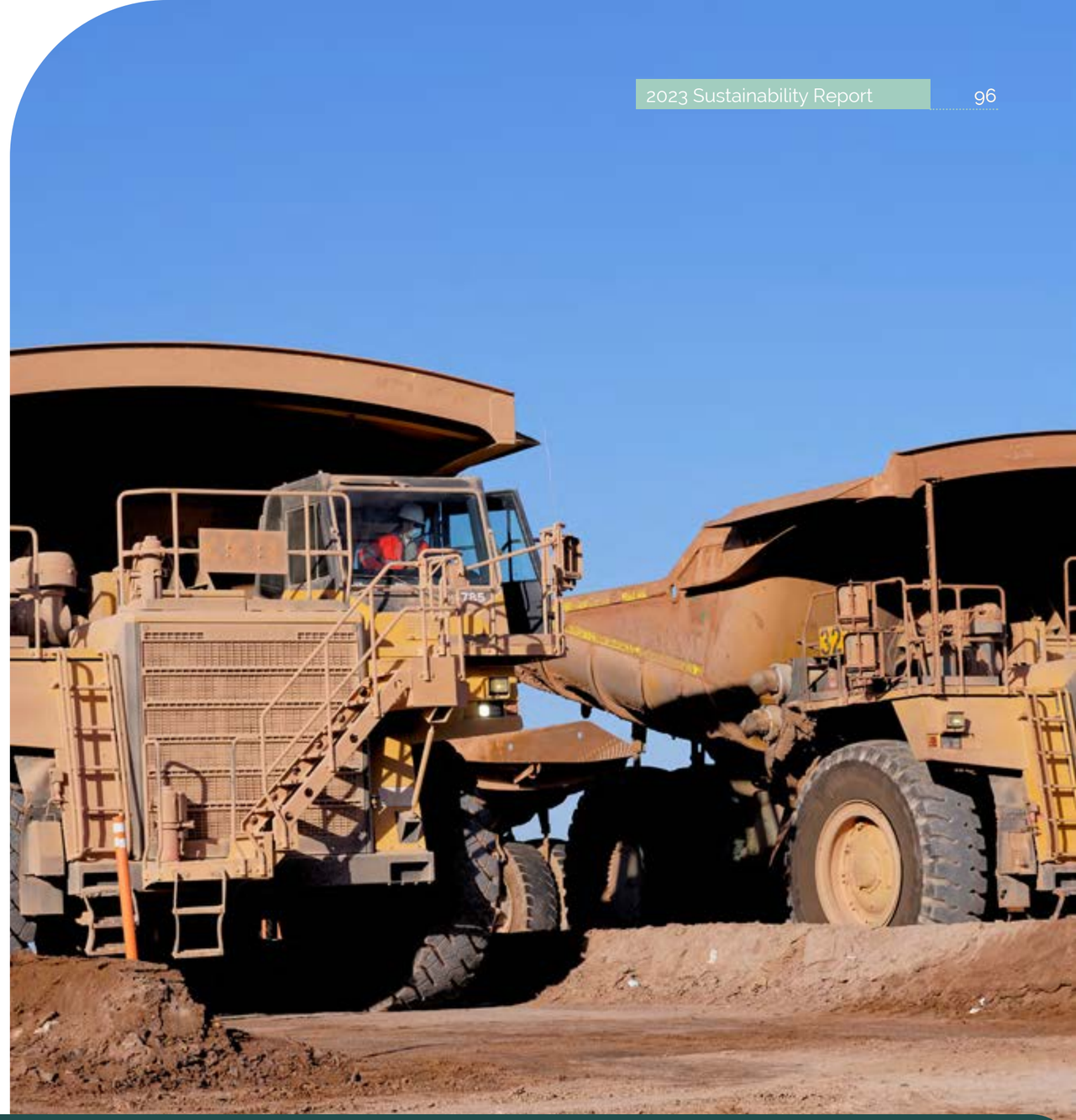
O CONTENT 3-3/ 2-27

Labor Fines

In order to prevent and identify regulatory non-compliance involving workers' rights, SQM has the following procedures in place:

- Internal Regulations on Order, Hygiene and Safety;
- Identification, Merger and Verification of the Regulatory Framework of the SGIGC Procedure;
- Identification of Applicable Legal Requirements in Occupational Health and Safety Procedure;
- Legal Alerts on Regulatory Changes Reported by the Office of the Vice President for Legal Affairs to the areas;
- Procedures to Prevent, Identify, Report and Monitor Workplace and Sexual Harassment;
- Procedure for addressing complaints regarding situations that present a lack of equity or the presence of discrimination.

The companies were the subject of three administrative sanctions (fines) issued by the Labor Directorate in 2023. Two are being enforced and paid (for a total of Ch$ 7,591,500) and one is pending. In addition, the companies were involved in 16 trials involving Protection of Fundamental Rights in 2023. Ten involved the Iodine and Plant Nutrition Division. Seven were terminated through negotiations or conciliation and three are pending. Six involved the Lithium Division. Two were terminated through negotiations or conciliation and four are pending.

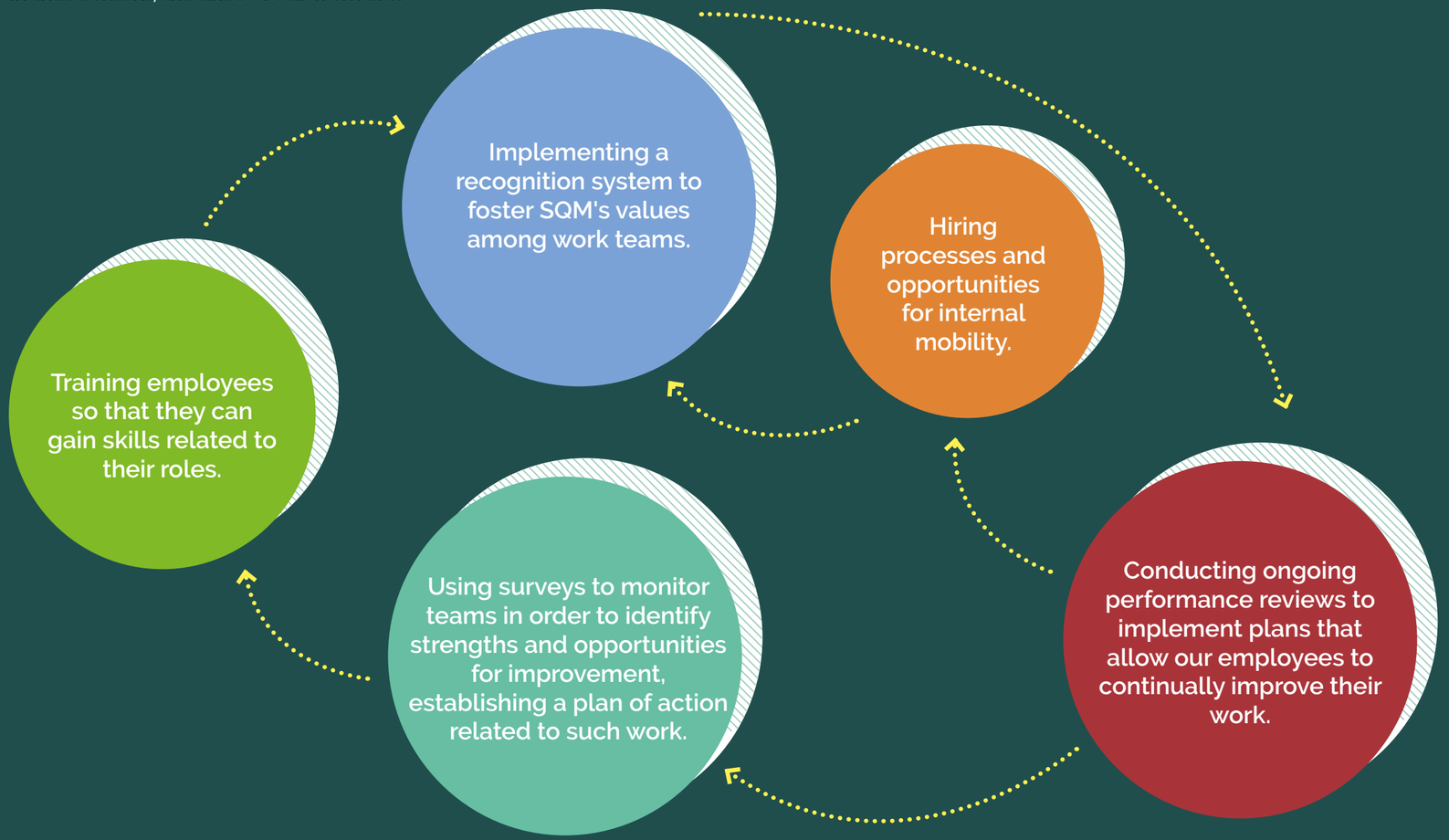


People Development

O CONTENT 2-25 / 3-3

The Company assumes the duty and challenge of generating the opportunities and spaces necessary for each worker to be able to develop their capacities and potential.

In that context, the axes of our work are:



Internal mobility

SQM successfully continued to offer its Internal Mobility Program over the course of the last decade-plus. This corporate practice promotes employee development, recognizing and offering opportunities for growth within the Company based on their competencies, skills and experience.

General workers and supervisors may apply for vacant positions within the Company. They receive preferential consideration in processes involving promotions or lateral moves in order to allow them to develop in other areas that require their knowledge and abilities. The benefits in terms of our organizational culture include:

- Encouraging good performance and meritocracy.
- Increasing employability by providing learning opportunities within the organization.
- Retaining and rewarding the best talent.
- Favoring opportunities for personal development.
- Reinforcing commitment and motivation.
- Strengthening the idea that people are valuable assets for the company.
- Enriching the company through collaboration among areas.

Internal Mobility 2023

SQM CONSOLIDATED

619 148 **744**

LITHIUM DIVISION

357 69 **425**

IODINE AND PLANT NUTRITION DIVISION

262 79 **341**

Internal Mobility by Division and Gender 2023

Lithium Division	Women	Men	Total
Salar de Atacama	16	128	144
Lithium Chemical Plant	31	215	246
Other offices	22	14	36
Division total	69	357	425

Iodine and Plant Nutrition Division	Women	Men	Total
Coya Sur	10	37	47
María Elena	4	9	13
Nueva Victoria	27	130	157
Pedro de Valdivia	0	7	7
Port of Tocopilla	0	4	4
Other offices	38	75	113
Division total	79	262	341

Note: This includes employees that moved to other operations and workers who moved within their operation but across roles. Other offices refers to Antofagasta, Iquique, Osorno, Pampa Blanca, the Lithium Chemical Plant, Salar Atacama, Santiago and those located abroad.

Historical Internal Mobility 2017-2023

2017	2018	2019	2020	2021	2022	2023
132	284	401	398	862	690	744

O CONTENT 404-1/ 404-2

Bringing Training Closer to Our Employees

In 2023, we continued to offer training through the portal **www.sqmaprende.com**, an online training site that was indispensable due to social distancing measures. This tool gives employees ongoing access to new job-related training using any device.

The site offers interactive videos designed to complement learning of contents. Students who finish their courses receive a certificate of completion.

At SQM, our workers are constantly trained on matters related to their jobs with a view to supporting their professional development and performance excellence.

There was an 11.6% increase in training hours in 2023 for a total of 156,458 training hours provided.

At the company level, we achieved an average of 20.4 hours of training per employee. This result is very similar to the previous period, when the average was 20 hours per employee.

The group that engaged in the most training activities was Operators, who completed 56,738 training hours, followed by Other Professionals, with 41,705. The highest average number of training hours per employee was 26 hours for Other Technicians.

SQM CONSOLIDATED

20.4 average hours of training

156,458 hours of training

LITHIUM DIVISION

26.1 average hours of training

91,188 hours of training

IODINE AND PLANT NUTRITION DIVISION

15.8 average hours of training

65,270 hours of training

Note: The Iodine and Plant Nutrition Division includes information from the Metals Business and Exploration Division.

Average Total Hours of Training, SQM Consolidated

Job Category	2022			2023		
	Training Hours	No. of Employees	Average Training Hours per Employee	Training Hours	No. of Employees	Average Training Hours per Employee
Senior Executives	146	18	8.1	99	18	5.5
Management	1,383	122	11.3	3,219	196	16.4
Department Heads	17,677	692	25.5	18,699	728	25.7
Operators	58,913	2,845	20.7	56,738	2,969	19.1
Sales Force	48	73	0.7	133	86	1.5
Administrative Staff	783	121	6.5	914	124	7.4
Support Staff	32	7	4.6	0	7	0.0
Other Professionals	34,973	1,922	18.2	41,705	2,212	18.9
Other Technicians	26,230	1,197	21.9	34,951	1,342	26.0
Total	**140,185**	**6,997**	**20.0**	**156,458**	**7,682**	**20.4**

We invested **ThUS$ 1,446 in training**, which includes both the cost to the Company and the cost covered by SENCE. Training represents 0.02% of annual Company revenue. We trained 6,746 employees who represent 88% of our staff.

Average Training Hours per Female Employee SQM Consolidated

Job Category	2022			2023		
	Training Hours	No. of Employees	Average Training Hours per Employee	Training Hours	No. of Employees	Average Training Hours per Employee
Senior Executives	77	2	38.5	56	2	28.0
Management	490	18	27.2	720	34	21.2
Department Heads	2,930	127	23.1	4,020	145	27.7
Operators	4,319	230	18.8	3,753	251	15.0
Sales Force	37	39	0.9	114	47	2.4
Administrative Staff	495	81	6.1	490	81	6.0
Support Staff	0	1	0.0	0	3	0.0
Other Professionals	11,799	748	15.8	14,558	852	17.1
Other Technicians	1,588	125	12.7	1,097	143	13.3
Total	**21,735**	**1,371**	**15.9**	**25,618**	**1,558**	**16.4**

Average Training Hours for Men (SQM Consolidated)

Job Category	2022			2023		
	Training Hours	No. of Employees	Average Training Hours per Employee	Training Hours	No. of Employees	Average Training Hours per Employee
Senior Executives	69	16	4.3	43	16	2.7
Management	893	104	8.6	2,499	162	15.4
Department Heads	14,747	565	26.1	14,679	583	25.2
Operators	54,594	2,615	20.9	52,985	2,718	19.5
Sales Force	11	34	0.3	19	39	0.5
Administrative Staff	288	40	7.2	424	43	9.9
Support Staff	32	6	5.3	0	4	0.0
Other Professionals	23,714	1,174	19.7	27,147	1,360	20.0
Other Technicians	24,642	1,072	23.0	33,044	1,199	27.6
Total	**118,450**	**5,626**	**21.1**	**130,840**	**6,124**	**21.4**

Main Training Programs

We have an internal **learning platform** called **SQM Learns**. It is available to all of our employees and offers internal and external training resources. Some **11,686 people participated** in these courses in 2023.

Certifications

Accredit staff who use mobile equipment in all Company sites for 4 years. 1,264 participants

1,264 participants

Languages

Strengthen English language skills for those who require such knowledge. 49 participants

49 participants

Management Specialty

Provide employees with the knowledge necessary to carry out their work. 3,793 participants

3,793 participants

Development Skills

Adaptive skills, strategic alignment or team-building training programs. 1,837 participants

1,837 participants

Brigade Members

Strengthen the knowledge and techniques of brigade members in all locations. 1,977 participants

1,977 participants

Risk Prevention

Issues associated with caring for people. 24,097 participants

24,097 participants

Pulso SQM

The Pulso Survey was implemented across SQM in Chile and abroad in 2023. The purpose of the tool is to learn about our employees' perceptions of aspects such as employee commitment, satisfaction, leadership and collaboration.

This tool has allowed us to identify strengths and opportunities that allow us to build a good workplace environment in which workers feel motivated, recognized and committed in addition to promoting positive leadership.

We ask three questions about aspects related to the respondent's perception of whether the company is a satisfactory and healthy place for the worker in order to measure satisfaction. We use a scale of 1 to 5.

To measure commitment, we ask four questions that quantify the respondent's perceptions related to pride, vigor -energy and willingness to work-, and discretionary effort, as well as other variables.

As was the case in previous years, every area of the Company was invited to participate, including our commercial offices abroad. A total of 5,953 people participated in the SQM 2023 Pulso Survey, which represents 83% of our workforce, up from 82% in 2022.

85%

of survey respondents report that leaders communicate the purpose of the work, provide opportunities to suggest improvements, and follow up on matters raised.

89%

of people are actively committed.

82%

of survey respondents state that SQM provides learning and development opportunities.

84%

believe that SQM is a great place to work.



O CONTENT 404-3

Performance Review

Every year our employees must undergo performance evaluations consisting of a self-assessment and a supervisor assessment, coupled with feedback from both parties. Some employees complete their reviews in January, and the rest do so in April. This exercise is only completed by those who have been with the Company for more than three months. The individuals who did not participate in the evaluation process were on extended medical leave.

Note: This information includes employees from the Iodine and Plant Nutrition Division, Metals Business and Exploration Division, Business Division and General Management.

Individuals Evaluated by Job Category and Gender 2023 - Lithium Division

Job Category	Men		Women		Total	
	Individuals Evaluated	% Evaluated	Individuals Evaluated	% Evaluated	Individuals Evaluated	% Evaluated
Senior Executives	5	83%	0	0%	5	100%
Management	62	91%	15	94%	77	71%
Department Heads	276	100%	68	100%	344	100%
Operators	952	99%	122	100%	1,074	92%
Sales Force	4	80%	19	95%	23	92%
Administrative Staff	9	100%	17	100%	26	100%
Support Staff	1	100%	0	0%	1	99%
Other Professionals	672	99%	365	99%	1,037	99%
Other Technicians	561	99%	51	100%	612	99%
Total	**2,542**	**99%**	**657**	**99%**	**3,199**	**99%**

Individuals Evaluated by Job Category and Gender 2023 -Iodine and Plant Nutrition Division

Job Category	Men		Women		Total	
	Individuals Evaluated	% Evaluated	Individuals Evaluated	% Evaluated	Individuals Evaluated	% Evaluated
Senior Executives	6	60%	1	100%	7	64%
Management	84	97%	16	100%	100	97%
Department Heads	290	99%	68	97%	358	99%
Operators	1,586	97%	101	95%	1,687	97%
Sales Force	32	97%	24	100%	56	98%
Administrative Staff	28	100%	52	93%	80	95%
Support Staff	3	100%	3	100%	6	100%
Other Professionals	602	97%	405	97%	1,007	97%
Other Technicians	546	95%	73	96%	619	96%
Total	**3,177**	**97%**	**743**	**97%**	**3,920**	**96%**

“VIVO” Recognition Program

We continue to promote the “VIVO” Recognition Program, which is part of our M1 operational excellence system. All workers can grant recognition online or through the MISQM app through this program. These awards can be given between peers, to supervisors or people in other areas or entire teams at any of the Company’s production centers.

During 2023, 41,667 recognitions were awarded through the VIVO platform. This represents a 48% increase over 2022, when 28,102 recognitions were issued. A total of 5,428 people were recognized through the platform.

In addition, we launched recognition programs in our commercial offices in Mexico, the United States, China, Belgium and Spain, thus expanding the coverage of this initiative abroad.

The pillars of this program are:

- People development
- Continuous improvement
- Common objective
- Efficient processes



Total Instances of Recognition by Gender 2023

2019	2020	2021	2022	2023
13,769	21,997	24,466	28,102	41,667

SQM CONSOLIDATED

32,033	9,634
76.9%	23.1%

LITHIUM DIVISION

16,875	4,193
80.0%	20.0%

IODINE AND PLANT NUTRITION DIVISION

15,158	5,441
73.6%	26.4%

Total Recognitions

2020	2021	2022	2023
1,331	1,634	2,093	2,828

SQM CONSOLIDATED

2,211	617
78.2%	21.8%

LITHIUM DIVISION

1,231	327
79.0%	21.0%

IODINE AND PLANT NUTRITION DIVISION

980	290
77.2%	22.8%

Individuals Recognized Through the Recognition System

2020	2021	2022	2023
3,531	3,803	4,538	5,428

SQM CONSOLIDATED

4,396	1,032
81.0%	19.0%

LITHIUM DIVISION

2,309	571
80.2%	19.8%

IODINE AND PLANT NUTRITION DIVISION

2,087	461
81.9%	18.1%

Individuals Recognized at Ceremonies

2020	2021	2022	2023
180	301	300	245

SQM CONSOLIDATED

195	50
79.6%	20.4 %

LITHIUM DIVISION

72	19
79.1%	20.9%

IODINE AND PLANT NUTRITION DIVISION

123	31
79.9%	20.1%



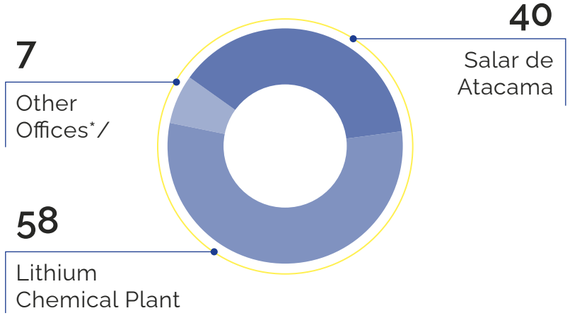
"Vivo la Excelencia -Recognizing Teams" Program

This year we continued to develop the "Vivo la Excelencia" Program, which recognizes teams in all locations in Chile, namely Nueva Victoria, Salar de Atacama, the Lithium Chemical Plant, Coya Sur, Tocopilla, Santiago and Antofagasta. We implemented eight versions of the program. The purpose of this program is to recognize and reward innovative initiatives developed by our workers that allow us to enhance continuous improvement in the areas of Sustainability, Safety, Quality and/or Productivity. A total of 198 initiatives were submitted, and the finalists were presented to a jury. This is much higher than the 96 submitted in 2022. The finalists were assessed by an Evaluating Committee, which identified the winners.

198
initiatives

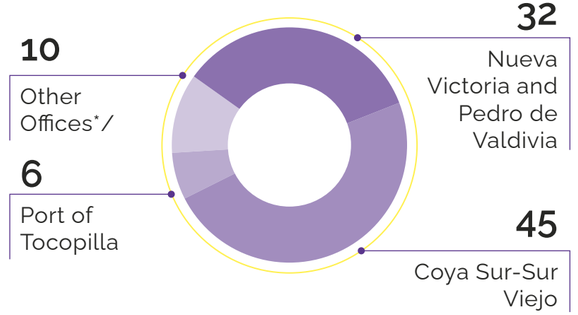
VIVO La Excelencia 2023 Recognitions

LITHIUM DIVISION



*/ Other offices corresponds to the Santiago and Antofagasta offices.

IODINE AND PLANT NUTRITION DIVISION



*/ Other offices corresponds to the Santiago and Antofagasta offices.

Recognition for Years of Service and Performance

We also offer recognition for Years of Service and Performance. We recognized 783 workers for Years of Service in 2023 and 136 for Performance. We also added people who completed 5, 15, 25 and 35 years of service to the awards ceremony this year.

919
Recognitions

Years of Service

300
Recognition in 2022



257 **85.7%**

43 **14.3%**

2023
783
Recognition for Years of Service

SQM CONSOLIDATED		LITHIUM DIVISION		IODINE AND PLANT NUTRITION DIVISION	
644	139	276	69	368	70
82.2%	**17.8%**	**80.0%**	**20.0%**	**84.0%**	**16.0%**

Performance

127
Recognition in 2022



103 **81.1%**

24 **18.9%**

2023
136
Recognition for best worker

SQM CONSOLIDATED		LITHIUM DIVISION		IODINE AND PLANT NUTRITION DIVISION	
107	29	49	11	58	18
78.7%	**21.3%**	**81.7%**	**18.3%**	**76.3%**	**23.7%**

Safety, A Company Value

O CONTENT 2-25/ 3-3

Our goal is to keep our operations safe and accident-free. We are committed to caring for people.

We are a global company, and we understand the responsibility of our work, looking to long-term continuity and business. We are committed to sustainable development in harmony with our environment, business ethics and respect for and promotion of human rights in accordance with current national and international standards. To that end, we establish the following principles in the area of occupational health and safety:

Occupational health and safety principles

Promoting commitment among our workers, contractors and stakeholders to meeting the demands of our customers and preventing accidents and illnesses.

Establishing business continuity strategies in response to risks and opportunities that allow for the continuity of our operations in health and safety processes.

Complying with regulatory requirements that apply to our activities, other requirements and voluntary agreements.

Establishing indicators and goals that are reachable and measurable, ensuring the availability of information and resources for the Occupational Health and Safety System based on the strategic objectives and guidelines.

Ensuring **continuous improvement of the Occupational Health and Safety System** through periodic assessments of its performance, verifying compliance with the policy and process management, promoting commitment, creativity, innovation and other values.

Identifying hazards and evaluating, controlling or eliminating risks to health and safety in our activities, providing healthy and safe labor conditions to prevent health issues and injuries among our workers and employees.

Receiving and channeling questions posed by our workers, employees and their representatives, promoting their participation in matters related to health and safety.

O CONTENT 403-1 (2018)/ 403-2 (2018)/ 403-7 (2018)

Operational Risk Management System

At SQM, we have a Sustainability, Ethics and Human Rights Policy that establishes a commitment to the sustainable development of our business and guarantees Occupational Health and Safety and respect for the people who work in our facilities, our community and our customers. This is applied to all SQM operations. To that end, we and our employees and contractors commit to:

- Developing and implementing an Occupational Health and Safety Prevention Management System
- Ongoing training
- Implementing the same standards in contractor companies.
- Using controls to ensure that work sites are free of alcohol and drugs.
- Promoting healthy living

As part of the operationalization of commitments to occupational health and safety, SQM has developed a Comprehensive Occupational Health and Safety System. Its purposes are to:

Establish obligations and responsibilities in order to adopt the measures necessary to effectively protect and effectively safeguard the life and health of all SQM workers including contractors and subcontractors.

Define, establish and implement rules that can be used to control all of the risks inherent to our processes in order to define and establish the minimum Occupational Health and Safety Management specifications.

Safeguard the facilities, equipment, machinery and critical materials related to the operations and processes developed at SQM.



As part of the implementation of the Occupational Health and Safety Management System, SQM has developed an Operational Risk Management System (SISGRO) that contains 13 elements.



All activities carried out under SISGRO are part of the Operational Excellence Program, called M1, through which the company is able to standardize the suite of Lean system tools provided under M1 to risk management, thereby providing better outcomes. Our management system applies to operations and offices in Chile. Current legislation in each country applies to offices overseas.

SQM's Lithium Division has documented its SISGRO in accordance with ISO 45001:2018. It was established and formalized in accordance with that standard.

Legal Requirements

Some of the legal requirements applicable to the system are: Labor Code / Law No. 16.744 of the Ministry of Labor and Social Security, the Undersecretary of Social Security, which establishes rules on job-related accidents and illnesses and its complementary Supreme Decrees (SD). /S.D. 101 Approves regulations for the application of Law 16,744. /S.D. 109 Approves regulations for the classification and evaluation of occupational illnesses and accidents. /S.D. 54 Approves regulations on the formation and operation of Joint Committees on Hygiene and Safety, /S.D. 40 Approves regulations on preventing professional risks, /S.D. 76 Approves regulations for the application of Article 66 BIS of Law No. 16.744 on management of occupational health and safety at work sites, projects or services listed. /S.D. No. 594 Approves regulations on basic health and environmental conditions in workplaces. /S.D. No. 18 Approves regulations on radiological protection of radioactive facilities. /S.D. No. 18 Personal Protective Equipment Quality Certification for occupational risks /Law No. 20.123 Regulating Work in the Subcontracting Regime. /S.D. No. 72, whose consolidated, organized and coordinated text is contained in S.D. No. 132, both on Mining Safety Regulation. Law No. 21,342, which establishes labor safety protocol for gradual and safe return to work in the context of the public health alert decreed in regard to COVID-19.

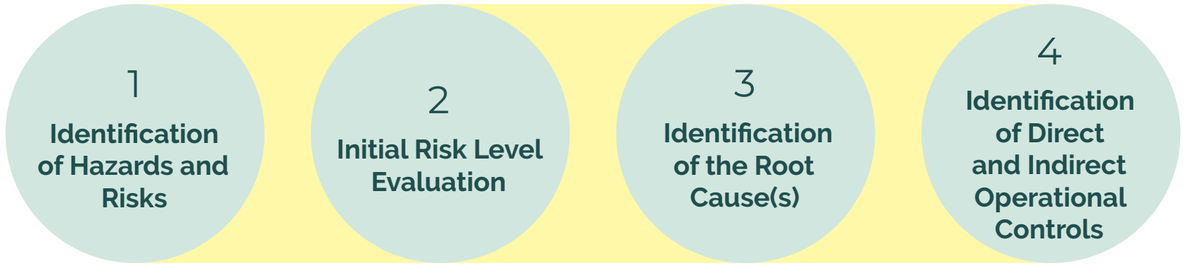
O CONTENT 403-2 (2018)

Identification of Occupational Hazards and Risks

As part of our Occupational Health and Safety Management System, SQM has implemented a continuous and systematic process for identifying hazards and evaluating health and safety risks for workers, contractors and anyone who works at or enters our operations.

As part of this process, we have defined a procedure that establishes the methodology for creating critical inventories by identifying hazards and assessing risks associated with the tasks performed in the different operations areas. This allows us to establish effective controls as needed. The procedure establishes the identification and implementation of controls for occupational health and safety issues, which are evaluated to determine the level of control of each risk assessed and to generate the necessary action plans to ensure effective control.

This procedure applies to all SQM work areas, including contractors and sub-contractors. In order to develop critical inventories, each division and/or superintendency must identify and validate the processes and sub-processes that they develop. These must be documented, and once they are identified, we proceed with:



Identification of Hazards and Risks

Identifying hazards and entering potential hazards or incidents during or after their execution or use.

Initial Risk Level Evaluation

Initially assessing each hazard based on its likelihood and most likely consequence without the existence of controls in order to ascertain the initial risk.

Identification of the Root Cause(s)

Identifying the root cause of the occurrence of each hazard.

Identification of Direct and Indirect Operational Controls

Establishing direct or indirect operational controls for each root cause in order to eliminate or mitigate a hazard during the performance of a task or use of a piece of equipment or area.

Direct Operational Controls

Direct operational controls are for workers and should focus on correct work practices and the use of personal and collective protection systems.

Indirect Operational Controls

Actions that the chain of command executes. These are oriented towards eliminating the hazard, replacing elements, updating procedures and establishing and implementing engineering controls before, during and after the execution of the task.

O CONTENT 2-8 / 403-8 (2018)

Management System Coverage

We had an annual average of 13,305 contractor employees in 2023, which is 13.8% more than 2022, when the average was 11,688. This increase is mainly due to the various projects that are being developed at our work sites. It is worth highlighting that 100% of contractors are covered by our Occupational Health and Safety Management System, SISGRO.

13,305
Total average contract workers

LITHIUM DIVISION

8,076
Total average contractor employees

IODINE AND PLANT NUTRITION DIVISION

5,229
Total average contract workers

*/ The data include contract workers from the Metals Business and Exploration Division.

Average number of contractors per operation

Operations/ Facilities	2022		Total	2023		Total
	Men	Women		Men	Women	
Antofagasta	27	0	**27**	42	0	**42**
Coya Sur	1,339	92	**1,431**	992	98	**1,090**
María Elena	338	164	**502**	331	167	**498**
Nueva Victoria	1,909	218	**2,127**	2,199	262	**2,461**
Pedro de Valdivia	107	6	**113**	114	7	**121**
Salar de Atacama	2,009	222	**2,231**	2,401	124	**2,525**
Lithium Chemical Plant	4,172	249	**4,421**	5,323	276	**5,599**
Tocopilla	495	44	**539**	491	40	**531**
Pampa Blanca	231	15	**246**	267	18	**285**
Orcoma	4	0	**4**	40	4	**44**
Búfalo	40	7	**47**	90	19	**109**
Total	**10,671**	**1,017**	**11,688**	**12,290**	**1,015**	**13,305**

Note: The 2022 totals were corrected by rounding.

More than 80% of Company employees are covered by our SISGRO system. Employees who are not covered belong to our subsidiary Ajay (49 workers) and our foreign subsidiaries (648 workers).

Workers Subject to Internal Safety Auditing Consolidated SQM

Employees and workers who are not direct employees and whose work or place of work are controlled by SQM and are covered by the SQM SISGRO system and are subject to internal safety auditing are:

	2022	2023
SQM Employees	6,119	6,859
Contract Workers	11,688	13,305

Note: We have excluded SQM workers and contractors outside of Chile, as well as the subsidiaries Comercial Agrorama Limitada, Agrorama S.A., Soquimich Comercial S.A. and Ajay from this calculation.

Workers Subject to Third-party Safety Audits Consolidated SQM

Employees and workers who are not direct employees and whose work or place of work are controlled by SQM and are covered by the SQM SISGRO system and are subject to third-party safety auditing are:

	2022	2023
SQM Employees	3,842	5,922
Contract Workers	9,317	11,880

Note: We have excluded SQM workers and contractors outside of Chile, as well as the subsidiaries Comercial Agrorama Limitada, Agrorama S.A., Soquimich Comercial S.A. and Ajay from this calculation.



O CONTENT 403-2 (2018)

Reporting Hazardous Situations

The obligation to report any hazardous situation is set forth in the Code of Ethics, in the Internal Regulations on Order, Hygiene and Safety (RIOHS) and the Company's safety standards. Specifically, all employees have the obligation to notify their direct supervisor or using established channels when they learn about or have witnessed any risky situation. Each worker who enters the facility receives safety orientation prior to beginning their work. They also receive the Internal Regulations and Code of Ethics.

Operationally, areas have preventative tools designed to identify and report on the conditions and risky actions that may cause harm to workers' health and safety. This is reported through:

01. Performance Discussions

This activity allows employees to learn about unsafe or safe actions or conditions in their work area. It establishes control measures that help to limit the occurrence of undesired events. Those measures are established during the program, and the supervisor responsible for the activity commits to the process results.

02. Planned Inspections and Observations

Corrective actions, inspection reports and observations conducted in each area must be monitored and closed.

03. Identification of Hazards

These are inspections/observations conducted as activities are being developed to identify, analyze and control unsafe actions and conditions.

Finally, the company's Code of Ethics states that anyone who identifies an unsafe situation must report it to correct the situation and prevent an accident. The Department of Ethics and Compliance is responsible for monitoring all reports associated with the Code of Ethics. Any person who expresses concerns in good faith is protected against retaliation. These acts can take many forms, including harassment, intimidation, degradation or the assignment of unwanted tasks as the result of filing a report in good faith. Such acts constitute a violation of this Code and will be investigated and, if proven, punished.

Any employee who needs to report a dangerous situation can use the following formal reporting channels:

www.SQM.ethicspoint.com

Help Line/ Direct Line

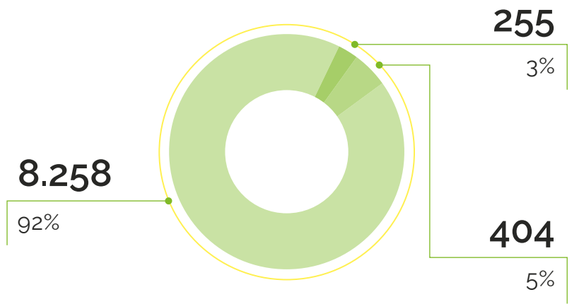
Chile	
Entel	800-360-312
Movistar	800-800-288
Claro	800-225-288

SQM's Internal Regulations on Order, Health and Safety state that Article 184 bis of the Code may be applied in the case of serious or imminent risk to employees' life or health. In such a case, the worker ceases their activities and leaves the work site. The worker must report this to the Company as soon as possible or within three hours of the elimination or attenuation of the risk that led to the aforementioned interruption of duties and departure from the work site.

We use the tool Zyght to record all types of incidents, findings, hazardous situations and other issues related to occupational health and safety. During 2023, we received 8,917 findings of hazards related to hazardous sources, actions, conduct or conditions. Of this total, 97% were investigated and closed and 3% remain open. This is mainly due to the fact that they were reported at the end of the year. It is worth mentioning that 92% of the findings were verified.

Summary of Findings

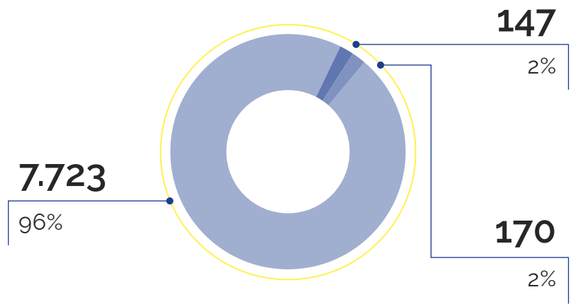
SQM CONSOLIDATED*/



8,917
total findings

255	404	8,258
Open	Closed and not verified	Closed and verified

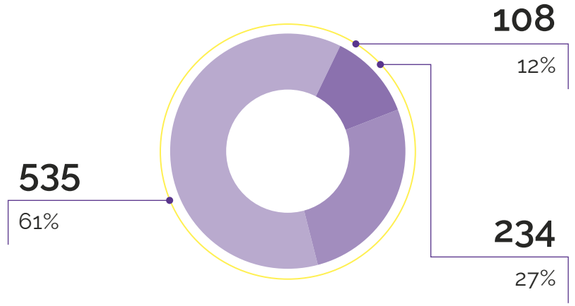
LITHIUM DIVISION



8,040
total findings

147	170	7,723
Open	Closed and not verified	Closed and verified

IODINE AND PLANT NUTRITION DIVISION**/



877
total findings

108	234	535
Open	Closed and not verified	Closed and verified

*/ Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

**/ Includes information from the Metals Business and Exploration Division.

O CONTENT 403-2 (2018)

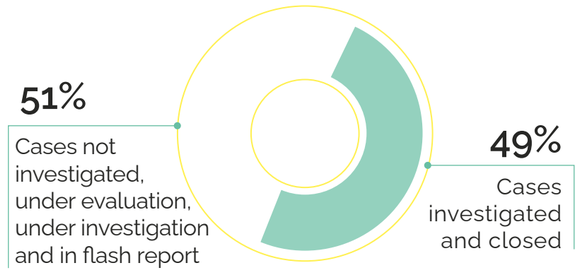
Incident Investigation Management

At SQM, we conduct investigations and establish control measures for incidents that occur at our facilities. We also inform the respective authorities in accordance with their specific regulations. To do this, we use an accident investigation procedure to record:

- Who is responsible for the investigation process.
- Internal reporting of accidents and external reports to authorities.
- Description of process, steps of the investigation.
- Establishment of corrective measures using the control hierarchy.
- Teams are formed based on the potential of the accident.

Every incident—accidents with lost time, without lost time, material damages and operational failures—is recorded and investigated in accordance with the respective procedure. These are presented and discussed at meetings of the Board and Executive Operations Committee in order to establish lessons and improve processes. The Central Occupational Health and Safety Superintendency records the statistical indicators associated with the Lost-Time Injury Frequency Index (LTIFR) and the Severity Index (SI) as well as the Combined Frequency Index (CFI), which considers incidents with and without lost time. Furthermore, it covers incidents with significant potential that allow us to cover both accidents resulting in injury as well as those that have a significant potential to result in injury.

By the end of 2023, 1,091 incidents had been recorded in Zyght. They involve various categories, including operational failures, unsafe conduct, material damage and near-accidents. Forty-nine percent of the cases were investigated and closed, 58 are under investigation and 69 cases are under evaluation.



Summary of Incidents

SQM CONSOLIDATED*/

1,091 Total incidents	88 In flash report	69 Undergoing evaluation	339 Not investigated	58 Under investigation	537 Investigated

LITHIUM DIVISION

660 Total incidents	32 In flash report	12 Undergoing evaluation	178 Not investigated	17 Under investigation	421 Investigated

IODINE AND PLANT NUTRITION DIVISION/**

431 Total incidents	56 In flash report	57 Undergoing evaluation	161 Not investigated	41 Under investigation	116 Investigated

*/ Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

**/ Includes information from the Metals Business and Exploration Division.

O CONTENT 403-3 (2018)/ 403-6 (2018)

Health Services

The SQM Management System establishes that:

01.

All processes, areas and teams must have risk assessments and control measures based on the magnitude of the risk.

02.

The areas conduct qualitative and quantitative assessments based on the risks identified.

03.

Accordingly, pre-occupational and occupational tests are conducted based on the risk group and controls required by risk management standards such as physical exams for workers exposed to height-related risks and audio readings for exposure to noise.

04.

Once the reports and qualitative and quantitative assessment results are submitted, they are disseminated to all staff members exposed in those work areas, and a record of the activity is made.

05.

We oversee and monitor accidents and incidents related to occupational health and safety, communicating through alerts and safety reflections that provide detailed information on the incident, the background of the accident, how to avoid it and related photographs. There are also monthly reports containing statistical indicators of frequency, seriousness and combined frequency.

06.

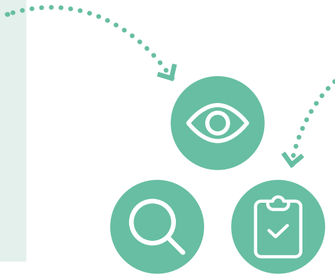
A risk management system audit is conducted at least once a year. In the case of the Lithium Division, it is part of the annual ISO 45001 review. The occupational health assessments set out in Law No. 16.744 assess medical conditions or personal risk factors, considering that individuals are exposed to specific work conditions or specific professional risk factors that could make them more susceptible to suffering a work-related accident or contracting a work-related illness. Occupational health assessments include assessments of employees exposed to certain types of risks, such as work performed at height, in confined spaces or while driving or specific work conditions such as high altitudes.



The **occupational health assessment** is performed in the following circumstances as well:

I. Prior to the performance of a new activity, task or position exposed to certain risk factors or specific work conditions.

II. During the performance of activities that present exposure to certain risk factors or specific work conditions.



The **result of the occupational** health assessment could indicate:

I. No evidence of health changes that contraindicates execution of the task.

II. Evidence of health changes that temporarily contra-indicates execution of the task, which could be corrected through a health intervention.

III. Evidence of health changes that contraindicate execution of the task.

The **examinations** are performed based on:

I. The relevance of the requirement, reviewing the activity to determine whether it involves exposure to certain risk factors or specific work conditions.

II. Maintaining a record of occupational health assessments conducted on workers, including at a minimum, the workers' names, risk factors and specific work condition that led to the evaluation.

When the result of the occupational assessment corresponds to a labor condition, SQM receives the assessment results and reassesses the employee when they present the information required to do so. The results of the tests are only given with the worker's authorized signature in accordance with Law No. 19,628 on Protection of Private Life.

SQM has health clinics, first aid rooms and rescue services at its work sites. The purpose of this services is to maintain an optimum level of employee health by providing a comprehensive healthcare solution. This includes providing primary care through technical paramedics in first aid rooms and physicians at the health clinic.

The health clinics and first aid rooms also conduct activities designed to promote health following Health Ministry recommendations based on the unique characteristics of the population at each site.

They identify and report the main risk factors for highly prevalent illnesses such as smoking, excessive alcohol consumption and obesity. These conditions are associated with cardiovascular disease, cancer, cirrhosis of the liver, diabetes and other conditions. We hold annual health prevention and promotion programs for each site in order to decrease the appearance of chronic adult pathologies and acute pathologies unique to the working population. Finally, clinic staff encourages employees to participate in fun activities at work sites in health-related areas as well as alcohol and drug use prevention programs at each site.

O CONTENT 403-4 (2018)

Worker Participation in Occupational Health and Safety Topics

In its Sustainability, Ethics and Human Rights Policy, SQM commits to maintaining open and ongoing communication with its employees, contractors, customers, shareholders, neighbors and authorities, periodically informing them of its performance. We use various channels to communicate with employees. We have developed and implemented communication processes such as orientation courses and training activities for employees during which we present topics related to occupational health and safety. These include any accidents or incidents that have occurred, labor risks inherent to processes and means for their effective control, emergency situations and their responses to such events. In addition, the Occupational Health and Safety Management System requires operations to develop preventative tools designed to maintain ongoing feedback related to conditions and risky actions that could harm worker health, the facilities and the environment. Some of these instances are: discussions of performance, inspections and planned observations, hazard identification, role and process confirmations, among others.

SQM has 14 Joint Committees on Hygiene and Safety comprised of representatives of the company and its workers whose decisions, as per Law No. 16,744, are mandatory for the Company and its employees. The Joint Committees on Hygiene and Safety are comprised of three company representatives and three worker representatives. For each lead member, an alternate is also appointed. The company representatives are appointed by SQM, while worker representatives are elected through a secret direct vote convened and presided over by the president of the Joint Committee on Hygiene and Safety at the end of his or her term. All company employees participate in this election.

The Joint Committees on Hygiene and Safety meet regularly each month but may also hold an extraordinary meeting at the joint request of one representative of the workers and one representative of the company. In any case, the committee must meet each time there is a job-related accident that results in the death of one or more workers or that the president believes could cause one or more of them to experience a permanent decrease in their earning capacity of over 40%. A record of the matters addressed at each meeting is established through the corresponding minutes. The Joint Committee on Hygiene and Safety operates as long as a management representative and employee representative attend. When some management or employee representatives are absent from committee sessions, those in attendance are given the opportunity to use all of the votes for the group that they represent.

Salar CPHS Certification

With 100% compliance in the 32 points addressed in the audit, our Joint Committee on Hygiene and Safety for Salar de Atacama in the Lithium Division scored at a superior level for the second consecutive year on the Chilean Safety Association accreditation. This places SQM among the five CPHS certified by the entity nationally.

The process consisted of reviewing a series of requirements that were audited and evaluated by ACHS with regard to Salar de Atacama's 2022 CPHS performance. Noteworthy elements include initial and intermediate assessment compliance requirements, meeting minutes, the work of the training and dissemination commission, the annual work program, issues addressed in regard to hygiene, SST campaigns and best practices and the handling of suggestions, among other key points. The Company earned the highest possible score (100%) for the second consecutive year.

2023 Outstanding Joint Committee Award

The Lithium Division Health and Safety Joint Committee (CPHS) was awarded the "Outstanding Joint Committee 2023" prize by the Regional Mining Safety Council. This is the fifth time this award has been granted to the site (2016, 2018, 2020, 2021 and 2023).

Functions of the Joint Committees on Hygiene and Safety (JCHS)

01. Advise and instruct employees on the correct use of protective equipment.

02. Monitor compliance with prevention, hygiene and safety measures.

03. Investigate the causes of work-related accidents and illnesses that occur within the Company.

04. Determine whether an accident or occupational illness was due to an employee's inexcusable negligence.

05. Order the adoption of all hygiene and safety measures that can prevent professional risks.

06. Complete the other functions or missions assigned to it by the respective administrative agency.

07. Offer employees professional training courses.

The elements related to occupational health and safety that are addressed in formal union agreements at the local level are related to work clothing.



Award for Nueva Victoria

The Tarapacá Region's Regional Mining Safety Council (CORESEMIN) recognized Nueva Victoria as the site with the best performance in safety management. It also recognized the Iodine Plants Joint Health and Safety Committee (CPHS) for its outstanding safety management during 2023.

Cruz del Norte CPHS Certification

The Hospital Cruz del Norte S.A. Joint Committee on Hygiene and Safety was created in early 2023 and earned Initial Level Certification from ACHS. This certification is awarded to committees that have done outstanding work on occupational health and safety within the organization, demonstrating legal compliance and a commitment to the health and safety of each worker.

Since its inception, the committee's members have participated in a series of workshops and training activities in order to earn this certification. They held a series of activities for staff organized by the training, inspection and accident investigation committees. They conducted periodic inspections of the use of PPE, work areas, the hazardous waste storage area, evacuation and fire prevention systems, participation in the new hire training process, emergency plans and organization, the alerts system, preventing accidents involving bladed instruments and other initiatives.

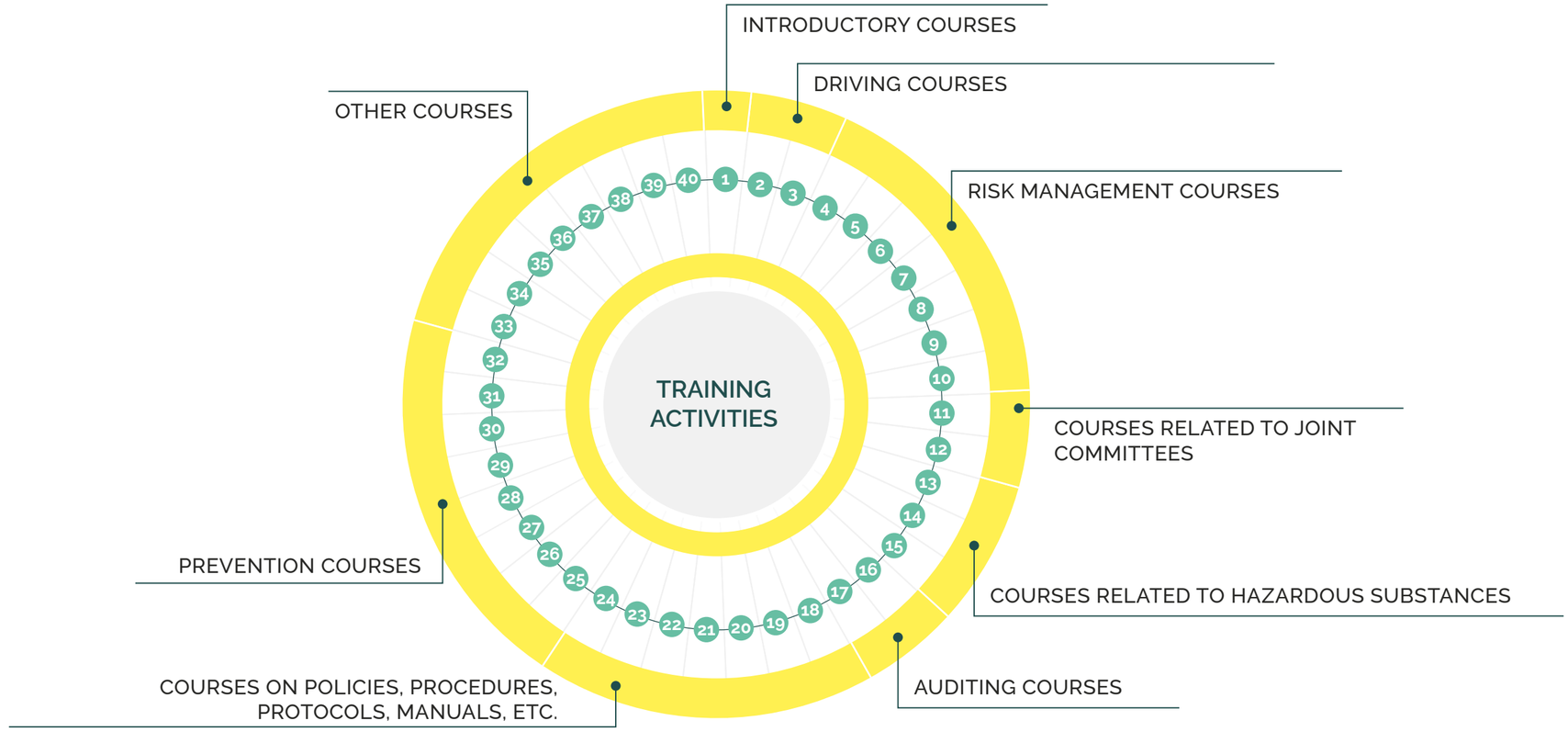
This is the first Iodine and Plant Nutrition Division Joint Committee to earn initial certification from the Chilean Safety Association in 2023.

O CONTENT 403-5 (2018)

Training in Occupational Health and Safety

We offer training and education courses on a variety of subjects as well as specific training courses that address occupational hazards, hazardous activities or risky situations. All employees and contractors who work in areas controlled by the company are trained on safety matters. Courses are given weekly during the workday. All new hires and contractors scheduled to work at one of SQM's production sites must take the introductory courses in addition to specific courses on the subject matter related to the job they were hired to perform. Employees must retake the courses to refresh their knowledge, as necessary or according to their annual planning and assessed danger of exposure. For example, certain courses are valid for one or two years only, such as defensive driving, first aid and fire extinguisher use. At the end of each course, students are tested to check their understanding of the concepts taught.

The company offers the following training activities:



The company offers the following training activities:

Introductory Courses

1. An orientation course that informs all workers of the risks that their duties entail, preventative measures and correct work methods in a timely and convenient manner. The risks addressed are those inherent to the company's activities. This orientation focuses on the elements, products and substances that should be used in production processes or work areas; how to identify them by their formula, synonyms, appearance and smell; the limitations of allowable exposure to those products; risks to health; and control and prevention measures that workers should take to avoid those risks.

Driving courses

2. Defensive driving of light vehicles.
3. Defensive driving in adverse weather conditions.

Risk Management Course

4. COVID and other Risk Prevention Courses
5. Risk prevention guidance.
6. Reinforcement of HCR and ART risk control tools.
7. Supervising and managing risk prevention.
8. Technical standard for identifying and evaluating risk factors associated with TMERT.
9. Identification of occupational hazards and risk assessment
10. Training courses related to specific risks such as: UV radiation, exposure to noise, psychosocial risk, work-related musculoskeletal disorders (TMERT) and the National Silicosis Eradication Plan (PLANESI).

Courses related to Joint Committees

11. Course for members of Joint Committees.
12. CPHS, management and impacts in occupational health and safety culture of companies

Courses related to hazardous substances

13. Handling hazardous substances.
14. Handling hazardous substances -New Iodine Plant
15. Handling and storing hazardous chemical substances

Auditing Courses

16. ISO 45001 internal auditor
17. ISO 39001 internal auditor

Courses on Policies, Procedures, Protocols, Manuals and other resources

18. Dissemination of corporate policies (alcohol and drugs, Code of Ethics).
19. Dissemination of Basic Safety Regulations.
20. Emergency plans and subplans.
21. Product safety sheets
22. Equipment isolation and blocking protocol.
23. Manual handling of loads.
24. M1 Safety Tools

Prevention Courses

25. Use of personal protective equipment.
26. Ergonomics and self-care at work.
27. Working at heights.
28. Energy blocking.
29. Fire prevention and control.
30. Ergonomics and self-care for work at home and remote work.
31. Preventing UV radiation.
32. What is COVID and how can we protect ourselves?

Other Courses

33. Workshop on the use and handling of fire extinguishers.
34. First aid.
35. Accident investigation techniques.
36. Emergencies and evacuation.
37. First response to health emergencies.
38. We will return to our work sites safely!
39. Accident Investigation.
40. Legal responsibility for occupational health and safety matters.

Training at SQM Mexico

The Mexico commercial office created a training plan that covers first aid, evacuation, search and rescue, and firefighting.

A total of 80 people were trained through the four courses offered by SQM Mexico for a total of 19 hours of training. No accidents or incidents were reported.

The participants included administrative personnel from the Guadalajara, Jalisco office and operators and plant and warehouse staff from Veracruz, Manzanillo and Sinaloa.

80
people trained

4
courses offered

Training at SQM Iberian

SQM offered theoretical and practical training in Puerto Real, Spain in November 2023 at our SQM Iberian production plant. The goal was to familiarize staff with and implement the existing self-protection plan in these facilities.

The goal of the training was for all participants to be able to address incidents involving fire and preparing them to properly respond to fires or small-scale threats at that site.

This aligns with Article 20 of Spain's Occupational Risk Prevention Law and also provides the theoretical tools necessary for employees to be able to respond to a fire.

The training covered almost all of the SQM Iberian production operator team members as well as colleagues from other departments.

Working at Height Practical Workshop

Adequate use of the anti-trauma belt and four-ring harness and a review of the mounting and dismounting procedure were some of the topics addressed at the Working at Height Practical Workshop held at various SQM sites and in towns where our transport companies are based in northern Chile.

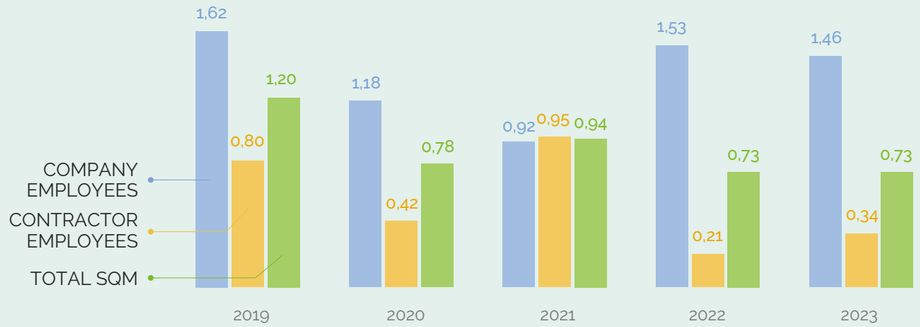
The main purpose of the initiative was to make each transport professional who works at the Salar de Atacama, Lithium Chemical Plant, Coya Sur, Nueva Victoria and Tocopilla operations aware of issues related the performance of their duties, which must always be precise and safe.

The workshop was held between 2022 and early 2023. Over 85% of our drivers were part of the activity, which was sponsored by the Land Transport Subdivision and DEPALME Capacitaciones y Servicios.

O CONTENT 403-9 (2018)

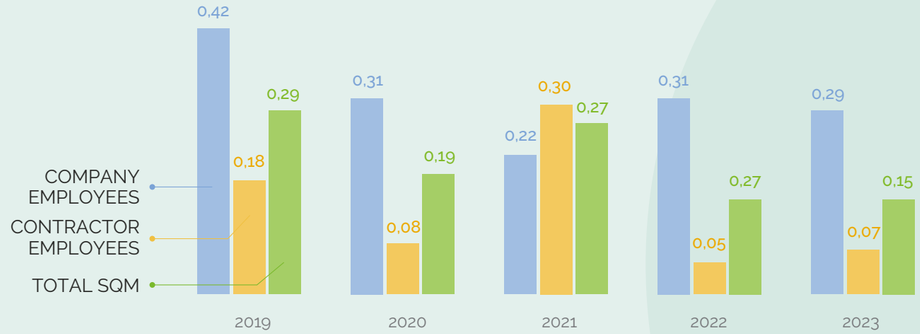
Our Safety Performance

Lost Time Frequency Rate SQM Consolidated



Note: Calculation factor per 1,000,000 hours. Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

Total Recordable Incident (or Accident) Frequency (TRIFR) SQM Consolidated



Note: Calculation factor 200,000 hours. Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

Lost Time Frequency Rate By Division

LITHIUM DIVISION

1.71	0.26	0.65
Direct employees	Contractors	Division total

IODINE AND PLANT NUTRITION DIVISION

1.26	0.80	0.85
Direct employees	Contractors	Division total

Total Recordable Incident (or Accident) Frequency (TRIFR) SQM Consolidated

LITHIUM DIVISION

0.34	0.05	0.13
Direct employees	Contractors	Division total

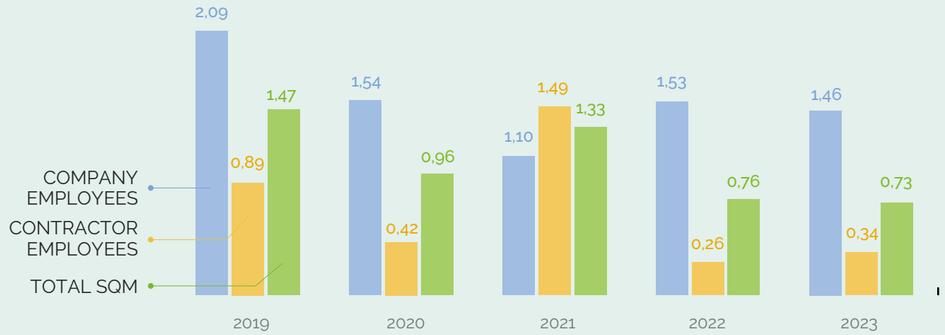
IODINE AND PLANT NUTRITION DIVISION

0.25	0.10	0.17
Direct employees	Contractors	Division total

Note: Calculation factor 200,000 hours.

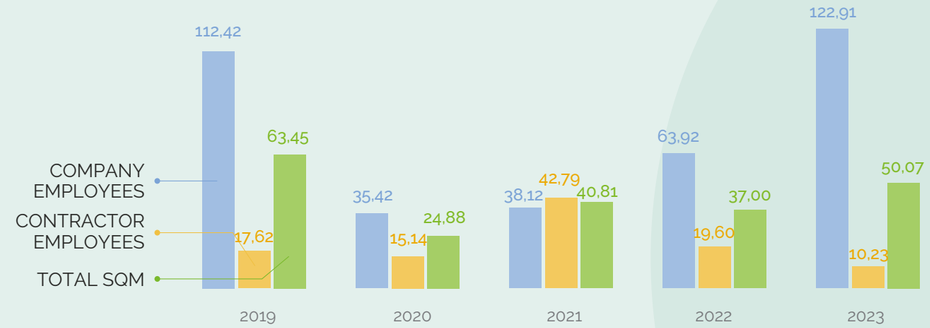
O CONTENT 403-9 (2018)

Total Recordable Incident (or Accident) Frequency (TRIFR) SQM Consolidated



Note: Calculation factor per 1,000,000 hours. Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

Consolidated SQM Severity Rate



Note: Calculation factor per 1,000,000 hours. Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

Total Recordable Incident (or Accident) Frequency (TRIFR) by Division

LITHIUM DIVISION

1.71	0.26	0.65
Direct employees	Contractors	Division total

IODINE AND PLANT NUTRITION DIVISION

1.26	0.49	0.85
Direct employees	Contractors	Division total

Note: Calculation factor per 1,000,000 hours.

Severity Rate by Division

LITHIUM DIVISION

148.98	5.89	44.88
Direct employees	Contractors	Division total

IODINE AND PLANT NUTRITION DIVISION

101.55	18.57	57.36
Direct employees	Contractors	Division total

Note: Calculation factor per 1,000,000 hours.

Frequent occupational accident-related injuries

- Bruising
- Burn
- Fracture
- Cut
- Sprain/Twist
- Irritation

Hazards that have caused injuries due to accidents:

- Operation of equipment and vehicles
- Handling of hazardous waste
- Energized equipment intervention
- Working at height
- Hoisting and lifting operations
- Regular transportation surface area

Unfortunately, there was a fatal accident involving a boom truck driver and operator in early 2024 at the Iodine and Plant Nutrition Division. The employee was working at Sur Viejo, part of the Nueva Victoria site, when the accident occurred. Work in the area was immediately halted, the appropriate authorities were informed and an investigation into the causes of this unfortunate event was launched.

We expressed our condolences to the worker's family and colleagues. We also reiterated our call to focus on safety as an essential element of our work.



Control Measures

Localsafe

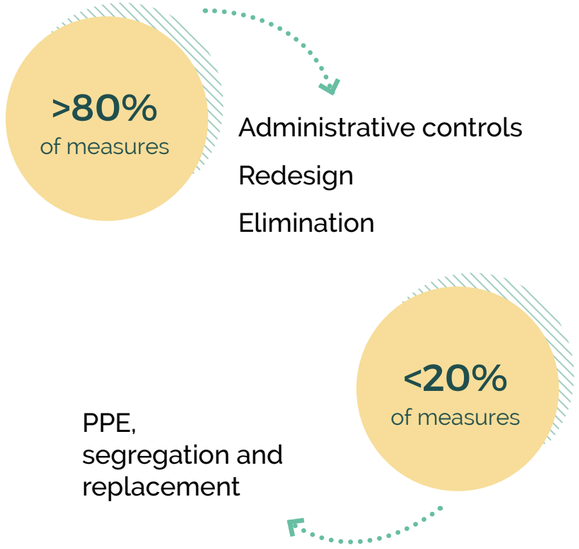
Localsafe is a device that is being used as a valuable tool to help operators perform their work more safely and precisely. The sensor makes it possible to identify movement between fork cranes in a 1.5 m radius and interaction between machinery and pedestrians in a 3 m radius.

Its main purpose is to improve workplace safety and significantly decrease the likelihood of accidents involving man-machine interaction.

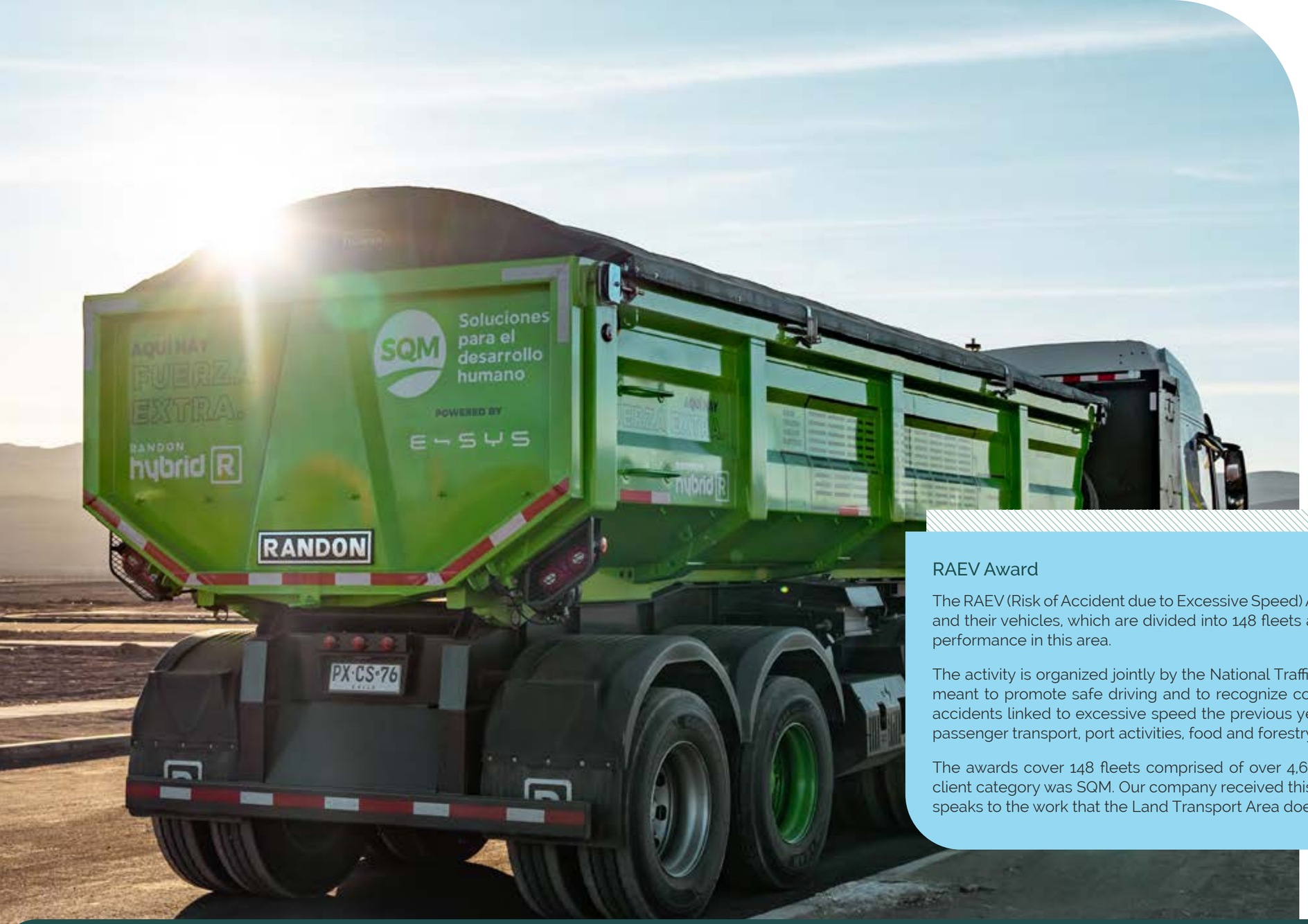
This project was developed by the winners of the VIVO EQUIPOS 2023 competition at the Lithium Division's Lithium Chemical Plant with the support of the company Jungheinrich.

Over 80% of the measures identified and implemented to manage hazards and minimize their risk are associated with administrative control, redesign and elimination. The remainder involve PPE, segregation and substitution. We note that the measures identified and implemented to manage hazards and minimize their risks are based on a risk control hierarchy.

Main measures adopted:



1. Elimination of exposure to the line of fire, improved quality of hazard identification and risk assessment, establishment of standards and instructions, reevaluations conducted each time labor conditions shift.
2. Connections for pressured transfer systems must have safety devices that prevent accidental disconnections.
3. Ensuring that strengthening controls never renders a safety mechanism inoperable.
4. Prior to driving, verifying that there are no pedestrians or obstacles, only driving vehicles that have been inspected and approved, learning and following Traffic and Transport Rules, completing check-lists before using vehicles or equipment.
5. Following maximum weight limits when operating equipment.
6. Respecting speed limits and always driving at a reasonable speed based on environmental conditions.
7. Ensuring that hoisting equipment and accessories are certified and inspected.
8. Ensuring that all personal protective equipment required to work in areas and complete tasks that involve high temperatures is on hand.
9. Isolating all energies at their point of origin, ensuring that the equipment and/or correct circuit is blocked and verifying that energy in the circuit to be handled is at zero and that there is no residual energy.
10. Learning about risks and conditions for handling and storing hazardous substances.
11. Designing and installing signage in storage areas and areas where chemical substances are used.
12. Isolating the work area and related lower levels, using a tool carrier to prevent tools from falling, completing a check-list for systems and equipment used at height, using certified work platforms (scaffolding, stairs, ramps, etc.).
13. Moving through authorized spaces.



Metallurgy Laboratory Salar de Atacama

One important award was given by the Chilean Safety Association to the SQM Lithium Division Salar de Atacama Metallurgy Laboratory for its outstanding work on prevention and reporting in 2023.

RAEV Award

The RAEV (Risk of Accident due to Excessive Speed) Awards recognize companies from various sectors and their vehicles, which are divided into 148 fleets and subfleets. Participants voluntarily review their performance in this area.

The activity is organized jointly by the National Traffic Safety Commission (CONASET) and Migtra. It is meant to promote safe driving and to recognize companies that presented the lowest risk of traffic accidents linked to excessive speed the previous year. Companies in the fields of mining, fuel, retail, passenger transport, port activities, food and forestry may compete.

The awards cover 148 fleets comprised of over 4,600 vehicles. One of the winners in the customer client category was SQM. Our company received this recognition for the third consecutive year, which speaks to the work that the Land Transport Area does in regard to safety.

O CONTENT 403-10 (2018)

Occupational Illnesses and Exposures

Individuals who work in the industry may be exposed to possible contaminants and potential health risks. We seek to address these elements in order to protect all SQM workers. We conduct ongoing risk assessments, which allows us to design measures to ensure that our workers are in good physical and mental health. We have plans for monitoring, controlling and reducing exposure to all of the agents to which our workers may be exposed.

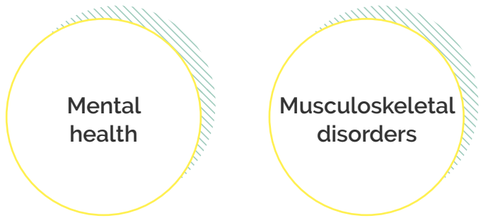
Occupational illnesses among contractors are managed through the Risk Prevention Program for our operations (established by contract), which is aligned with SQM's Comprehensive Occupational Health and Safety Management Program. Furthermore, we conduct controls to ensure that those companies are notifying their employees of labor risks and making sure they use personal protective equipment and engage in other practices.

In regard to SQM worker and contractor exposure to pollutants under OSHA at our operations -Salar de Atacama and the Lithium Chemical Plant-, we have identified corrosives, hepatotoxins, nephrotoxins, neurotoxins, sensitizing agents, carcinogens, mutagens and reprotoxins.

The main hazards that have contributed to occupational diseases and ailments during the period covered by the report are psychosocial risks and musculoskeletal disorders. The former is related to interactions between the work environment, content of the work, conditions within the organization and the employee's skills, needs and culture. It also involves external personal considerations that may influence health, performance and job satisfaction based on perceptions and experience. Musculoskeletal disorders do not generally have a single cause. They are the result of combining various risk factors such as handling cargo, especially when bending or twisting the body, repetitive or robust movements, forced and static postures, vibrations, poor lighting or low temperature work environments, fast-paced work and other elements.

The control measures implemented are developed in collaboration with the agency responsible for enforcing

Main occupational injuries and diseases:



Average number of contractors per operation

	2020	2021	2022	2023
Number of deaths resulting from an occupational injury or illness	0	0	0	0
Number of cases of occupational illnesses and injuries (Chilean legislation)	2	0	8	2
Number of cases of reportable occupational injuries and illnesses (OSHA)	-	-	-	-
Registered cases of COVID-19	15	25	6	-
Main types of occupational ailments and diseases	Hearing loss COVID-19	COVID-19	COVID-19 Bilateral hypoacusia Musculoskeletal disorders	Mental health Musculoskeletal disorder

Note: Excludes workers outside of Chile and the Ajay, Comercial Agrorama Ltda., Agrorama S.A. and Soquimich Comercial S.A. affiliates.

the law, which is the Chilean Safety Association (ACHS) in our case. With this institution, we coordinate environmental assessments of substances to which workers may be exposed, defining similar exposure groups, qualitative evaluations, quantitative evaluations if necessary, surveillance programs, if applicable based on exposure levels obtained in ACHS reports. We also have prioritized implementation of engineering measures such as forced extraction hoods in laboratories. At plants, handling is conducted in open, ventilated areas and employees always use appropriate personal protective equipment depending on the agent. In the case of respiratory protection, we follow the technical guides distributed by the Chilean Public Health Institute and ACHS report recommendations (see above).

Exposure to Polluting Agents under Chilean Legislation

UVR

A type of electromagnetic wave considered to be non-ionizing that covers the interval of wavelengths between 100 and 400 nanometers.

Noise

Nuisance noise that produces damage or interferes with the transmission, perception or interpretation of useful sound.

SO2

Colorless sulfur dioxide gas, which has a characteristic irritating odor.

Welding Smoke

A combination of metallic smoke and gases produced during welding operations. They have varying compositions depending on the metals used in welding, and contain numerous pollutants.

Silica

Silicon dioxide (SiO_2), which forms quartz-like crystals, tridymite or cristobalite are among the most common, or amorphous structures like glass.

Work-related Musculoskeletal Disorders

Physical injury due to accumulated trauma that develops gradually over a period of time as a result of repeated strain on a specific part of the musculoskeletal system. This may also be due to a specific effort that exceeds the physiological resistance of the tissues that comprise the muscular skeletal system.



Main Occupational Health and Safety Initiatives

Lithium Division

ISO 45001:2018 CERTIFICATION

Risk Management System certification under ISO 45001 was carried out for the Salar de Atacama and Carmen Lithium Chemical Plant operations. Its goals are to improve the safety of our operations, minimizing job-related incidents and ailments; improving our capacity to engage in prevention activities through various divisions, subdivisions, departments and supervisory entities in order to encourage appreciation of safety and safety culture from the highest levels of the organization; and improving our ability to identify precursors of serious and fatal accidents.

DRONE MONITORING SYSTEM

We are implementing the new Drone Monitoring System at SQM's Salar de Atacama and Lithium Chemical Plant, which are part of the Lithium Division. This will allow us to conduct surveillance of various areas and facilities from the air, making work safer for our employees and protecting the valuable products and inputs that are generated in our operations.

INCORPORATION OF THE CCTV MONITORING ROOM

The Lithium Division's Lithium Chemical Plant has a new and valuable tool that will increase safety and care for people and facilities.

We added a Closed Caption Television (CCTV) Monitoring Room, drawing on new technological tools and innovation applied to Company processes. The new surveillance, observation and intelligence facilities are closely linked to SQM's productive growth and extension of the site itself.

The goal of the initiative is to protect SQM facilities and assets and to preserve order regarding the Company's internal protocols related to the work performed by partner agencies and services at the Lithium Chemical Plant and in Salar de Atacama. In addition, we monitor, oversee and manage the external industrial protections services that are provided at said sites.

Iodine and Plant Nutrition Division

NEW MAN TUTORING PROGRAM

We implemented a program to develop and monitor employees who do not have significant work experience at the Nueva Victoria operations. The program seeks to provide support and direction to new employees or those in new positions, facilitating their integration into the Company or new area and modeling and applying safe behavior.

SAFETY CULTURE MATURITY ASSESSMENT MODEL

The Iodine and Plant Nutrition Division launched the Safety Culture Maturity Assessment Model in January 2023. The purpose of this initiative is to give employees a tool called the "Safety Curve" to evaluate the maturity of their safety culture. Employees work with their supervisor and peers to develop actions that allow them to move forward and take on more responsibility and independence in this area. The curve offers three types of motivation that range from good staff to the common good. It proposes four maturity levels, which include a reactive and proactive attitude, considering motivation and maturity factors, which directly impact the occurrence of accidents and sustainability of the business.

STRATEGY TO PREVENT SERIOUS AND FATAL INJURY

The Strategy to Prevent Serious and Fatal Injury consists of identifying and analyzing accidents with serious or fatal consequences and accidents/incidents that had the potential to have such consequences but only resulted in minor injuries. The Company then identifies and manages the precursors to accidents and incidents by recognizing high risk situations, implementing effective control measures and developing a culture that ensures that they will be applied and sustained.

PROCESS SAFETY MANAGEMENT (PSM)

Process Safety Management (PSM) focuses on preventing incidents related to the production process and those that could pose significant harm to employees, the community, our facilities or the environment. At the Iodine and Plant Nutrition Division, we implemented a PSM system to increase the resilience of the organization in response to business challenges by empowering people and updating management processes. Related activities include reducing the risk of catastrophic events, creating technical competencies in the team for operational risk management, effectively allocating resources based on process risks and moving towards robust operational continuity in the facilities.





FIRST PORT SAFETY TECHNICAL GROUP

The First Port Safety Technical Group is led by SQM Port of Tocopilla and brought together renowned speakers from companies such as Minera Centinela, TECK Quebrada Blanca and Coodside Marine and Sernageomin. The event, which was organized by the Chilean Safety Association, was designed to share best practices in the industry in order to engage in safe operations that are free of exposures that could impact people, processes and assets. Participants from various companies offered talks related to safety and presented safety indicators at the event. The event was well-received and fostered the exchange of ideas, highlighting the importance of safety in the industry and the value of collaborative work.

INCORPORATION OF SATELLITE PHONES

To better respond to emergencies and given that mobile communications networks are weak in extreme areas like desert sectors, we introduced three available satellite phones at the Pampa Blanca, Pedro de Valdivia and Coya Sur in the Iodine and Plant Nutrition Division.

Quick communication is key for ensuring timely reactions to emergencies. To that end, we sought out a way to keep a line of communication open that would be less likely to break down.

In contrast to other communication systems, satellite phones do not transmit to a central network. They instead use a land antenna, which releases the signal using satellite waves. This avoids lost signal or network connectivity challenges.

The phones contain Iridium technology. This satellite network provides high quality phone communication and can be used anywhere in the world. They are kept in first aid cabinets at each site.

6 Value Chain



Value Chain

At SQM, we are responsible for providing quality products that meet the standards we have committed to and applicable regulations. We also provide timely service to our clients and customers through a rigorous quality control system. We are also committed to promoting human rights, fair treatment and environmental protection throughout our production chain.

In our Sustainability, Ethics and Human Rights Policy, we commit to:

- Promoting responsible and sustainable sourcing.
- Manufacturing quality products that meet the standards we have committed to and applicable safety standards.
- Respecting and promoting respect for human rights, including labor rights of the workers in our supply chain. This commitment covers consultants, contractors, distributors, independent contractors, subcontractors and wholesalers.

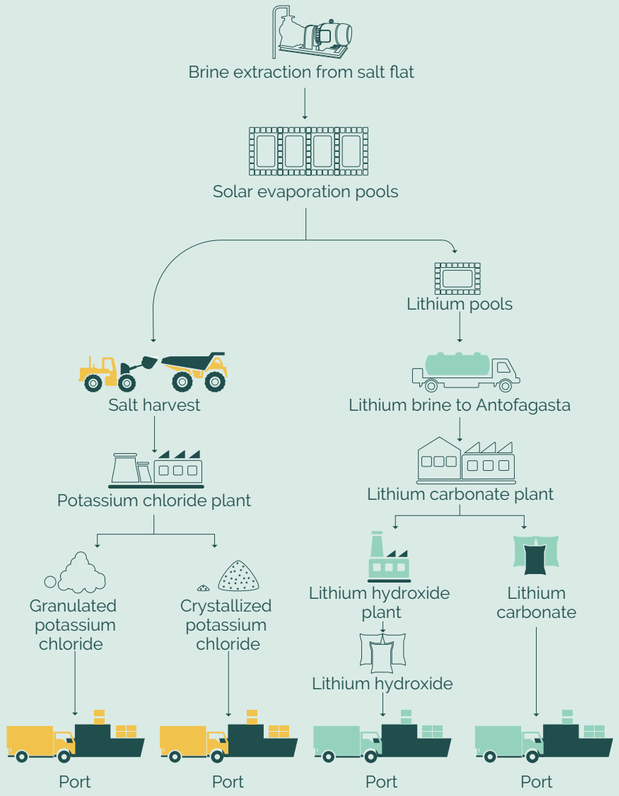




Production Process

O CONTENT 2-6

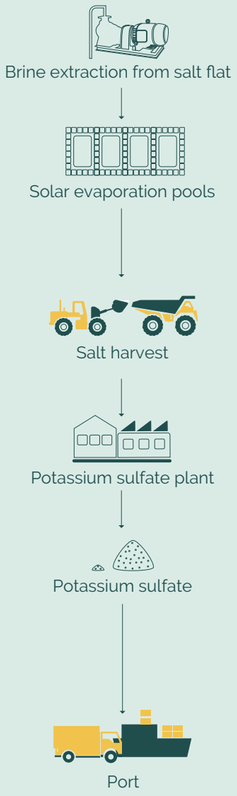
POTASSIUM CHLORIDE/LITHIUM PROCESS



Processes completed in part or in full at Salar de Atacama and the Lithium Chemical Plant.

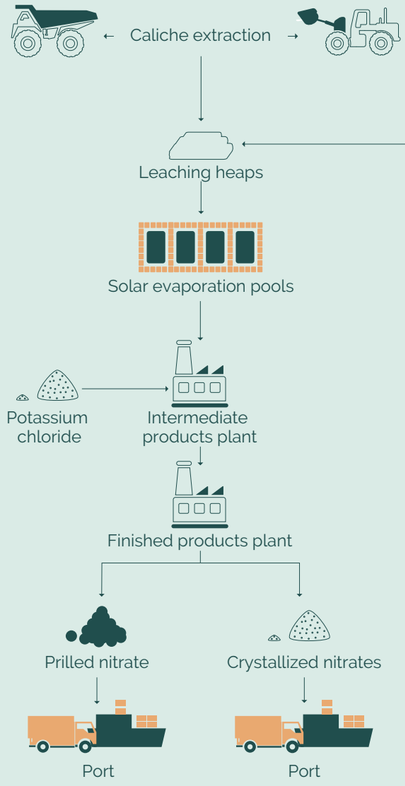
Processes completed at Salar de Atacama.

POTASSIUM SULFATE PROCESS



Processes completed at Salar de Atacama.

NITRATES PROCESS



Process completed in part or in full at María Elena, Pedro de Valdivia and Nueva Victoria.

IODINE PROCESS



Process completed in part or in full at María Elena, Pedro de Valdivia and Nueva Victoria.

Our Products

CONTENT 2-6/ 3-3

We are a global leader in each of our five business lines:

We are a key stakeholder in the markets where we sell our products, including lithium and derivatives, specialty plant nutrients, iodine and derivatives, potassium and industrial chemicals.

The raw materials needed to produce these products are brine and caliche. Brine is extracted from our operations in Salar de Atacama, Antofagasta Region, and we use it to produce potassium chloride, lithium carbonate and potassium sulfate. Caliche is obtained from our surface mines in Nueva Victoria, Tarapacá Region. We use it to produce nitrate and iodine.

Our products are present in various industries, including medicine, healthcare, nutrition, agriculture, technology, electromobility, clean energy production and construction.



Lithium and derivatives

Lithium and its derivatives are essential for electromobility, the pharmaceutical industry and industrial uses. As one of the main global producers with low cost and a low carbon footprint, we are committed to its sustainable development. Carbonate and lithium hydroxide are used to produce cathodes for rechargeable secondary batteries and e-vehicle batteries, which promote sustainable lifestyles by allowing for the accumulation of renewable energy.

Lithium has numerous uses, including in lubricant greases, heat-resistant glass, ceramic and enamels, air conditioning, pharmaceutical synthesis and metallic alloys.

We sell lithium carbonate and hydroxide through our own global network of representative offices and through our affiliates in the areas of sales, support and distribution. This ensures speedy delivery of spot purchase orders or supply contracts in which purchase commitments are specified. We periodically adjust our prices in accordance with current market values.

Our lithium and derivatives business in Chile depends to a great extent on mining rights based on the Project and Lease Agreements in Salar de Atacama. Those agreement expire in 2030 and include a series of requirements that the Company must meet.

The Company aims to produce "Sustainable Lithium," minimizing environmental impact, reducing the carbon footprint, optimizing the use of water and working with local communities to improve their social wellbeing through participatory programs.

Partnership with Ford

SQM partnered with Ford to guarantee the supply of battery-grade lithium carbonate and lithium hydroxide, which are essential components for manufacturing high-performance electric vehicle batteries.

The Company's lithium-based products will be key to allowing Ford vehicles to qualify for the tax credit for consumers under the US Inflation Reduction Act (IRA). This will help support its plans to produce e-vehicles and expand its presence in global electromobility markets.



Products

Lithium carbonate in the following grades:

battery grade, micronized; technical grade, crystals; technical grade, powder; technical grade, micronized.

Uses:

- Rechargeable batteries
- Specialty glass
- Frits for ceramics and enamels
- Specialty cements and adhesives
- Powder for continuous casting
- Industrial air conditioning
- Aluminum

Lithium hydroxide in the following grades:

battery grade, crystals; industrial grade, crystals; technical grade, crystals.

Uses:

- Rechargeable batteries
- Lubricant greases
- Colorings

Lithium and its derivatives contributed **72% of the Company's gross margin.**

LG Energy Solution

In 2023, LG Energy Solution and SQM announced the negotiation of a new long-term purchase agreement to supply more than 100 thousand metric tons of lithium carbonate and battery grade lithium hydroxide for the period 2023 - 2029.

Lithium and Lithium Derivative Sales Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Lithium and derivatives	64.6	101.1	156.8	170.0	13.2	8%

Lithium and Lithium Derivative Production Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Lithium and derivatives	81.3	119.8	168.4	165.6	-2.8	-2%

Note: Includes lithium carbonate production volumes in Chile and lithium hydroxide (based on lithium sulfate) in China.

Specialty Plant Nutrition

Through this business line, SQM provides specialized nutritional solutions with fertirrigation, soil and foliar applications that, coupled with the know-how of a team of agricultural experts, supply the necessary macro and micro elements for boosting returns in agricultural businesses and crops. The main Specialty Plant Nutrition brands are Ultrasol®, Qrop®, Speedfol® and Allganic®.

SQM's potassium nitrate is a natural and preferred source of potassium and nitrogen for plant growth. It is highly water soluble and quickly converts to nutrients that are available to plants, improving crop quality and yield. SQM is a global leader in the production of natural potassium nitrates, which promotes efficient use of water and contributes to sustainable and high-quality agriculture.

SQM sells its products globally through a broad network of sales offices and distributors, ensuring that it has a direct presence in the main markets of the Americas, Europe, South Africa and China. As part of its marketing strategy, it offers technical and agronomic assistance supported by solid knowledge derived from research and studies conducted in collaboration with producers from around the world. This allows us to develop specific formulae and software for nutritional plans that ensure high quality standards in hydroponic crops and fertirrigation, even under challenging environmental conditions.



Products

Sodium nitrate, sodium potassium nitrate and potassium nitrate

Uses:

Crop fertilizer

Fertirrigation



Specialty plant nutrition contributed **7% of the Company's gross margin.**

Specialty Plant Nutrition Sales Volumes (thousands of metric tons)

Sub-products	2020	2021	2022	2023	2023/2022	
Sodium nitrate	25.6	32.1	14.4	16.7	2.3	16%
Potassium nitrate and sodium potassium nitrate	575.2	643.6	477.4	443.5	-33.9	-7%
Specialty mixtures*/	271.3	304.0	217.9	243.4	25.5	12%
Other specialty fertilizers**/	164.4	174.9	138.1	136.5	-1.6	-1%
Total	1,036.5	1,154.6	847.8	840.1	-7.7	-1%

Specialty Plant Nutrition Annual Production Volumes (thousands of metric tons)

Sub-products	2020	2021	2022	2023	2023/2022	
Sodium nitrate	76.6	50.2	18.4	17.1	-1.3	-7%
Potassium nitrate and sodium potassium nitrate	635.8	679.1	550.9	464.3	-86.6	-16%
Specialty mixtures	271.3	304.0	217.9	243.4	25.5	12%
Other specialty fertilizers*/	164.4	174.9	138.1	136.5	-1.6	-1%
Total	1,148.1	1,208.2	925.3	861.3	-64.0	-7%

*/ Includes third-party products sold in accordance with our business agreement.

**/ Includes sales of other specialty fertilizers.

Iodine and derivatives

SQM is the global leader in iodine production since the world's largest caliche mineral reserves (raw material for iodine production) are located in northern Chile. Iodine and its derivatives are used in a wide range of medical, industrial and agricultural applications and in human and animal nutrition products.

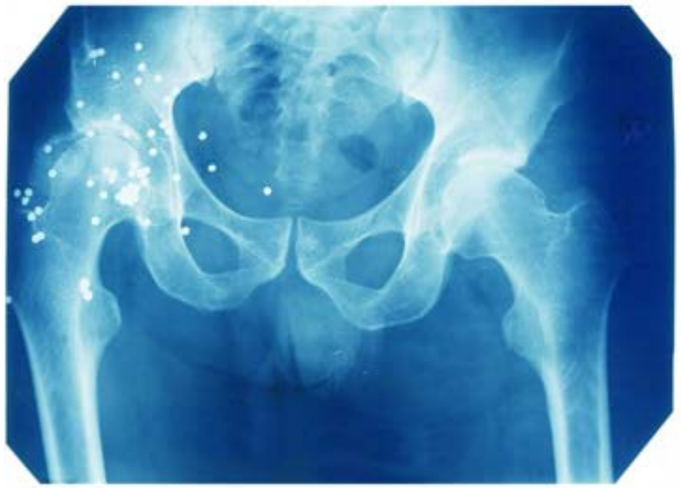
Iodine and its derivatives have a wide range of applications, including the manufacture of products such as contrast media for X-rays, biocides, antiseptics, polarizing films and organic compounds. It is included in edible salts to prevent iodine deficiency disorders.

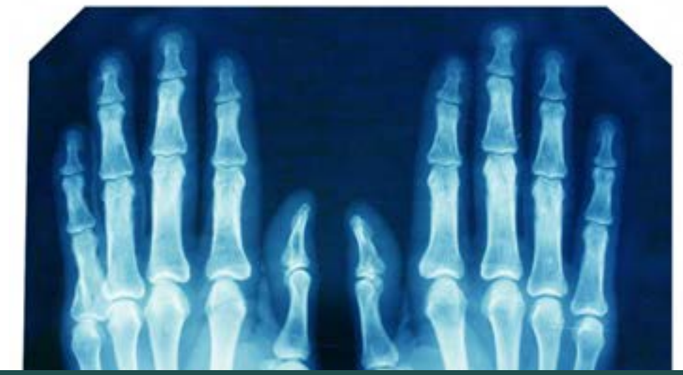
As part of its business strategy, the Company is constantly seeking to develop new applications for its iodine-based products in order to expand its business and maintain its leadership position in the market.

SQM produces organic and inorganic iodine derivatives through a joint venture with Ajay Chemicals. SQM is also actively present in the iodine recycling business in Europe, the United States and Asia, either through Ajay or on its own.

The Company sells iodine through its own global network of offices, representatives and sales associates. It also maintains iodine inventory in its facilities around the world to ensure that customer orders are filled quickly. Sales are completed in accordance with spot purchase orders and supply contracts, which tend to set minimum and maximum purchase commitments. Prices are adjusted periodically based on market conditions.











Products

Iodine and derivatives:

Uses:

- Antiseptic, germicide, disinfectant, bactericides, fungicides
- Chemical products
- Water repellent
- Contrast media for X-ray exams
- Povidone-iodine
- Fluids for construction
- Organic compounds and pigments
- Polarizing film for liquid crystal screens (LCD and LED)
- Synthesizing pharmaceuticals
- Pharmaceutical industry
- Iodized salt
- Nylon industry
- Pharmaceutical intermediaries

Iodine and its derivatives contributed **17% of the Company's gross margin.**

Iodine and Iodine Derivative Sales Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Iodine and derivatives	9.7	12.3	12.7	13.1	0.4	3%

Iodine and Iodine Derivative Production Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Iodine and derivatives	12.1	10.3	12.4	13.9	1.5	12%

Potassium

We have two products in our Potassium business line: potassium chloride (MOP) and potassium sulfate (SOP).

Organic potassium chloride is sold as Allganic® maKro 60. It is a granulated product that contains 60% potassium. We have earned OMRI (Organic Materials Review Institute) certification, meeting the standards required for ecological farming.

Potassium Chloride is sold as Allganic® organic potassium and Ultrasol® SOP. They are completely water soluble and contain 52% soluble potassium and 18% sulfur. In addition to making crops more drought resistant, potassium produces healthier fruits and vegetables with longer useful lives.

In order to supply its own potassium chloride for use as a raw material in producing potassium nitrate, SQM began operating in the Salar de Atacama.

SQM's initial investment included building a potassium chloride and potassium sulfate plant. The main sources of potassium available on the market for use in fertilizers are: potassium chloride (KCl), potassium sulfate (K_2SO_4) and potassium nitrate (KNO_3).

Of these three sources, potassium chloride is the most important one globally, and SQM is the only company that produces all three. It is important to consider that potassium deficiency in plants may cause abnormalities and affect CO_2 absorption. Potassium also plays an important role in water regulation in plants, both in regard to absorption through roots and its loss through the stoma. Having a good level of potassium boosts plants' resistance to water stress.



Products

Potassium nitrate, potassium sulfate and potassium chloride

Uses:

Nutrient with multiple industrial uses.

It prevents diseases such as high blood pressure, cerebrovascular complications and cognitive impairment.

In plants it improves resistance to stressors such as extreme temperatures, droughts, parasites and other elements.



Potassium contributed 2% of the Company's gross margin.

Potassium Sales Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Potassium chloride and potassium sulfate	726.7	893.2	480.5	543.1	62.6	13%

Potassium Production Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Potassium chloride and potassium sulfate	1,475.6	1,407.5	984.0	1,208.4	224.4	23%

Industrial chemicals

SQM began producing and selling natural nitrates for a wide range of industrial processes over 30 years ago. These nitrates are used in a wide variety of applications that range from glass production to metals treatment, from recycling to explosives for construction projects. The Company has customers around the world and a deep knowledge of its products' industrial applications.

We sell industrial chemical products, mainly through our own network of offices, logistics platforms, representatives and distributors. Like the other products in our portfolio, inventories are kept of the various levels of the different grades of sodium nitrate and potassium nitrate in order to ensure that customer orders are delivered promptly. We also advise our customers and work with them on an ongoing basis to improve our services and the quality of our products, developing new uses and/or applications.

SQM's "Solar Salts" are made from potassium nitrate and sodium nitrate. They are the raw materials use to operate solar thermal power plants.

Another industrial chemical, magnesium chloride hexahydrate—known as bischofite—is used for effective dust control and de-icing on roads.



Products

Nitrates, potassium chloride, boric acid, magnesium chloride, solar salts.

Uses:

- Explosives
- Lubricants for oil extraction
- Thermal energy storage
- Fire retardant
- Metals treatment
- Road stabilization

Industrial Chemicals contributed **1% of the Company's gross margin.**

Industrial Chemicals Sales Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Industrial nitrates	225.1	174.5	147.0	180.4	33.4	23%

Industrial Chemicals Production Volumes (thousands of metric tons)

Product	2020	2021	2022	2023	2023/2022	
Industrial nitrates	213.8	97.9	156.0	160.4	4.4	3%

Note: Report includes intermediate products as production.

Customers

O CONTENT 2-6/ 2-25/ 3-3

We maintain constant contact with our customers, striving for transparency and collaboration in order to ensure responsible sourcing of our products.

We also firmly believe that their development is fundamental to human progress. As such, we are committed to working harder to ensure that our products have a low environmental footprint. We also continuously work to increase the efficiency of their use and move towards reducing the impact of their full life cycle.

In that regard, we facilitate and promote the responsible design, use, reuse, recycling and disposal of packaging and waste in relation to our products throughout our value chain.

As part of our commitment to responsibility for the health and safety of our workers, the community and the environment, we are constantly seeking out and evaluating safer alternatives that can replace the hazardous substances that our operations may require and promoting their substitution.

The core areas of our work incorporated into our Sustainability, Ethics and Human Rights Policy are:

Ensuring the quality of our processes and products/services through adequate risk analysis and management.

Generating updated data for our customers regarding our products' sustainability and their potential effects on health and safety.

Providing a channel for complaints, questions and requests that is available and easy to access.

Generating customer satisfaction indexes that incorporate a high level of representation.

Maintaining mechanisms that allow us to be in constant contact with our customers so that we can understand and respond to their needs and those of other customers in the supply chain of our products.

Developing R&D programs that meet the needs of our customers.

Customer Management System

Customer relations are handled using a Customer Relationship Management (CRM) platform, which is used differently by each business line. The CRM has three modules. Two are related to customer management: the sales module and the service module.

New customers are registered in the "Third Parties" system. The compliance team ensures that they do not have a labor relationship with SQM or any other entity that is owned or controlled by SQM. It also checks whether they have been or will be hired to supply services or products to SQM or to engage in commercial activities with or on behalf of the company. Once compliance approval is secured, the customer is created in SAP, where they are authorized to issue purchase orders or sales requests. Once the customer is in SAP, the information is automatically replicated in the CRM.

Customers can be offered various payment options such as credit lines with prior approval from the Finance Area, letters of credit, and contracts. The CRM sales module manages customer accounts, price lists, contact information, contracts, and legal or regulatory documents for products supplied and monitors activities such as calls, reports, meetings and bids.

The customer service team works daily in the CRM service module to manage customer requests such as sales, orders, complaints, and generic requests through the email address **customer.care@sqm.com**.

SQM has a fluid exchange of information with its customers. They audit us in various areas on an ongoing basis. These range from product quality to production and from sustainability to human rights.

In addition, 83 customer questionnaires were completed in the lithium division. Two self-audits were conducted and are being reviewed by the customer.

Twenty customer questionnaires were completed in the iodine business line. No customer audits of the operation were received.

Two customer questionnaires were completed in the industrial chemicals business line.

No customer questionnaires were received for our SPN and Potassium business lines in 2023.

Customer Satisfaction

Our sales team visits our buyers in the main markets regularly in order to learn more about their satisfaction. After each sales visit, the matters addressed, including any related to customer satisfaction, are logged in a report that is submitted to the respective commercial division.

We note that all of our business lines scored over 94% in customer satisfaction in 2023. The rates for iodine and industrial chemicals were 99% satisfaction, closely followed by lithium, with 98% satisfaction.

The satisfaction rates are determined by the percentage of products in a business line for which customers report having a problem compared to sales during the same period. Next, that percentage is subtracted from 100%, yielding the customer satisfaction rate.

	2019	2020	2021	2022	2023
Lithium	91%	97%	99%	99%	98%
Iodine	96%	97%	99%	99%	99%
Nitrates	100%	94%	97%	99%	97%
Industrial chemicals	100%	97%	100%	98%	99%
Potassium	97%	91%	97%	95%	94%
Total	**98.40%**	**93.20%**	**97.32%**	**97.78%**	**96.44%**

Note: Considers coverage of 100% of sales each year.

O CONTENT 418-1

Complaint Management

We also manage complaints, and have a "Customer Complaint Procedure" designed to determine the steps to follow in response to a customer complaint. Complaints are recorded and managed in the customer relationship management (CRM) system for the various areas: Lithium, Iodine and Nitrates and Potassium. The process takes 25 working days for nitrates, iodine and industrial chemicals and 15 working days for lithium and iodine from complaint to final response.

The investigation process must yield a preliminary response within five working days for lithium and iodine and seven working days for nitrates and potassium.

The process has six stages:



A final report must be developed containing the following:

Hypotheses regarding the potential causes of the problem. These hypotheses can be accepted or rejected based on proper reasoning and verification and entered into the complaint management system.

The root causes that allow staff to identify the problem that led to the complaint are entered into the quality management system.

The corrective actions taken to address deviations identified as root causes, the responsible parties and proposed implementation dates entered into the complaint management system.

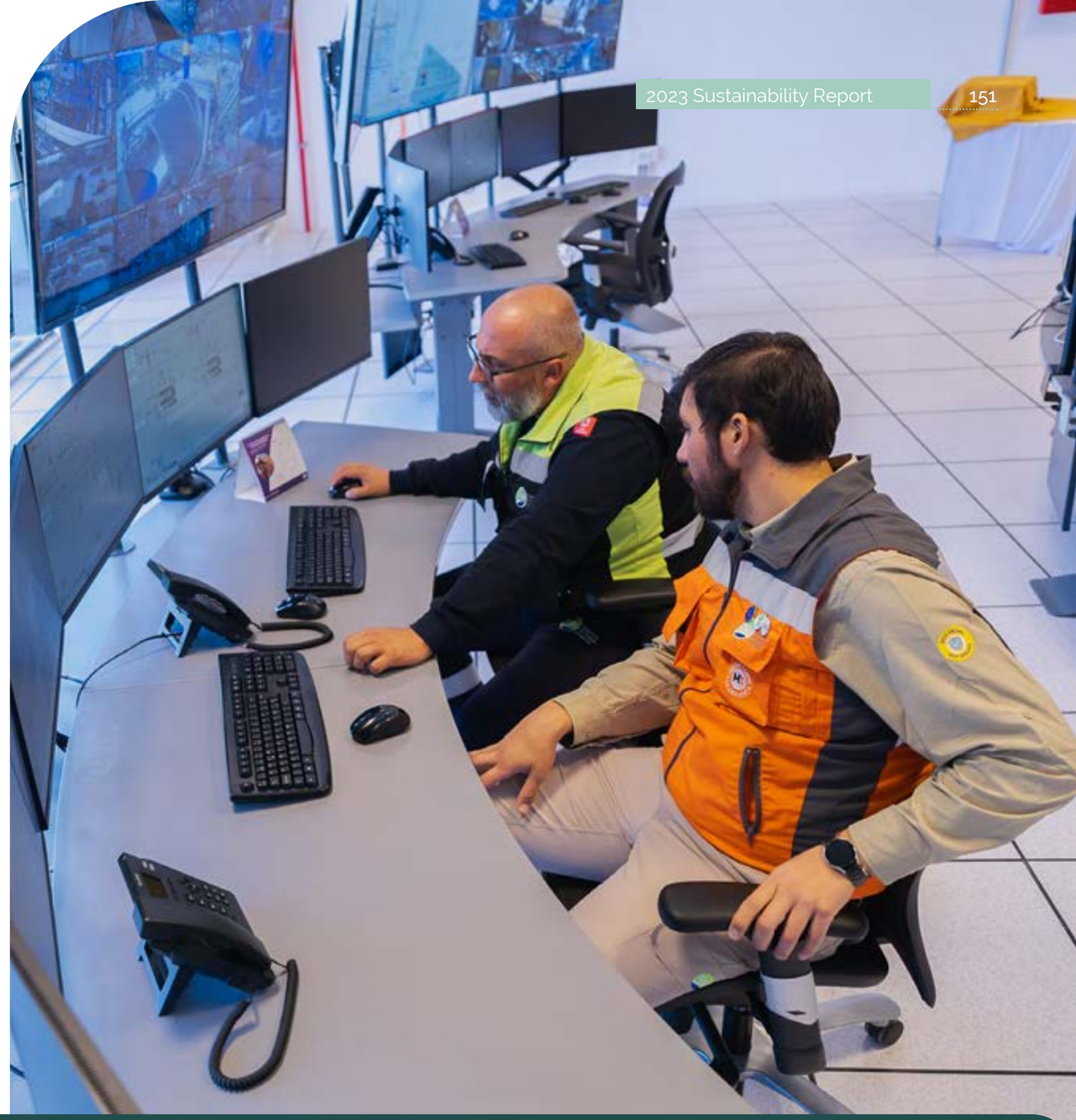
Once the investigation is closed, the creator of the claim must generate the final report and send it to the customer, copying the Product Manager and Quality Control Director. The complaint is then closed by the complaint creator, Product Manager or Quality Control Director.

If the customer does not agree with the findings set out in the final report, the Sales Area will be responsible for determining which actions to take. It is worth highlighting that the Quality Management Area is responsible for monitoring compliance with the corresponding actions committed to in the claims.

The commercial system processed 405 complaints. As of the issuing of this report, 253 complaints were closed and 152 remain active pending closure of the process in the system following validation of committed corrective measures.

It is worth highlighting that no complaints related to customer privacy or data loss were filed.

	Total Complaints Received	Status of Complaints Received		
		Closed	Under Investigation or Active	Comments
Lithium	99	95	4	No observations
Iodine	38	38	0	12 customer complaints and 26 complaints associated with SQM subsidiaries.
Nitrates	198	75	123	178 customer complaints and 20 complaints associated with HQ SQM.
Potassium	21	17	4	12 complaints associated with subsidiaries and 9 complaints related to HQ SQM.
Industrial chemicals	49	28	21	33 customer complaints and 16 complaints associated with SQM subsidiaries.



Product Labeling and Health and Safety Assessment

O CONTENT 2-25/ 3-3/ 416-1/ 416-2/ 417-1/ 417-2

Given the nature and use of the products we sell, we do not have a hazardous substances management procedure focused on generating alternatives that have a lower impact on human beings or the environment. However, we do take steps to keep information regarding product hazards and risks up to date, and provide updated communications on hazards through safety data sheets and labeling.

All Company products are labeled in accordance with applicable regulations for chemical products in the countries where they are sold, as well as international transport codes (IMDG or IATA/ICAO).

The Company has a process for updating product artwork and labels that calls for including information on labeling based on the regulatory requirements of the destination markets:

I. Product origin, which is indicated on all labels.

II. Contents are listed voluntarily or when the regulation explicitly requires it.

III. Safe use instructions must be listed based on pertinent regulations in each destination market.

IV. Product disposal instructions are included only when pertinent regulations require it.

V. All safety information related to the hazards classification inherent to the product per the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) and applicable local regulations in each destination market.

The Company presents information regarding hazards in accordance with international standards commonly based on the Globally Harmonized System of Classification and Labeling of Chemicals. All of our products have their respective safety data sheet, which includes the ingredients that could impact human health or the environment. This document also presents conditions for safe product use and disposal.

We also monitor regulatory and technical progress to identify substances of concern based on the criteria of Regulation (EC) 1907/2006. Each raw material used is evaluated in terms of its hazard classification in order to assess the impact on the final product classification. The safety data sheet is a hazard assessment communication tool.

Our internal customers can request safety data sheets for new products on a platform created exclusively for this purpose in order to leave evidence and document the process.

Lithium

One hundred percent of lithium, hydroxide and lithium carbonate products have been subjected to a hazard assessment based on the criteria of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) as well as the European Union REACH regulation for the Registration, Evaluation, Authorisation and Restriction of Chemicals. These include a Chemical Safety Assessment -CSA- and Chemical Safety Report -CSR-.

One hundred percent of products derived from lithium have their respective safety sheets, which are updated periodically. Hazards are identified based on available scientific information taken from the Chemical Safety Report. They are communicated through labeling and safety sheets. We remain committed to updating communication regarding hazards. During 2023, we updated 58% of the lithium safety sheets.

One hundred percent of lithium products are considered hazardous chemical substances for human health and the environment, and belong to Categories 1 and 2 of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS).

In regard to the analysis of chemical substances, finished lithium products do not contain Substances of very high concern (SVHCs) under REACH or chemical substances classified as extremely or highly hazardous by the WHO. Lithium carbonate is listed in California Proposal 65. No specific analysis related to this regulation was conducted in 2023.

There is no substances of concern management system focused on creating alternatives to products that have a lesser impact on human beings or the environment, and there is no hazardous substances policy in place as such. This is due to the fact that none of the products manufactured by SQM Salar S.A. contain chemical substances of concern that require the development of alternative products. However, the Company does keep updated information on product hazards and risks. In this context, given the European officials' proposal to classify lithium compounds as concerning, SQM has promoted an initiative with other global lithium producers to conduct a more exhaustive risk assessment (Risk Management Option Assessment, RMOA) for the entire life cycle of four lithium compounds. This would also deliver the data necessary to safely handle our products, minimizing the impact on health and the environment.

Our lithium products pose the following hazards to health and the environment according to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS): corrosive to the skin and eyes (Category 1b) or eye irritation (Category 2) and noxious to aquatic organisms (short-term hazard, Category 3).

It is worth mentioning that no cases of non-compliance with the regulations or voluntary codes related to lithium product impacts on health and safety were identified in 2023. There were no cases of non-compliance with the regulations or voluntary codes related to lithium product information and labeling.



Specialty Plant Nutrition, Iodine, Potassium and Industrial Chemicals

Specialty plant nutrition and iodine products play an essential nutritional role in farming and human health. We do not have a hazardous substances management procedure focused on generating alternatives that have a lower impact on humans and the environment given the nature and use of the products that we sell. However, we do take steps to keep information regarding product hazards and risks up to date, and provide updated communications on hazards through safety data sheets and labeling. Each raw material used is evaluated in terms of its hazard classification in order to evaluate the impact on the final product classification.

The safety data sheets and labeling are hazard assessment communication tools. Our customer service and/or product development team request safety data sheets for new products on a platform created exclusively for this purpose in order to leave evidence and document the process. Our safety data sheet library currently contains over 4,500 documents.

The specialty plant nutrition line is subject to general chemical product oversight and sector regulations applicable to fertilizers. Fertilizers are subject to EU Regulation 2019/1009 in Europe.

In general, chemical products sold in Europe are subject to Regulation (CE) 1907/2006 on registration, evaluation, authorization and restriction of chemical substances and blends and Regulation (CE) 1272/2008 on classification, labeling and packaging of substances and blends.

Furthermore, in Europe, potassium nitrate and sodium nitrate (as well as other nitrogen compounds) and nitrogen-based fertilizers are regulated under Regulation (UE) 2019/1148 on the sale and use of explosives precursors.

In the United States, fertilizers are regulated under the laws of each state. At the federal level, they are regulated by the OSHA Hazard Communication Standard (HCS) and the Toxic Substances Control Act (TSCA). Potassium nitrate and sodium nitrate are regulated by the Chemical Facility Anti-Terrorism Standards (CFATS). Maritime transportation of these products is regulated by the IMDG and IMSBC codes.

All of the products are covered and assessed in order to identify hazards to human health and safety. The identification of these hazards is based on the criteria established under the UN Globally Harmonized System of Classification and Labeling of Chemicals (GHS).

Some of our products in the plant nutrition line may contain boron (in the form of boric acid) as an impurity or desired element. Boron levels are monitored during production. When levels of impurities or intentional ingredients exceed the limits based on the Globally Harmonized System, the products are classified as toxic to reproduction under category 1B and labeled as such to communicate the risk associated with these products.

In regard to the analysis of the strategy and methods used to develop alternative processes and chemical substances that reduce or avoid the use of substances that may be of concern to consumers, customers, regulatory agencies or others interested in human health and the environment, the possible contaminants are monitored during production. In addition, annual studies are conducted to evaluate heavy metals. The Company has developed prilled products that are less hazardous due to the oxidizing properties of nitrate-based products, which meet the principles of green chemistry and designing safer chemicals.

Our iodine product contains the following environmental and health hazards according to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS): Category 4 acute toxicity, Category 2 ocular irritation, Category 2 skin irritation, Category 2 STOT SE, Category 3 STOT RE 1, and Category 1 aquatic toxicity.

We also should mention that the products cataloged as hazardous undergo chemical safety assessments and, in some cases, the assessment is conducted on their components, depending on the product. Products cataloged as not hazardous are not subject to chemical safety assessments.

No non-compliance with regulations or voluntary codes has been identified with regard to the impacts of products and services on health and safety.

The following cases of regulatory non-compliance were identified in 2023 with regard to product information and labeling:

- Ultrasol 15-5-15 product, California (United States): The stated nutritional content did not align with the information contained on the label. It was identified as a typographic error that did not result in fines.
- Allganic 15-0-2 product, California (United States): The stated nutritional content did not align with the information contained on the label. The label was modified accordingly, and no fines were issued.

Our Certifications and Alliances

O CONTENT 2-28

Certifications

ISO 9001:2015

ISO 9001:2015 is an international quality management standard that specifies requirements for an effective quality management system in an organization. This certification involves implementing processes to control quality, manage risks and opportunities, and promote continuous improvement. In 2023, the Lithium Chemical Plant earned ISO 9001:2015, meeting the requirements for the standard. The certification is good through April 4, 2026.

ISO 14001:2015

Environmental Management System (EMA) regulation that establishes that companies can show that they are responsible and committed to protecting the environment through environmental risk management that can emerge from the development of the business activity. In 2023, the Salar de Atacama and Lithium Chemical Plant sites earned ISO 14001: 2015 certification. It will remain in effect until August 8, 2026. These operations join the Port of Tocopilla, which earned that certification in 2022 and successfully completed the 2023 audit for maintaining certification through 2025. Furthermore, Coya Sur successfully completed its first internal audit under ISO 14001:2015 in late 2023, which reflects a commitment to environmental management and sustainability.

ISO 27001:2013

This international standard provides a framework for the information security management system (ISMS) in order to provide confidentiality, integrity and ongoing availability of information, along with legal compliance. In February 2023, and after a five-month implementation process, SQM's Lithium Commercial Area earned ISO 27001 certification.

ISO 39001:2012

International Roadway Safety Management System that helps organizations to reduce and ultimately eliminate deaths and serious injuries from traffic accidents and related risks. SQM is the first mining company to be recognized by the international agency AENOR for having a roadway safety management system that complies with regulations.

ISO 50001:2018

The purpose of this international regulation is to maintain and improve an energy management system whose purpose is to allow for continuous improvement of energy efficiency, energy security, use of energy and energy consumption with a systematic approach. This standard is designed to ensure that organizations continually improve efficiency, energy-related costs and GHG emissions. The Coya Sur and Nueva Victoria sites of the Iodine Nitrates Division earned ISO 50001:2018 certification. The Salar de Atacama and Lithium Chemical Plant operations completed their auditing processes at the end of the year and were recommended for ISO 50001:2018 Energy Management System certification.

ISO 45001:2018

International Occupational Health and Safety Management Systems Standard designed to protect workers and visitors from work-related accidents and diseases. Salar de Atacama and the Lithium Chemical Plant earned the certification in early 2023.

NCh 3262:

NCh 3262 (2012) on Gender Equality and Work, Family and Personal Life Balance is a voluntary regulation that can be implemented in any organization. In order to incorporate the gender perspective in companies, the United Nations Development Programme recommended that all countries create certification programs for gender equity management systems. It is important to mention that we earned Nch 3262 certification for our offices in Santiago, which establish requirements for installing a management system to correctly incorporate gender equality and work, family and personal life balance.

Responsible Care

A voluntary certification and commitment by chemical companies to responsibly manage the production, handling, distribution, use and disposal of their products. The goal is to achieve the best health and safety standards for their employees and surrounding communities while protecting the environment and community assets. SQM earned international chemical industry certification in 2013. The Port of Tocopilla received a three-year certification in 2021, followed by the Nueva Victoria plant in 2022, which is also certified for three years.

Protect & Sustain Certification, Stewardship Excellence Qualification

The International Fertilizer Industry Association (IFA) certified SQM's commitment to responsible, safe product management, which includes aspects such as quality, health, occupational safety, industrial and environmental safety throughout the different stages of the product life cycle. For this certification, the IFA SHE principles align with the SQM Sustainability, Ethics and Human Rights Policy. This is essential to meeting the standards set forth in the Protect & Sustain program. SQM's certified areas include production, product development and fertilizer shipping logistics at the Salar de Atacama, Coya Sur, Antofagasta, Santiago and Port of Tocopilla operations.

Ecovadis

We are one of the 600 multinational corporations that work with Ecovadis to contribute to sustainability, managing risks, reducing costs and promoting innovation in our processes. Ecovadis is a sustainability ratings provider that uses a methodology based on international standards. This certification allows us to commit to better sustainability performance through 21 indicators in four areas: environment, labor practices and human rights, ethics and sustainable purchasing. We currently have a silver medal, which is awarded to the entities in the top 25% based on their scores.

CDP

This non-profit directs the global disclosure system for investors, companies, cities, states and regions in order to manage their impact on the environment. CDP is considered one of the most complete environmental reports in the world on corporate action and the city. With this certification, we commit to identifying and addressing growing risks as well as finding new action opportunities to contribute to a sustainable industry. We submitted to an assessment in the Carbon Disclosure Project (CDP), earning a score of B and out-performing the average for South America (C) and for the Chemicals sector (B-).

ECOPORTS

ECOPORTS certification is the most important environmental initiative in the European port sector. It offers a series of environmental management tools based on EcoPorts PERS guidelines, global standards and voluntary commitments that go beyond regulatory minimums. We have committed to identifying environmental risks in order to compare our score to the European average. This gives us access to advice from experts and personalized recommendations from ECOPORTS. The Port of Tocopilla earned ECOPORTS certification in September 2023, specifically for the Port Environmental Review System (PERS).

Giro Limpio

This voluntary Chilean program is managed by the Energy Sustainability Agency. Its purpose is to certify and recognize efforts made by cargo transport companies in the areas of sustainability and energy efficiency. The program also certifies cargo generating companies that choose to work with Giro Limpio certified transporters, thus contributing to reducing energy consumption and GHG emissions, as well as emissions of other local pollutants that impact human health. This decreases the environmental impact of the various value chains in our country. We earned Giro Limpio Certification in 2023. This certification is awarded to companies that promote decreased consumption of polluting fuels and CO_2 emissions in highway cargo transport in their production chains.

TISAX

TISAX® is an assessment and shared exchange procedure for the automotive sector. It is based on the Information Security Assessment (ISA) developed by the VDA "Information Security" working group. It is also based on key aspects of International Standard ISO/IEC 27001 and has been expanded to include a maturity model. SQM is part of the lithium battery industry. As such, TISAX® certification is a requirement for its most important customers. SQM earned that certification in August 2023.

IRMA

The Initiative for Responsible Mining Assurance (IRMA) provides a framework for developing responsible processes in our value chain through the mining life cycle. This standard contributes to an analysis in 26 areas and their requirements based on four principles: business integrity, planning and positive legacy management, social responsibility and environmental responsibility. With this certification, we seek to promote a shift in mining toward a focus on sustainable production processes that generate positive social and environmental impacts.

2020

We undertook an exhaustive self-study at Salar de Atacama to identify the level of alignment and design of our work plan.

2022

The certification process continued, and Phase 2 of the certification audit at Salar de Atacama was completed.

2023

The Salar de Atacama operation became the first lithium mining site in the world to earn IRMA 75. This means that it has earned at least 75% of the possible score for each of the four principles of the standard.

Partnerships

Global Battery Alliance

We joined the Global Battery Alliance (GBA) to work for a sustainable battery supply chain by making a public, transparent commitment to the alliance's principles. The organizations that signed this agreement include representatives of the mining, chemicals, battery, automotive and energy industries and several other international organizations. SQM is the only company that produces lithium carbonate and lithium hydroxide.

Acción Empresas

This entity has over 130 affiliate companies that have decided to manage their businesses sustainably in Chile. They are committed to People and Work, Sustainable Territories, Responsible Sourcing, Climate Change, the Circular Economy, and Ethics and Governance. We have worked with Acción Empresas on issues such as human rights, climate change risk assessment and launching a clean production agreement.

Cool Farm Alliance

SQM joined this organization to contribute to its goal of helping growers measure and assess their environmental impact in order to work towards and achieve sustainable farming. The Cool Farm tool allows farmers to measure and assess their entire value chain so that they can make more informed decisions and reduce their impacts on the environment.

Race to Zero

Race to Zero is a global campaign supported by the UN that brings together non-governmental stakeholders in the global economy to make rigorous and immediate decisions to reduce emissions by half by 2030 and create a healthier world without carbon emissions in time. We are part of its commitment to reduce emissions quickly and fairly in all areas in accordance with the Paris Accords through transparent action plans and solid long-term goals.

Global Compact

We adhere to this network and are committed to integrating the concept of sustainability by implementing the 10 Principles. We report our Global Compact-related progress annually via a Communication on Progress (CoP) published in our Sustainability Report. We will do so in 2024 through a new platform implemented by the organization.

International Fertilizer Industry Association, IFA

IFA represents 75-80% of global fertilizer production, including producers, sellers and distributors. We adhere to its principles of promoting efficiency and responsibility in the production, distribution and use of fertilizers around the world.

HuellaChile

We are part of HuellaChile, stating our commitment to voluntarily make a series of pledges, including measuring greenhouse gases and registering with the Carbon Footprint sector system through the Environment Ministry's Single Window Pollutant Transfer and Emissions Registry (RETC). HuellaChile is an initiative created by the Environment Ministry that seeks to promote greenhouse gas management in public and private organizations in order to mitigate GHG in Chile. In 2023, the Huella Chile Program recognized us for achieving the rating for direct and indirect greenhouse gases organization-wide in accordance with the Huella Chile Program and NCh-ISO 14064:1/2019.



Chilean Industrial Chemicals Association

This entity represents 120 companies from the industrial chemicals sector. We are committed to its principles of sustainable development of the chemicals industry and to working on health, safety and environmental standards.

ILIA

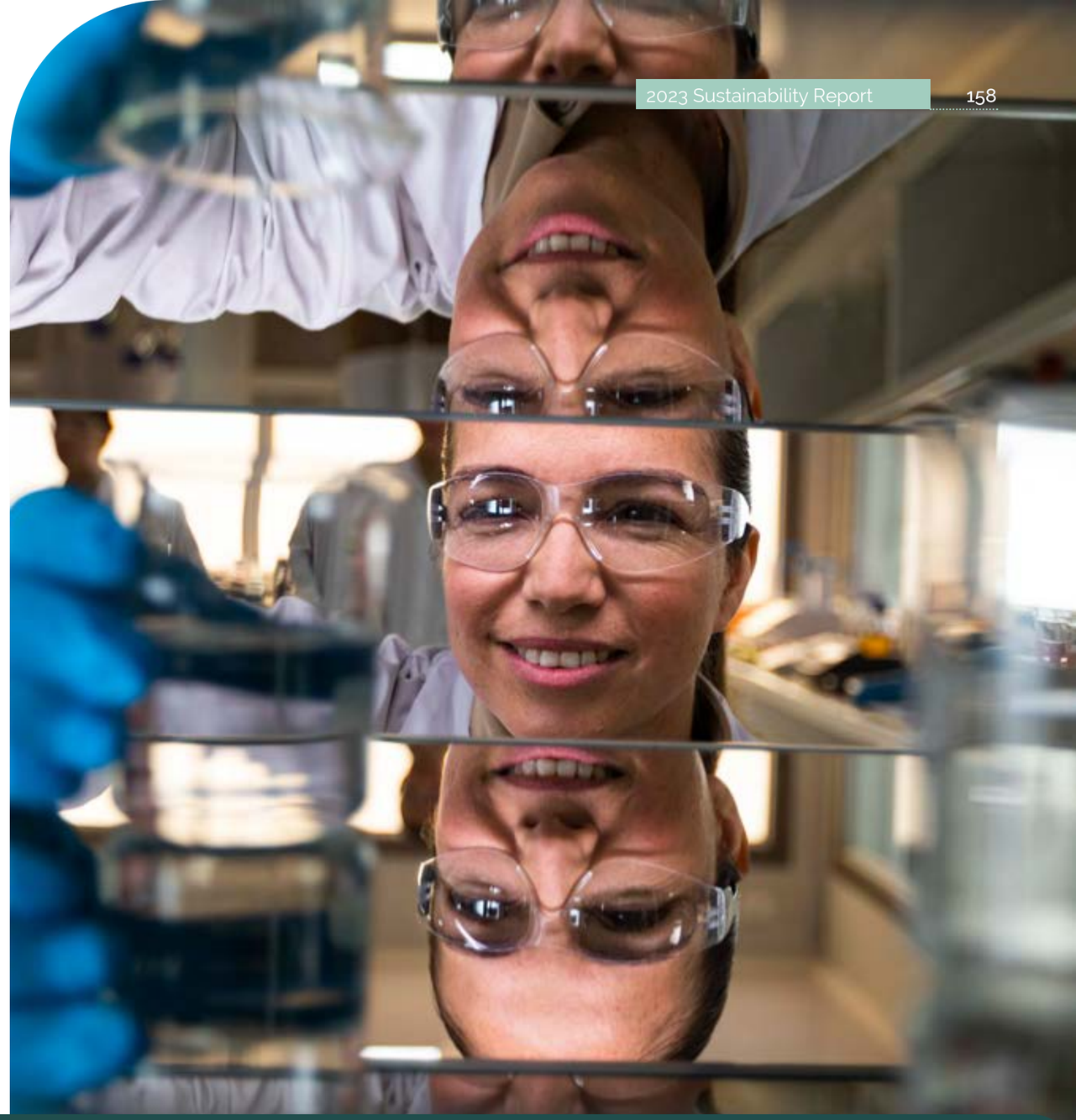
ILIA is a global commercial association for the lithium industry. It represents the entire lithium value chain. The Association was established in 2021 as a non-profit international industrial association directed for and by its members.

Innovation, Research and Development

O CONTENT 3-3

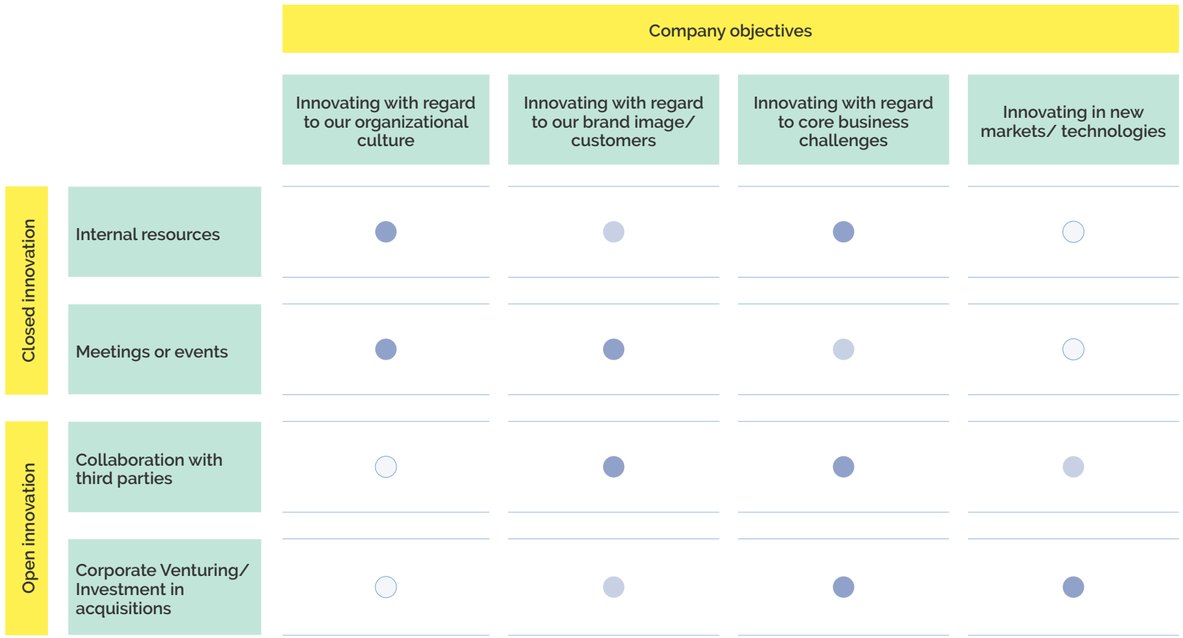
Our Company has a solid history of continuous improvement. The commitment to gradually perfect processes, products and services is at the heart of this entity. Opportunities for creativity and innovation are created as small improvements are identified. When these improvements are paired with a vision of the future and a will to challenge the established limits, they lead to innovations that change our industry and improve our quality of life. As such, innovation is the ripe fruit of a tree that grows from the root of continuous improvement.

When we speak of innovation, we are referring to **a personal and group commitment to creating exceptional solutions through business models, products and processes that are unique in their respective industries and markets and deliver high value to our customers.** The tireless search for innovative initiative for everything that is found in a specific territory also has a level of uncertainty. In other words, failing to use the knowledge necessary to develop it knowing that it is likely that we will fail in the attempt to achieve a result and that ultimately has an economic, social and environmental impact.



Our Model: Company-wide Innovation

Over the past few years, we have chosen to develop a decentralized innovation model. This means that we allow innovation to open the process to every possible stakeholder and to involve them in every step of the strategy. This includes employees at different levels, stakeholders and customers as well as any other party that interacts with our Company. This encourages participation, independence, cohesion and a spirit of teamwork, and invites business units to think differently in a system in which every idea and type of knowledge is important and valued. The model includes four categories organized in accordance with with the use of internal resources (closed innovation) or external resources (open innovation), as shown in the following diagram:



1. Internal resources

This refers to the use of existing assets and capacities within the Company to promote innovation. It includes employee talent, infrastructure, knowledge, internal technology and intra-enterprise technology that can be used to encourage new ideas and challenges within our teams.

Promoting Intra-enterprise Activity from the Lab, Pakarina 3D

Created in a laboratory with the challenge of analyzing "Yodo-Prill" without suffering the consequences of its corrosiveness, our team was entrusted by the leadership to develop a disruptive solution: a corrosion-resistant sieve created using 3D printing. This effort not only overcame technical obstacles, earning certification in less than a year, but also culminated in a product that is 20% more profitable and six times more durable than existing alternatives, significantly reducing operating costs. Financed and supported by the 2022 CORFO Seed Initiative, Pakarina 3D is a testament to how the commitment to innovation contributes to business sustainability, marking a milestone in our journey towards operational excellence and positive environmental impact.

Vivo Equipo: Strengthening Internal Potential

In addition to promoting institutional values and the principles of continuous improvement of our M1 operational excellence program, this initiative has a participatory effect on employees who submit their solutions to a jury. A total of 198 initiatives were received in 2023.



2. Meetings or Events

These initiatives are organized to bring different stakeholders together in order to share ideas, form alliances and encourage collaborative innovation. These can be developed internally or with external stakeholders in order to stimulate creativity and teamwork.

The Company actively participated in the sponsorship of various innovation events in 2023, including: ETM Day Antofagasta, ETM Day Santiago, the UC Innovation and Future Festival, and Experience E. We note that over 50 employees including supervisors, executives and team leaders actively participated in talks, panel discussions, workshops, entrepreneur support, mentorships, speed-dating sessions, elevator pitches and other activities. This allows entrepreneurs to better understand the industry's specific needs and challenges, creating fertile ground for the development of joint solutions.

Databricks Hackathon: A New Way of Learning

Thanks to the commitment of the Technology and Digitalization Division to the journey towards a more democratic and collaborative data analysis culture, a learning initiative based on "learning to do" was launched with the Corporate M1 Area. It brought together 120 participants in a two-day event focused on addressing three real Company challenges through the use of the Databricks platform. The teams were created by pulling together individuals from different divisions at random. Participants worked intensely on pre-set challenges with the support of mentors. The event culminated in the presentation of their innovative prototypes, which were evaluated by a specialized jury. The gender- and provenance-related diversity combined with an environment of enthusiasm and teamwork resulted in the development of high-quality solutions that exceeded expectations. The event confirmed the potential of combining technology, human talent and creativity to achieve agile and effective results.

International Enterprise and Innovation Encounter: Emprende tu mente

The third Enterprise and Innovation Encounter Emprende tu mente was held in 2023 in Antofagasta and Santiago. SQM was one of the main sponsors of the event. Entrepreneurs, companies, investors and corporate leaders attended the event, participating in discussions, practical workshops and talks given by experts. SQM offered a space for entrepreneurs and startups like Chass, Pisagua Sumergido, Puerto Colores, Nanobio, EcoShower, AIBruna and Jallalla Vasos.

Innovafest 2023

We were an official sponsor of the Innovation, Science and Technology Festival Innovafest 2023. The event was held in Antofagasta with the support of the Science and Technology Park and Universidad Católica del Norte. Innovafest 2023 featured over 60 stands and activities such as technical talks, workshops and presentations by 40 regional, national and international speakers. The topics addressed included digital transformation, climate change, women in science, technology development and innovative enterprises. There were also networking opportunities and business meetings designed to promote enterprises, SMEs and professional connections.

Tarapacá Smart 4

In late June 2023, SQM participated in the event Tarapacá Smart 4, which was designed to put sustainability topics on the regional agenda through a smart approach based on new technologies used to benefit communities. SQM sponsored the event and had a stand at the EPI Pedestrian Walkway, where visitors could learn about the advantages of electromobility and experience one of the sites through virtual reality.

This was the fourth edition of the event, and its highlighted the importance of caring for the environment, sustainability, recycling, education and raising awareness about the importance of protecting the environment and sustainable growth.

“More Lithium, Smaller Footprint: Achieving Carbon Neutrality”

The third edition of “More Lithium, Smaller Footprint” was held during the first half of 2023. This event was directed at organizations that had participated in the initiative in previous years. The 2023 version focused on access to and care of water resources in the desert and sought to identify projects that improve the availability and quality of water in communities in the Antofagasta and Tarapacá Regions. The initiative is promoted by SQM and INNSPIRAL. The winners received a ThUS$ 120 prize along with expert mentoring and support from SQM so that they can implement their solutions. Nearly 100 startups have participated in previous years, developing projects that are now being implemented in communities in northern Chile.

Winners of the 3rd “More Lithium, Less Footprint” Competition

Electroriders Valparaíso

This electrobot program will benefit anglers in northern Chile.

EcoShower Calama

Development of a “Hydro-Saver” product focused on optimizing pre-shower water.

CleanLight Santiago

This innovative home energy system uses a “pack and play” approach.

3. Collaboration with Third Parties

We partner with external entities such as universities, research centers, other companies and startups to promote innovation. This approach allows us to access new ideas, specialized knowledge and technologies, thus expanding our capacities for innovation beyond internal limits.

“Lithium R+D+i” Research Center

Universidad Católica del Norte inaugurated its “Lithium R+D+i” Research Center, which is led by the Engineering and Geological Sciences School with the support of SQM. The center focuses on development and innovation in the lithium battery production chain. It is part of a development plan that will be implemented through 2030 that includes partnerships with foreign institutes to create laboratories and train local staff. SQM invested MUS$ 8 in this project, which is equivalent to MUS$ 1 per year through 2030.

This center will operate through four research lines:

Battery materials and cells

Innovating in lithium battery materials and design to extend their useful life

Battery recycling

Recovering mineral components and reusing them in new batteries, allowing for growth without expanding extraction

Electronic systems and applications

Expanding opportunities to use lithium batteries to contribute to the energy transition

Modeling and analysis

Studying and analyzing scenarios for incorporating this knowledge into its various potential uses in the environment and serving as a reference that contributes to public policy

First Lithium Battery

In 2023, Universidad Católica del Norte manufactured 20 button-type lithium batteries (model CR-2032) in its Electrochemical Laboratory. This activity is part of the "Lithium R+D+i" initiative funded by SQM, which seeks to research technological innovation in the lithium battery value chain. The process was possible thanks to the equipment acquired with SQM's support. Materials such as battery grade lithium carbonate provided by SQM were used in research on cathodic materials. The next step is to build larger cylindrical batteries.

Technology Platform Development

The "Platform for the Production of Advanced Sustainable Materials and Manufacture of Lithium Batteries" was created through a donation and collaboration agreement with Universidad de Antofagasta. Its main goal is to create an ion-lithium battery in Antofagasta in order to move towards prototypes on larger scales and seek out new applications for lithium. The platform will generate prototypes from lithium procurement using brines to battery manufacturing with the support of human capital trained in the university's graduate programs. The project will be supervised by a board comprised of representatives of the university and SQM.

10th International Lithium Conference

SQM and Universidad de Antofagasta co-organized the 10th International Conference on Lithium, Industrial Minerals and Energy (IWLiME 2023). The purpose of the event is to promote research, development and innovation in the lithium sector.

The international conference featured the most recent research and development work in the region known as the "lithium triangle" (Argentina, Bolivia and Chile) on industrial and strategic minerals, with special emphasis on lithium.

The event was attended by renowned researchers from universities in France, the United Kingdom and Portugal, among other countries.

The conference included three days of important presentations, with the Center for Advanced Research on Lithium and Industrial Minerals (CELIMIN) at Universidad de Antofagasta playing a key role by presenting its research on applications for this strategic mineral.

Agreement with Universidad de Concepción

The agreement signed by Universidad de Concepción and SQM focuses on technical cooperation, technological development, research, technical exchange and the creation of networks for collaboration and technological innovation. It is designed to create a more fluid relationship to benefit Engineering School students, allowing them to complete practica, theses, hires and research and strengthening their undergraduate and graduate training. It also will enhance training of advanced human capital by offering more opportunities for students to develop academically and professionally.

4. Corporate Venturing

Under this strategy, large companies invest in startups or emerging firms. This method provides financial capital for startups and allows established companies to access new disruptive technologies and innovations and to explore new markets and business models.

Venture Customer: Betting on Joint Growth

The Plant Nutrition Iodine Division Development Division has partnered with the corporate accelerator Innspiral to continue to include technology in the operation through work with startups.

The Venture Customer approach was reinforced in 2023 in order to promote the search for technological solutions and strategic innovation. Twelve specific challenges of the Finished Product, Logistics and Commercial Divisions were addressed as a subset of automating the operation to increase safety and process efficiency and optimize water consumption. More than 2,500 startups from around the world were considered, and only 10 were chosen. SQM has partnered with the entities to design and execute pilot programs to test solutions that have the potential to address the issues that the company faces.

We also continued technology testing with the 13 technology suppliers selected in 2022, drawing on a portfolio of 23 startups with which we have launched 27 pilot programs.

12 challenges

> 2,500 startups from around the world considered

27 pilot projects

Corporate Venture Capital: From Antofagasta to the World

SQM Lithium Ventures presented a capital risk fund of up to MUS$ 40 in Antofagasta to support entrepreneurs who work on projects in the areas of sustainability, water, lithium and electromobility. They launched their first corporate acceleration program in 2023 in collaboration with Endeavor Atacama, attracting over 150 startups from around the world. After a rigorous selection process, 12 companies were chosen to receive financing, strategic advising and the opportunity to access more funds through SQM Lithium Ventures. They focused on projects that address challenges related to lithium, water and electromobility.

Selected Startups

Coddi Chile	O2 Chile	Chass Chile	Remote Waters Chile	Relitia Chile	Aiguasol (HDH) Chile
Konatec Chile	Xtralit Israel	Ualabee Argentina	RTZ Switzerland	Eightinks Switzerland	Aquafortus New Zealand

42% address electromobility

33% address water

25% involve lithium

64% are Chilean companies

50% have at least one woman on the team

Awards

Social Innovation Award - C3 Ranking

SQM earned the **C3 Ranking for Social Innovation in the area of Creativity and Innovation** for the second consecutive year. This time it was recognized for its community project Alianza Mujer Atacameña. The measurement, which is led by Brinca in collaboration with Fundación Chile and the Universidad Adolfo Ibáñez Business School, covers 10 key dimensions for measuring the culture of innovation within the companies. This year, 60 companies from 14 industries and nearly 15,000 employees were assessed.

First Place: Chemical Mining - Most Innovative Companies Ranking

SQM ranked **first on the MIC Ranking** in the Chemical Mining category. The tool recognizes the Chilean companies that have best integrated innovation into their value proposals. The awards were organized by MIC Business Consulting in cooperation with the newspaper "El Mercurio." Over 300 companies from 30 industries competed in 15 categories in the 13th edition of the event.

Circular Territory- Lithium Sulfate Award

The project **"Sustainable Lithium Sulfate Production"** addresses the growing issue of sulphation of the Salar de Atacama and seeks ways to turn it into a commercial product that can reduce the carbon and water footprint, reusing existing infrastructure and recovering existing stock. It is the result of an arduous effort that began with lab tests and is now in the industrial operation stage. The project involves joint work by various areas, partnerships with universities, young professionals, most of whom are Chilean, and the broad presence of women.

First Place: Startup Connection Index (IVS)

Open Startups Fest is an event organized by the Universidad Adolfo Ibáñez School of Science and Engineering, specifically its enterprise unit, Startup School UAI. SQM was chosen as the company that best connects with startups in all areas through the Startup Connection Index (IVS). The purpose of this tool is to promote interaction between the two economic agents in order to promote the market in which they work and generate mutually beneficial outcomes.

Our Innovation Statistics

Culture of Innovation

1,068
Innovation ideas received in 2023

57
Employees participating in events

103
Innovation projects under development in the past 12 months

6
Events sponsored

Corporate Venturing

Corporate Venture Capital (CVC)
2 investments

Corporate Accelerator
24 startups, each with **ThUS$ 25** of free equity

Venture Customer
1 investment, **27** pilots

221

People trained in the areas of innovation, agility and/or digital transformation

Patents and Registered Trademarks

O CONTENT 2-6

Patents

The Company's research activities have been key to improving production processes and developing new products. New extraction, crystallization and finishing methods have been implemented that use recent technological advances to increase efficiency and improve product quality. In addition, dust emissions have been reduced and additives have been applied to bulk products. These efforts have allowed the Company to enter new added value markets and patent various production processes in countries like the United States and Chile when necessary.

The patents used in our production processes are No. 47.080 in Chile for iodine, production of spherical granules for sublimating products; No. 43.644 portable plant for concentrating iodine solutions, No. 50.325 procedure for nitrate, iodine and other product recovery; No. 44.400 particles covered with granules that contain urea and metal nitrate; No. 45.109 method for leaching minerals in situ; and No. 45.603 process for obtaining monohydrate lithium sulfate from natural brines. We also registered patent No. 4.889.848 in Japan for nitrates and granulated fertilizers.

Registered Trademarks

The Company's brand management process is conducted annually. We start by asking the commercial directors in each area to identify the new countries in which our products are being sold. Together with an external European firm, we manage the intellectual property of the industrial brands in line with the agreed upon commercial strategy. The Company provides services related to applying for, maintaining, renewing and generally managing SQM's intellectual property for the trademarks that it sells. We work with each country's intellectual property offices to manage the brand registration request, complete the opposition proceeding and complete the maturation stage once the brand is registered. The Company currently has 16 registered trademarks.



Supplier Management

O CONTENT 2-6/ 2-25/ 3-1/ 204-1

We strive to establish clear and fair relationships and to extend our commitments to sustainability, best labor practices and human rights to our supply chain with a view to promote responsible and sustainable sourcing.

To that end, we commercially and contractually encourage our suppliers to protect their employees' health and safety, respect their labor rights and human rights and protect the environment. With that goal in mind, we have progressively incorporated sustainability criteria and compliance with adequate labor conditions into our assessments. This is part of our ongoing monitoring and risk assessment of our suppliers. We also incorporate criteria associated with our Code of Ethics, Sustainability, Ethics and Human Rights Policy and Responsible Sourcing Policy into our decisions regarding the purchase of supplies and services.

We promote opportunities for direct, sustained communication with our suppliers and generate channels that allow local and small-scale suppliers to reach the required standards.

Contractors, employees and suppliers are a key part of our ability to do business. The largest number of contractors work at our operations located in the Tarapacá and Antofagasta regions, Port of Tocopilla and our offices in Antofagasta and Santiago. In 2023, we had an average of 13,305 contractor workers at the company level.

Our Operational Risk Management System (SISGRO) allows us to verify that service providers and contractors meet all of the legal provisions in place in our country. Contracts establish the accident rates that companies that wish to provide services to SQM must meet. These must always be "within" or "under" the ranges set for the economic activity. Companies are also required to establish a Risk Prevention Program aligned with SQM's Comprehensive Occupational Health and Safety Management System.

Along these same lines, we periodically engage in oversight of labor variables in order to measure the degree to which contractors comply with labor and social security requirements. Contractor companies are also audited on matters such as health and safety, basic sanitary and environmental conditions in the workplace, the health and safety management system, and the existence and functioning of joint committees and compliance with labor laws.

In addition, coordination meetings are held between the SQM professional overseeing the work, SQM's prevention department and a representative of each contractor and subcontractor. The first of these is held at the outset of each contract.

2023 Performance

LITHIUM DIVISION

- We focused on certification of compliance with labor laws.
- Five expanded meetings were held with contractor companies. The participants were informed of new challenges and given information about sustainability, the subcontracting law, the energy management system and other topics.
- We began to work with 10 contractor companies on the Diversity and Inclusion and Gender Equity Program (DI&EG). It consists of a diagnostic stage and an employee training stage. We have trained 323 contractor company employees to date.
- We have monitored the demographic characterization of the contractor companies with which we regularly work since May 2023. They work on the following parameters in the Executive VP Lithium's Operations Unit: % women in the workforce, % local employment (Regions I and II in Chile), % global profiles and age profile. We are currently automating this process through a capstone project with Universidad Católica del Norte and in parallel with SQM IT.
- Self-assessments were completed by 34 suppliers in sustainability areas such as health and safety, environment, respect for human rights, corporate social responsibility, business ethics and quality.

2023 Performance

IODINE AND PLANT NUTRITION DIVISION

- We held an event with partner companies at María Elena to identify health and safety challenges for 2023. Participants highlighted the importance of our corporate values.
- We held a tender for reusable galvanized brass signs in order to eliminate the number of adhesive signs used in each truck in the Logistics Area. The idea is to decrease the consumption of this adhesive in order to eliminate laminated polyester trash and the loss of time on changing labels for each of the cargoes transported in trucks used for product transport in the Logistics Area. It is currently under review by the Logistics Area.
- The format used for distilled water consumption was changed in order to decrease the amount of plastic in division laboratories. Twenty-liter containers were eliminated and plans were made to refill and replace 1,000-liter IBCs for the laboratories. This decreased the impact of the amount of plastic refuse that was generated. The change has already been implemented in the various laboratories.

Supplier Statistics

Supplier Number by Region

Outside Santiago	2022		2023	
	No.	%	No.	%
Tarapacá	155	2.6%	194	2.8%
Antofagasta	621	10.3%	936	13.5%
Metropolitan Region	2,008	33.1%	2,207	31.9%
Other regions	244	4.0%	301	4.3%
Foreign	3,027	50.0%	3,287	47.5%
Total	**6,055**	**100%**	**6,925**	**100%**

Purchases from Suppliers by Region

Outside Santiago	2022		2023	
	US$	%	US$	%
Tarapacá	38,508,109	1.1%	53,640,388	0.8%
Antofagasta	731,543,602	20.2%	987,508,402	14.9%
Metropolitan Region	1,740,473,830	48.2%	4,734,462,349	71.3%
Other regions	116,569,005	3.2%	147,394,502	2.2%
Foreign	987,555,719	27.3%	719,433,288	10.8%
Total	**3,614,650,265**	**100%**	**6,642,438,928**	**100%**

Note: The significant difference between the periods is mainly due to the increase in projects by the Company in 2023.

Values Shared with Our Suppliers

All employees are given the Regulations for Contractor and Subcontractor Companies and Policies for SQM and Its Subsidiaries when they begin working in our facilities. These regulations establish the standards and responsibilities related to protecting employees' lives and health. In addition, SQM organizes specific training sessions on safety matters for contractors as part of its efforts to contribute to risk prevention and align workers with our Code of Ethics, Sustainability, Ethics and Human Rights Policy and other standards. We also have Purchasing and Service Engagement Procedures.

The Purchasing and Service Engagement Procedures establish standards for the efficient management and oversight of acquisitions and contracts. They include stages such as request, supplier selection, analysis of options, placement of orders, order monitoring and payments.

We prioritize identifying local suppliers in districts located near our operations in the Tarapacá and Antofagasta Regions in an effort to strengthen local companies.

SQM's procurement strategy includes safety and labor criteria as well as financial health, current municipal business licences, membership in safety associations (*mutuales* in Spanish), accident rate certificates, authorization to subcontract, health examinations, compliance with labor laws and employment contracts, personnel skills, equipment certifications, and other key requirements.

Suppliers are evaluated in accordance with the Sustainability, Ethics and Human Rights Policy and the Responsible Sourcing Policy. One key step is a visit by procurement engineers to supplier facilities, where they inspect aspects such as infrastructure, equipment, safety measures, waste management and storage. This helps to determine whether the suppliers qualify to be part of the SQM portfolio.

We conduct formal assessments of suppliers and visit companies that already have a contract with SQM in order to oversee and inspect the aspects mentioned above. The only difference is that if any issues are identified, we ask that they be corrected.

SQM uses the ARTIKOS platform, which is available free of charge to contractor companies so that they can monitor payment of their invoices.

https://art-p-ptk.artikos.cl/SIAS/web_SQM/HomeProv.asp#

+ Sustainable Suppliers Conference

This activity was held during the first half of 2023 at Hotel Enjoy Antofagasta and was attended by approximately 200 suppliers connected to the mining industry.

It was organized by SQM, Acción Empresas and the Antofagasta Industrial Association. It was designed to strengthen connections between small and large companies in order to move towards a robust business ecosystem that is prepared for the challenges of today.

Promoting Local Suppliers

We participated in the AIA Business Meeting in 2023. We shared challenges at the project, procurement and logistics levels, encouraging suppliers to be part of them in order to continue to move towards sustainable mining.

SQM worked with the Iquique and El Tamarugal Industrial Association to advance the More Suppliers in Tarapacá Program that was launched in 2012 to promote business opportunities among regional mining sector supplier and requesting companies. We also partnered with the El Tamarugal Province Agricultural Suppliers Development Program, which includes advising on agronomic and business matters and serves as a "farming broker" to facilitate partnerships and new business.

Business Conferences

We took part **in the Second Business Conference organized by the Iquique and El Tamarugal Industrial Association and SQM.** Over 50 suppliers from the Tarapacá Region were part of this business conference. Local businesses presented their main products and services to the mining company.

We participated in the **1st B2B Multisectorial Business Conference** organized by the Iquique and El Tamarugal Industrial Association, It featured the participation of 180 suppliers from the region.

We were present at the **2023 SICEP National Supplier Meeting Business Conference** organized by the Antofagasta Industrial Association and SICEP. The event featured the participation of approximately 600 companies.

We participated in the business conferences held with local suppliers as part of the **7th International Tarapacá Conference, CIMIT 2023**, which was organized by the Tarapacá Regional Mining Ministry Secretariat and executed by the Iquique and El Tamarugal Industrial Association. Over 70 local companies participated in the event each day.

We participated in the **Iquique Chamber of Commerce, Industry, Services and Tourism Business Conference.** We interviewed 16 companies from the Tarapacá Region.

We should note that during 2023, we continued to seek out and provide support for various innovation and enterprise initiatives, including Puerto Cowork in the municipality to Tocopilla, the promotion of economic business reactivation in María Elena and Quillagua, among other initiatives designed to strengthen business and production activities in the towns near our operations, as outlined in our 2023 Annual Report.

A guarantee voucher is accepted in place of a performance bond for contractors, which benefits smaller enterprises. We have begun to pay local suppliers in the Tarapacá and Antofagasta Regions and service providers that are categorized as critical in full. Suppliers are asked to provide external certifications regarding labor obligation compliance in line with SQM's Sustainability Policy.

The "More + Women Suppliers" Program

The "More + Women Suppliers" Program allowed 15 female entrepreneurs from Tarapacá to earn a certificate for completing this course in January 2023. Launched in June 2022, it sought to support companies led by women or that have over 50% female presence, offering training on skills such as the gender approach, connecting with the regional ecosystem, and a business development and reactivation plan. The participants represent fields such as laundry services, financial services, hardware, events management, topographic services and medical services. The initiative was executed by the Iquique and El Tamarugal Industrial Association with the collaboration of various mining firms including SQM.



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Responsible Sourcing

We are aware that, as a multinational company with operations around the world, we have a commitment and responsibility to respect human rights and our commitments established in our Sustainability, Ethics and Human Rights Policy, which goes beyond the bare minimum required by law.

We have worked to improve the following over the course of our Company's history:

- Our production quality
- Fair treatment
- Environmental protection
- Unrestricted respect for human rights in accordance with the most stringent international standards

Responsible Sourcing Policy

This Policy establishes criteria for responsible sourcing, which our suppliers must progressively incorporate into their organizations to ensure a supply chain that is in compliance with human rights.

Review the policy and its criteria here:

https://www.sqm.com/wp-content/uploads/2022/04/politica_abastecimiento.pdf

The Policy also establishes that all of the suppliers we work with must comply with applicable legislation and share our sustainability commitments in their own companies. We encourage all suppliers, including those responsible for inputs, services and consultancies, as well as intermediaries and others that provide services to SQM, to:

- Respect their employees' human rights
- Care for the environment
- Protect health and safety
- Prioritize ethics and integrity in their business activities
- Encourage fair treatment of their own employees

To that end, we ensure that at least the following are met in concrete terms:

Compliance with our Code of Ethics.

Application of corrective actions when necessary.

Commitment to providing more information if needed and/ or participating in an additional validation.

Familiarity with and understanding of our policies.

Self-assessments on sustainability conducted annually.

SQM's Responsible Supply Policy identifies risks throughout the supply chain which could constitute a significant breach of this and other corporate policies. A substantial breach is considered to occur when serious human rights violations are committed or intolerable conduct is displayed that poses a threat to the rule of law or human rights. In such cases, SQM may suspend or terminate the business relationship with the supplier responsible for such conduct.

We are aware that there is a greater likelihood that certain abuses that constitute serious violations of human rights may occur throughout the supply chain for activities linked to mineral extraction and the transportation or sale of minerals. Companies must avoid and commit to eradicating such conduct.

In this sense, the following are considered serious human rights violations:

1. Engage in any form of child labor in accordance with Convention No. 182 of the International Labour Organization (ILO), ratified by Chile in 2000.

2. Adopt or tolerate forced or compulsory labor practices or others that imply any type of modern slavery, including working under duress and any work that the individual has not voluntarily offered to do.

3. Any form of cruel, inhumane or degrading treatment or torture.

4. Other abusive treatment, such as widespread sexual violence and other gross human rights violations.

5. Commit or participate in the commission of war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

SQM will not tolerate any form of direct or indirect support for non-governmental armed groups that pose a threat to the rule of law and human rights in the mineral supply chain.

Direct or indirect support may include, but is not limited to, procuring minerals, making payments, providing logistical assistance or equipment, carrying out actions or contracts in their name, among others.

The following behavior is considered unacceptable:

1. Directly or indirectly support non-state armed groups that illegally control work or mines sites or otherwise control transportation routes or at points where minerals are traded.

2. Directly or indirectly support non-state armed groups that illegally tax or extort at points of access to work or mine sites, along transportation routes or at the points where minerals are traded.

3. Directly or indirectly support non-state armed groups who extort intermediaries, export companies or international traders.

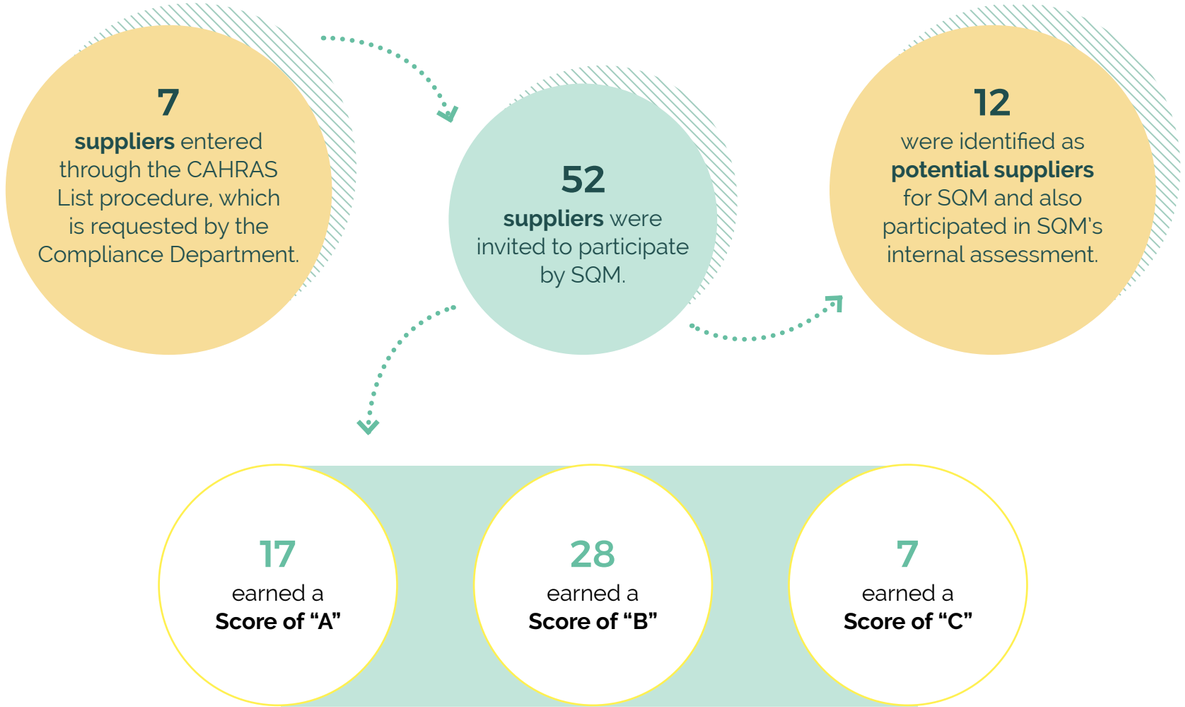


Supplier Assessment

To verify the terms of our policies, we have developed a supplier assessment mechanism that covers six categories:

- Human Rights
- Corporate Social Responsibility
- Business Ethics
- Quality Management
- Occupational Health and Safety
- The Environment

The second self-assessment was conducted in 2023 based on the sustainability criteria. Seventy-one suppliers participated in the process.



Score: "A"
Compliance above
80%

Score: "B"
Compliance of
60–80%

Score: "C"
Compliance of
40–60%

Score: "D"
Compliance of
20–40%

Score: "E"
Compliance of
0–20%

The results of the SQM internal suppliers (52 suppliers) who completed the self-assessment yielded a global average of 68.2%. The highest scores were earned in the business ethics and respect for human rights categories. The lowest were earned in the environment and corporate social responsibility categories.



Sustainable Development and Climate Change

Sustainable Development and Climate Change

Climate change is important for our Company and is a material aspect that is incorporated into our sustainability strategy. It is regularly included on our Board's agenda and is addressed at the executive level in discussions regarding investment decisions, risk management and the performance of our ESG commitments related to our updated sustainability strategy.



Climate Change Management

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We are committed to decreasing the effects of climate change. This topic is part of our Sustainability Plan and is included in the goals and mitigation measures. We are monitoring these issues in the committee meetings that are held every two months, which are attended by representatives of different areas of the Company. These meetings are led by the CEO and vice presidents, who provide governance. The committee addresses issues such as the environment, communities, suppliers, projects and R&D (research and development) from a sustainability perspective.

We published our Climate Change Management Report in 2023 in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The report addresses governance, strategy, risk management and metrics and targets in the area of climate change.

For more details, visit

https://www.sqmsenlinea.com/uploads/documentations/228/original.pdf.

In order to strengthen our commitment to sustainability, key indicators related to climate change are being integrated into executives' incentives. Similarly, indirect incentives are offered to all employees that include both monetary and other compensation. This approach is promoted by connecting this compensation to the annual bonus system, which includes operational efficiency targets in performance metrics.



Red de Directores por la Acción Climática

Gonzalo Guerrero, the Chairman of the Board of our Company, signed a statement committing to reduce carbon emissions in Chile as part of the Red de Directores por la Acción Climática.

This is an unprecedented initiative in Chile's business and environmental sector that is designed to encourage guidelines and actions at the corporate governance level that favor a proactive attitude towards the climate change crisis.

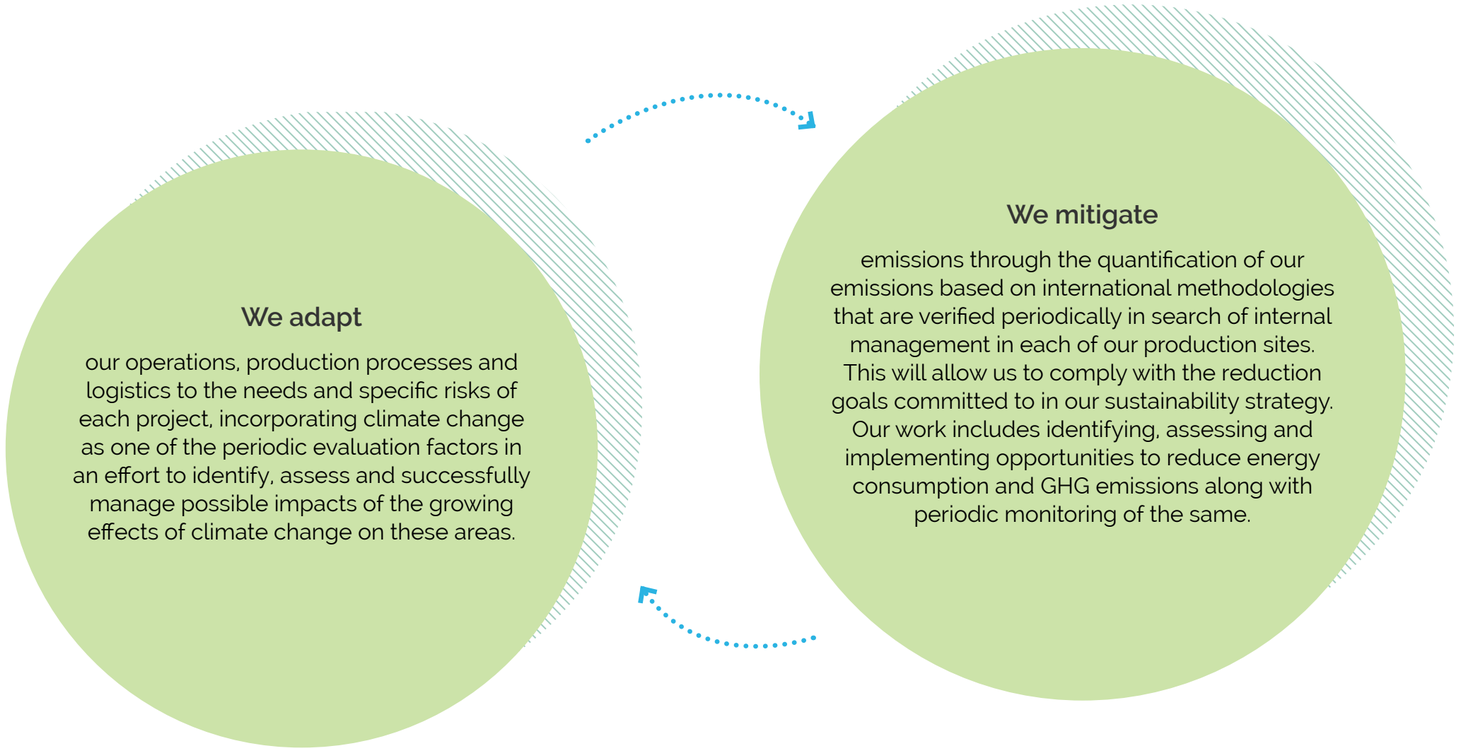
The idea was promoted by Chapter Zero Chile, a World Economic Forum action that is promoted in Chile by the Chilean Directors' Institute (IdDC) and is supported by the Santiago Stock Exchange and EY.

Our Climate Change Approach

Based on our analysis of climate change as an important element for our Company, we incorporated our approach into our Sustainability, Ethics and Human Rights Policy, which establishes two fundamental axes that guide our efforts in this area.

As part of our sustainability commitments, SQM reports to the CDP, Dow Jones Sustainability Index, SASB and the Huella Chile Program. We report the emissions inventory, product carbon footprint, corporate carbon footprint, consumption and energy, along with other indicators. As part of a transparency exercise, SQM verified the 2023 product carbon footprint with Deloitte for its Iodine and Plant Nutrition Division and with PwC for its Lithium Potassium Division.

In this sense, the main lines of work in the climate change approach are:



Climate Change Strategy

We launched our sustainability strategy in 2020 as an integral part of our business strategy in order to support the transition towards lowering carbon emissions and minimizing environmental impact.

Given the challenges that we have pledged to address as a Company, we aspire to reduce the carbon footprint of all of our business lines, setting carbon neutrality targets for lithium products for 2030 and for all of our products for 2040.

Given our location in Chile, where we meet seven of the nine climate vulnerability criteria, we are continually considering new technologies in order to improve production and address emerging climate risks. As such, we are continually analyzing our production capacity and performance improvements and our new processing technologies.

Corporate Leaders Network for Climate Action (CLG-Chile)

SQM joined the Corporate Leaders Network for Climate Action (CLG-Chile). The entity was formed in 2009 after the visit to Chile of then Prince of Wales, now King Charles III, through the joint efforts of Universidad de Chile's Faculty of Economics and Business, the British Embassy and the British Chilean Chamber of Commerce as part of a global network of centers.



Our Products

According to the Sixth Assessment Report recently developed by the IPCC, our products are fundamental for the urgent climate action that is necessary to mitigate the effects of climate change. Specifically, in regard to the 10 key solutions necessary for ensuring that we do not exceed 1.5°C, our products contribute in the following areas:

Lithium: Shift to Electric Vehicles

We highlight the importance of electric mobility for reducing carbon emissions. We recognize the potential of lithium for use in electric vehicle batteries and are working to reduce our carbon footprint and water footprint in order to take advantage of this opportunity.

Solar Salts: Investing in Efficiency and Clean Energy

We highlight the importance of a more renewable energy matrix for mitigating climate change, particularly with the projected elimination of coal-powered plants in various parts of the world.

Water Soluble Fertilizers Reducing Food Loss and Waste and Improving Farming Practices

This type of fertilizer optimizes water use in fertirrigation, improving the quality and performance of various crops by reducing soil and water use. The Company is constantly seeking out ways to increase its production and improve the quality of new specialty fertilizers.

Low Socio-environmental Impact

Our multidisciplinary team has taken on the challenge of identifying and evaluating new technologies in order to implement operations that are low in carbon and water consumption. Its members strive to improve production yields and resource use and to enhance sustainability indicators per unit produced. Operations teams work with sustainability experts to review greenhouse gas reduction plans and develop initiatives to align the business strategy.

The goal is to become the producer with the smallest carbon footprint across all business lines, contributing to reducing emissions in transition mineral production.

Value Chain

Our value chain efforts were reinforced by our Sustainability Plan through two focus areas:

- The search for new supply options with lower GHG impact aligned with our Scope 3 reduction commitments.
- Partnering with our transport professionals to reduce the carbon footprint through changes and improvements to the fleet, certification and training in best driving practices through Giro Limpio, and through compensation projects that serves as a sink for emissions generated by the transport of the concentrated lithium solution along the Salar de Atacama-Lithium Chemical Plant route.

"Challenges and Progress in Sustainability" Seminar

SQM and the Iquique and El Tamarugal Industrial Association organized the seminar "Challenges and Progress in Sustainability" in 2023 in the city of Iquique. The event featured the participation of Gonzalo Muñoz Abogabir, the first COP High Level Climate Action Champion and the leader of Race to Zero. Muñoz offered a keynote speech on climate change and the importance of sustainable policies in the private sector. The seminar concluded with a panel discussion on public sector, academic and SQM perspectives, highlighting the importance of public-private partnerships for promoting sustainable industry.

Climate Change Risks and Opportunities

The main climate change risks that we identify are based on the categorization of physical threats that stem from climate change and the transition to a low-carbon economy, which together may have financial consequences in the organization.

Physical Risks

Short- and medium-term: The threats derived from climate change are associated with effects in the short- and medium-term. We are conducting various assessments to prevent significant impacts from materializing. The threats in this category are mainly linked to extreme weather events, which are increasingly intense and frequent and are associated with acute physical risks. Some examples include:

Climate Threat	Exposed Factors	Climate-Related Risks
Increase in the number of Tidal Waves	Port/Operations	Increase in the number of extreme weather events that involve port closures, such as tidal waves that affect product shipments or the entry of raw materials.
Intense Rain	Operations/ Infrastructure/ Environment	Increase in extreme weather phenomena such as intense rain falling in short periods of time and localized rain that lead to highway closures and infrastructure issues for our operations and the surrounding areas, including our communities.
Flooding	Employees/ Communities	Increase in high altitude rain phenomena that could lead to highway closures or issues in the environment that affect our monitoring infrastructure and neighboring communities.
Heat Waves	Employees	Increase in maximum temperature events that exceed the historic average. These impact our employees' occupational health and safety.
Strong Winds	Operations/ Infrastructure/ Environment	Increase in extreme weather events associated with strong winds that impact our operations and employees.

Medium-to-long-term: Medium- and long-term threats are mainly linked to chronic risks derived from climate change. Based on an increase in global average temperatures and a generalized decrease in precipitation in the areas where we work, the following weather-related risks may arise:

Climate Threat	Exposed Factors	Climate-Related Risks
Drought	Operations/ Environment	Changes in precipitation regimes and extreme variability in weather patterns that generate lower refilling of the aquifers from which we draw our water supply, impacting our production.
Temperature Increase	Employees/ Communities	Higher average temperature that affects our employees' occupational health and safety, increasing costs and/or affecting our people.

Risks of Transition

Transition risks are associated with a lithium and fertilizer market that is very necessary in order to meet the global sustainable development goals and undertake urgent decarbonization action. As such, they are aligned with public policies such as Chile's Climate Framework Law, the Carbon Border Adjustment Mechanism, more exhaustiveness in the product supply chain including the carbon footprint and due diligence in human rights, among other areas, as outlined below:

Time Frame	Category	Climate-Related Risks
Short- and medium-term	Political and Legal	• New barriers to entry for our products • Increased submission of mandatory reports • Increase in the price of carbon (green tax) • Exposure to litigation
Long-term	Technological Risks	• Existing products replaced by other low-emission options • Energy transition costs
Short- and medium-term	Market Risks	• Increase in our customers' ESG expectations • Higher priced raw materials
Short- and medium-term	Regulatory Risks	• Stigmatization of the sector • Increased concerns among interested parties or negative commentaries by interested parties

Opportunities

In order to promote an active climate response and avoid exceeding global warming of 1.5˚C as compared to the pre-industrial era, we must transition to a low carbon economy. This presents an enormous opportunity for our company from the perspective of greater concern among customers in regard to achieving lower carbon and water footprint products and more sustainable transport, which would passively impact demand for our products.

As such, we are projecting increased demand in all of our business lines, such as:

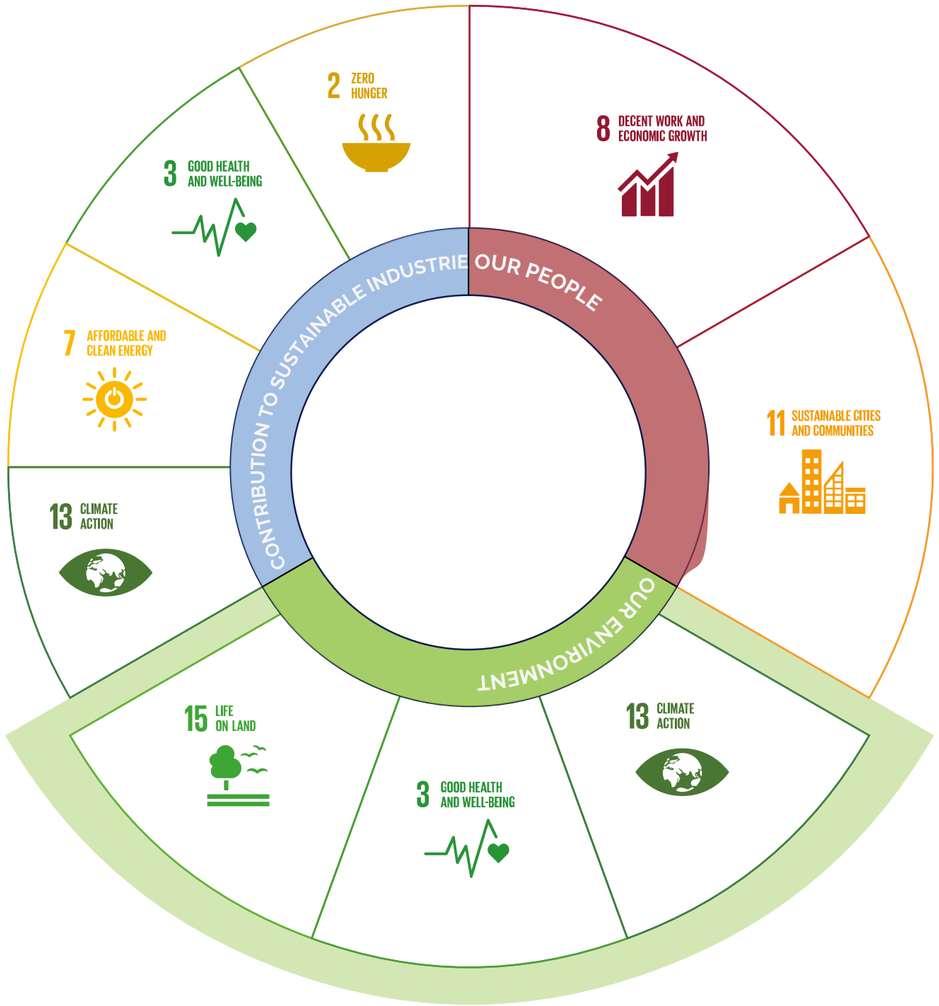
a. The development of electromobility, which implies increased use of lithium batteries, boosting demand for and the prices of the lithium hydroxide and lithium carbonate provided by our Company.

b. Based on SDG 7, there is a need to develop energy storage for those variable renewable energy sources, including solar and wind energy, increased market for storage batteries and the development of concentrated solar power plants as an opportunity given that the salts used to store energy are a blend of our sodium and potassium nitrate salts.

c. We must increase crop yield and reduce deforestation through improved use of soil and water. Our water soluble fertilizer products allow us to increase future demand.

There are also resource efficiency opportunities, such as promoting more efficient use of transportation in our operations, reducing water consumption and promoting the Circular Economy in our company. These are major opportunities that we are working to address.

Sustainability Plan



Based on our commitment to the sustainability of our business, and as part of our efforts to listen to our stakeholders, we have rolled out a Sustainable Development Plan that addresses the new demands and expectations in environmental, social and governance areas.

Our Salar de Atacama site became the first lithium mining operation in the world to earn IRMA 75.

Green Bond Issuance

SQM has placed a senior unsecured bond for US$ 750 million in the international markets at an annual interest rate of 6.5%. It will mature in 2033. It did so under Rule 144-A and Regulation S of the United States Securities and Exchange Commission in accordance with the Securities Act of 1933.

SQM expects to use the net proceeds from the placement to finance or refinance, in whole or in part, Eligible Green Projects (as defined in the Offering Memorandum).

The bond has been sold to qualified institutional buyers in the United States in accordance with the Securities Act and has not been registered in accordance with the Securities Act or other securities laws from any other state or jurisdiction.

Our Environmental Management

Commitments derived from our Sustainability, Ethics and Human Rights Policy:

- Promoting the involvement of local communities in our projects' environmental management from the design stage and implementing and monitoring related commitments.
- Complying with current regulations and observing international best practices set out in international standards.
- Developing and executing prevention, mitigation and reparations measures to decrease the effects associated with our operations.
- Preparing our staff, protocols and technology to respond to potential environmental emergencies.
- Continuously improving our environmental management system based on international standards.
- Developing and implementing technical advances and best practices for sustainable development.
- Evaluating impacts on the environment and neighboring communities in advance.

In regard to the environment, our team mainly focuses on the Tarapacá and Antofagasta regions of northern Chile, where our production sites and the minerals that give life to SQM products are located.

The Company operates using an environmental management system (EMS) that enables it to continuously improve its environmental performance by effectively applying its Sustainable Development Policy. To that end, we have areas responsible for environmental management, including divisions, subdivisions, units, teams and environmental analysts. These professionals are responsible for the environmental management of our various operations on a daily basis. We also have two environmental compliance programs in place, one for Nueva Victoria and one for Salar de Atacama. We periodically review our environmental risk matrices, monitoring and managing the risks described in them.

We are improving our environmental management system in order to improve monitoring of our progress towards our goals, such as those included in the sustainability plan. The implementation of ISO 14001 is an important part of this work. We earned ISO 14001 environmental management system certification in 2023 as well as certification of our Occupational Health and Safety Management System under ISO 45001 and ISO 50001 certification of the Energy Management System for the Lithium Potassium Division. We also earned IRMA 75 for our lithium operations in Salar de Atacama.

Also in 2023, our Nitrates Iodine Division Energy Management System earned ISO 50001 certification, which establishes standards for helping organizations to effectively manage energy consumption, reduce costs and improve environmental performance. SQM also worked towards ISO 14001 environmental management system certification, which it will receive in 2024.

We earned EcoPorts PERS certification in the Port of Tocopilla, specifically for the port environmental review system. The port was subjected to an exhaustive environmental performance review in areas like waste management, air and water quality, energy and efficiency, and biodiversity and environmental protection. The certification speaks to the port's ongoing commitment to responsible environmental practices. We note that they successfully passed the second audit to earn ISO 14001 Certification.

Over the past few years, we have acquired vast knowledge of the ecosystems surrounding our operations, which has enabled us to draft and implement effective prevention, mitigation and monitoring plans.

We have incorporated early and preventative monitoring of various environmental variables in the design, construction and operation of our production sites in order to prevent and implement the necessary control and mitigation methods.

Early Warning Plans

We have Early Warning Plans, which are an environmental safeguarding tool that protects against anomalies during operations.

The Nueva Victoria Early Warning Plan targets are:

- Bellavista Sector tamarugo plantation.
- Salar de Llamar tamarugo forests.
- Salar de Llamara puquíos.

The Early Warning Plans were designed as a decision-making system that activates preventative measures. We have not had to use them.

SQM's Salar de Atacama operations are subject to Early Warning Plans for the Soncor, Aguas de Quelana, Eastern Border Vegetation and Peine systems. They allow the company to take emergency actions early. This may include reducing the brine and/or water pumping flow depending on the sector in order to protect specific targets in the area. These measures allow us to guarantee the natural operation of the system.



O CONTENT 2-25/ 2-27/ 3-3

Oversight, Compliance Programs and Environmental Fines

Environmental protection, respect for human rights and sustainability in general are ongoing concerns for SQM in terms of its production processes and the entire supply chain. This commitment is supported by the principles set forth in its Sustainable Development, Ethics and Human Rights Policy.

SQM implements environmental monitoring and oversight plans in all of its operations. The plans are based on specialized scientific studies. Monitoring of key variables set for each project allows us to verify the status of, for example, vegetation, flora, fauna and aquatic biota in the ecosystems we seek to protect. In addition, monitoring plans are based on a broad oversight network that uses monitoring points such as wells and weather stations, satellite images and parcels of land used to record the status of vegetation and fauna, among other tools. The activities included in said plans are regularly reported to officials based on the commitments made in the resolutions that approve the SQM Group's various projects. In the specific case of Salar de Atacama, SQM has implemented an online platform **(www.sqmsenlinea.com)**. This tool allows any interested party to access all of the environmental data that SQM gathers based on its commitments.

In the case of our lithium and potassium operations, we have an Environmental Compliance Strategy that structures the identification, survey, promotion, assistance and compliance verification process as well as monitoring and reportability of applicable environmental requirements. The Company has a matrix of applicable environmental requirements that outlines all of the imperatives and commitments set forth in the environmental qualification resolutions and applicable regulations, as well as compliance operations programs by site. These annual programs feature a slate of assistance and verification activities for applicable environmental requirements. The first program was executed in 2023 as a pilot project. The Company will generate performance and risk indicators associated with the results of its execution during 2024.

In this context, SQM's environmental monitoring in the systems in which it operates is supported by numerous studies that have integrated a wide range of scientific efforts by prestigious Chilean and international research centers. These include the Spanish National Research Council and Universidad Católica del Norte.

In addition, in the context of the environmental studies that SQM conducts for its new projects, important efforts are being made to record pre-Hispanic and historic cultural heritage and to protect heritage sites in accordance with current legislation. These actions have been focused near María Elena and the Nueva Victoria site. This effort is being paired with efforts to disseminate our work in the community and increase appreciation for sites of interest.

We are able to identify environmentally significant aspects of each project and evaluate their potential impacts, which requires a high level of knowledge of the functioning of the ecosystems of the area of influence in which our projects are developed. This allows us to manage and respond to any potential impact in advance. Each of our projects is submitted to the Environmental Impact Assessment System. As of December 2023, we have environmental authorization for a total of 70 projects. Of these, 15 were approved with an Environmental Impact Study (EIA in Spanish) and 55 with an Environmental Impact Statement (DIA in Spanish).

LITHIUM DIVISION

18
Environmental Impact Statements

4
Environmental Impact Studies

22
Environmental Qualification Resolutions

IODINE AND PLANT NUTRITION DIVISION

37
Environmental Impact Statements

11
Environmental Impact Studies

48
Environmental Qualification Resolutions

In 2023, the Environmental Superintendency conducted a scheduled review of the Tente en el Aire Project at Nueva Victoria. It featured the participation of CONADI, SAG and SMA. They reviewed commitments to communities, biotics and the paleontological heritage component.

In 2023, Salar de Atacama received a visit from the General Water Directorate, which reviewed captures in the context of its annual review process. It found no extraction beyond the rights granted or infractions of the Water Code. On November 10, 2023, the General Water Directorate closed the associated review files. In addition, the National Geology and Mining Service reviewed various aspects related to mining safety and the applicability of permits for that service with regard to a process associated with lithium sulfate production.

The Antofagasta Regional Health Secretariat visited the Lithium Chemical Plant twice, once to verify the potable water supply system and once to verify the conditions of the boilers in accordance with S.D. No. 10/2012 of the Health Ministry.

Our Coya Sur and María Elena operations were observed by the Superintendency of the Environment, SERNAGEOMIN and the Antofagasta Regional Health Secretariat. The elements addressed include RCAs, Emissions Declaration under S.D. No. 138, monitoring stations under S.D. No. 61, PTAS Plants, the María Elena Decontamination Plan and Closure Plans. In addition, the Pedro de Valdivia site was monitored by the SMA in regard to the RCA.

The Port of Tocopilla was monitored in 2023 by the SMA with a focus on the Decontamination Plan.

The SMA approved the compliance program for our Nueva Victoria operations in February 2019, which we are currently implementing. This led to the suspension of the sanctions process that began in 2016. This decision was confirmed by the Antofagasta Environmental Court in October 2020. As promised, in July 2020 we submitted an Environmental Impact Study for the project "Partial modification of re-injection system for Puquios de Llamara." The project was approved in October 2023, and concluded with an Indigenous Consultation process that led to an agreement with the Tamentica, Quillagua and Huatacondo communities (Final Agreement Protocol).

In regard to Salar de Atacama operations, the compliance program that had been approved by the SMA was set aside by the Environmental Court in December 2019. In November 2020, SQM submitted a new version of the compliance program, addressing the observations formulated by the Superintendency. The compliance program was finally approved through Exempt Resolution No. 38/F-041-2016 dated August 29, 2022, setting aside the temporary measures imposed and the administrative procedure. As of December 31, 2023, 20% of share had been executed and progress had been made on the 80% of shares in the process of being executed.

The commitments acquired through the Salar de Atacama Compliance Program include implementing participatory monitoring for the Hydrogeological Environmental Monitoring Plan, designing and implementing a community training program associated with environmental monitoring, gradually reducing the maximum brine extraction limit to 822 l/s beginning in 2027, a little less than 50% of the authorized extraction, and reducing the total flow of industrial water to 120 l/s, which is equivalent to a 50% reduction in authorized flow.

All SQM production facilities have closure plans that have been approved by the respective authorities. These plans are based on criteria and measures that meet current regulations.

We note that the company was not issued any environmental fines in 2023.



Biodiversity, Ecosystems and Impact Evaluation

O CONTENT 2-25/ 3-3/ 304-3

SQM operations are located in desert areas with scarce biodiversity. However, there are some areas near our operations with significant ecological value. In these areas we have implemented ongoing protection, monitoring and control plans with ongoing early warnings to help protect the environment.

Our Nueva Victoria site is located in the district of Pozo Almonte in the Tarapacá Region, and is subject to a very extensive environmental monitoring plan given its proximity to the Tamarugal National Reserve, Bellavista sector, Pintados sector and Salar de Llamara.

In sectors near Nueva Victoria, we identified ecosystem services such as the Salar de Llamara, a site of interest for the Huatacondo and Quillagua communities that is linked to the "Puquios de Llamara" sector, an area where transhumance, or annual displacement of flocks from highlands for summer grazing in the lowlands, is practiced. The Tamentica group also hopes to develop this site for tourism.

The Quillagua community has indicated that there is a relationship between the Loa River in the Quebrada Amarga area and the water in the Puquios de Llamar sector. This would be useful because residents gather at the mouth of the Loa River to collect river shrimp. We formed a working group with the Quillagua community and are encouraging the development of joint monitoring.

There is a Rural Drinking Water Committee that manages the community's osmosis plant. SQM works with that body through the Quillagua Rural Drinking Water Working Group. The company supports the committee's efforts to execute maintenance works and make improvements to the plant that supplies the town of Quilagua with drinking water. The plant produces an average of 40 m^3 per day, and has a collection system that delivers the water to the plant so that it can then be provided to the community. In 2023, we supported the replacement of parts at the plant in order to ensure that it functions properly. We replaced the sand and coal filters and membranes and purchased instruments for measuring water pH and conductivity. We also made improvements to the plant in order to ensure uninterrupted supply. Power lines were installed that run from the town to Parcel 74, and the system was given to the Quillagua hydroponic cooperative under the comodato system. In addition, and as part of the company's commitment, we signed an agreement with the Aymara community and CONAF to grant 17.5 hectares of the Cerco de Monte Oro property under the comodato system. The purpose of this effort is to advance agro-forestry conservation. The community will be trained by CONAF to manage the forest. We completed construction of a desalination plant and irrigation water quality improvement for the Loa River during the second half of 2023 in an effort to supply water to the Quillagua hydroponic cooperative and local farmers.

During 2023, we continued to meet with the Huatacondo Quechua Indigenous Community through the Technical Working Group. We have presented the monitoring completed by SQM to the community.

Our Salar de Atacama site is located in the district of San Pedro de Atacama in the Antofagasta Region. This operation is located near the Los Flamencos National Reserve, specifically in the Soncor and Aguas de Quelana sectors.

We found ecosystem services on the eastern border of Salar de Atacama in the Vega de Carvajal and Agua de Quelana sectors, where communities report that they use water. There is currently a sanctions process with the Superintendency of the Environment. These Salar de Atacama communities are also interested in using the land.

In 2020, we signed agreements with the Camar Atacameña indigenous community that are still in place. We created an Environmental Group with the community. The Camar Environmental Unit is represented by three water monitors, and we conduct trainings on hydrogeology and biota, site visits, and engaged two external consultants, Enlace Agua and Más Ambiente, which conduct biotic monitoring.

We are also working with the Toconao Atacameña indigenous community on participatory monitoring. The communities work with the company to conduct Environmental Monitoring Plan activities.

SQM is developing various projects to support efficient water resource management in the district of San Pedro de Atacama and to contribute to efforts to achieve social equity through access to drinking water. These include the implementation of rural irrigation projects for small-scale farmers and the provision of potable water during emergencies to the communities that request such support.

We are working with the Socaire community to provide a container for drinking water. We are also working on a new irrigation pond for crops. We hope to complement these two actions with a third line of work that involves providing training for farming irrigation and efficient use of water resources.

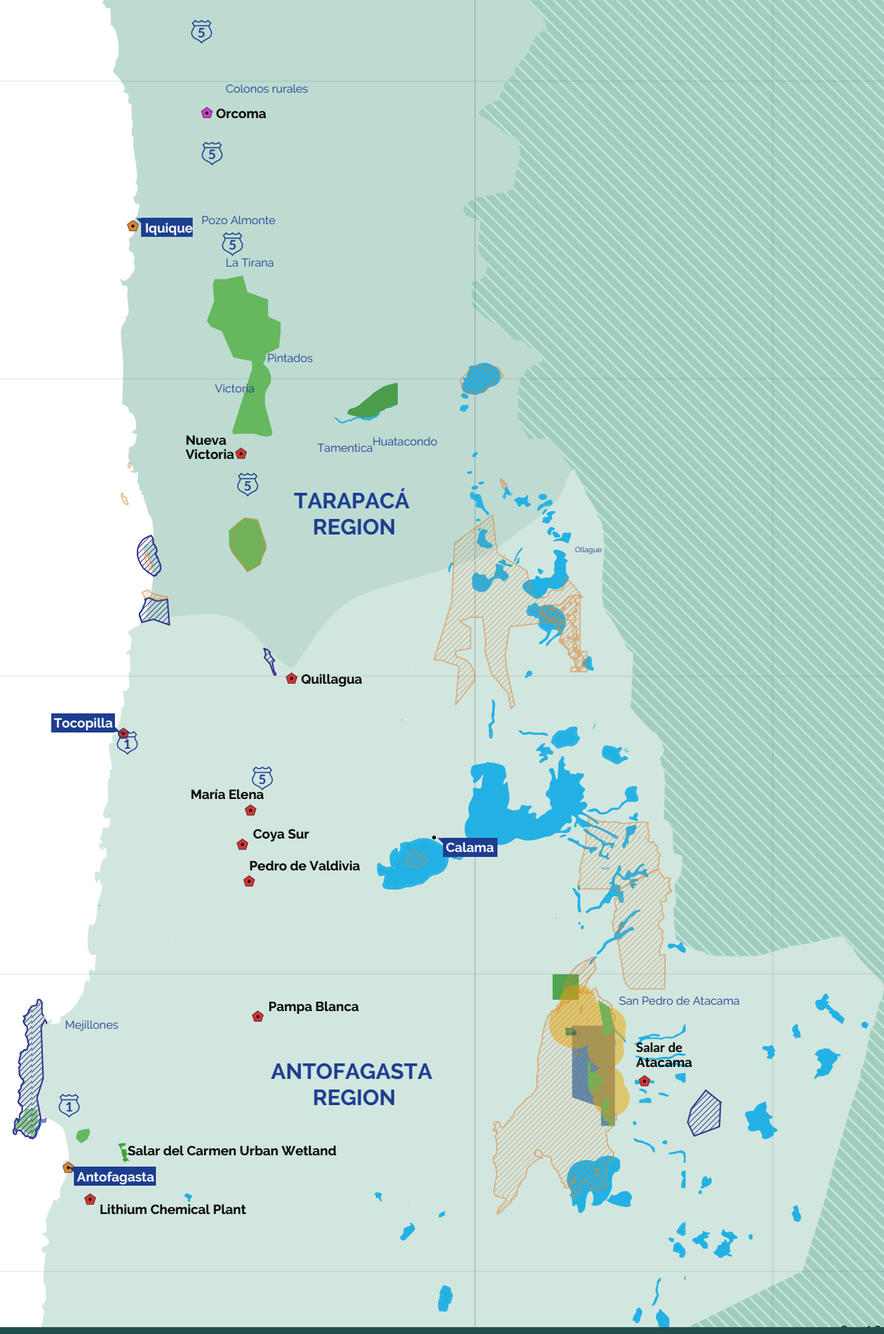
Protected areas or areas of great value for biodiversity in the Tarapacá and Antofagasta regions

O CONTENT 304-1/ 304-3

- Office
- SQM Production Site
- Site in the Pre-Construction Phase
- Priority Sites
- Regional Strategy Sites
- Lagoons

Protected Areas

- Nature Sanctuary
- National Reserve
- National Park
- Ramsar Site, Wetland of International Importance
- Marine Reserve
- Grasslands and Wetlands (General Water Directorate Protected Areas)



O CONTENT 304-4

Nueva Victoria site



Culpeo fox

(Pseudalopex culpaeus)

Least concern



Tamarugo conebill

(Conirostrum tamaruguense)

Endangered



Tamarugo

(Tamarugo tree)

Endangered



Gecko

(Phyllodactylus gerrhopygus)

Vulnerable



Black sea swallow

(Oceanodroma markhami)

Endangered

The processes used to identify and evaluate risks to biodiversity related to the site and its impact are described using the International Union for Conservation of Nature (IUCN) risk status assigned to each species.



Lava lizard

(Microlophus theresioides)

Least concern



Collared sea swallow

(Oceanodroma hornbyi)

Vulnerable

O CONTENT 304-4

Orcoma Project



Gecko

(Phyllodactylus gerrhopygus)

Least concern



Marine otter

(Lontra Felina)

Endangered



Andean gerbil mouse

(Eligmodontia puerulus)

Least concern



Grey gull

Leucophaeus modestus

Vulnerable



Cormorant

(Phalacrocorax bougainvillii)

Near threatened

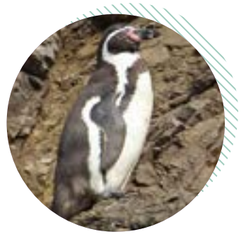
The processes used to identify and evaluate risks to biodiversity related to the site and its impact are described using the International Union for Conservation of Nature (IUCN) risk status assigned to each species.



Culpeo fox

(Pseudalopex culpaeus)

Least concern



Humboldt penguin

(Spheniscus humboldti)

Vulnerable

O CONTENT 304-4

Salar de Atacama Site



Constanza lizard

(Liolaemus constanzae)

Least concern



Tawny tuco-tuco

(Ctenomys fulvus)

Least concern



Culpeo fox

(Lycalopex culpaeus)

Least concern



Mouse-tailed bat

(Tadarida brasiliensis)

Least concern



Small big-eared brown bat

(Histiotus montanus)

Least concern



Puna lizard

(Liolaemus puna)

Near threatened



Warty toad

(Rhinella spinulosa)

Least concern



Andean flamingo

(Phoenicoparrus andinus)

Vulnerable



Chilean flamingo

(Phoenicopterus chilensis)

Near threatened



Andean seagull

(Chroicocephalus serranus)

Least concern



Fabiani lizard

(Liolaemus fabiani)

Endangered



Grey fox

(Lycalopex griseus)

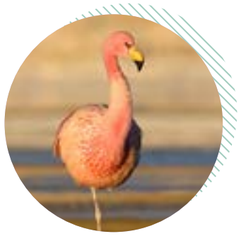
Least concern



Andean gerbil mouse

(Eligmodontia puerulus)

Least concern



James flamingo

(Phoenicoparrus jamesi)

Vulnerable



Nitrophila atacamensis

(Nitrophila atacamensis)

Endangered



Tamarugo

(Tamarugo tree) (Prosopis tamarugo)

Endangered



Paulina lizard

(Liolaemus paulinae)

Vulnerable



Darwin's rhea

(Rhea pennata tarapacensis)

Vulnerable



Northern algarrobo

(Prosopis alba)

Least concern



Dragon of Torres-Mura

(Liolaemus torresi)

Near threatened



Atacama myotis

(Myotis atacamensis)

Near threatened



Peregrine falcon

(Falco peregrinus)

Least concern



Algarrobo

(*Prosopis flexuosa*)

Vulnerable



Lesser yellowleg

(Tringa flavipes)

Least concern



Mountain parakeet

(Psilopsiagon aurifrons)

Least concern



Tawny-throated dotterel

(Oreopholus ruficollis)

Near threatened



Andean avocet

(Recurvirostra andina)

Vulnerable



Hoary bat

(Lasiurus cinereus)

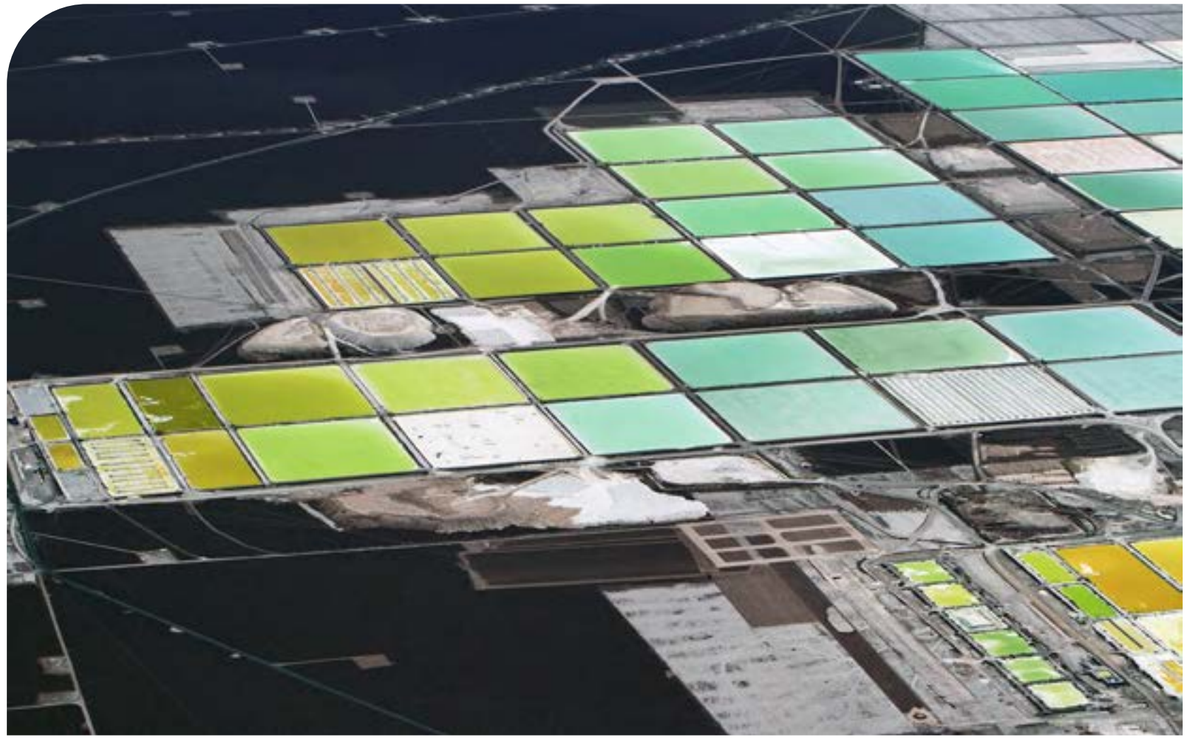
Data deficient

The processes used to identify and evaluate risks to biodiversity related to the site and its impact are described using the International Union for Conservation of Nature (IUCN) risk status assigned to each species.

O CONTENT 304-4

Lithium Chemical Plant

The only species identified in the area where the Lithium Chemical Plant is located that is in the Near Threatened category is the Dragon of Torres-Mura according to S.D. No. 23/2019 of the Environment Ministry. We note that the presence of native plant formations and vascular flora has not been identified.



Water management

O CONTENT 2-25/ 3-3/ 303-1 (2018)

Responsible use of water is an important aspect of SQM's production processes due to the scarcity of this resource in some of the locations where its operations are located. We hold duly authorized water usage rights for our operations and meet all related requirements and commitments. We also ensure that we use water efficiently and engage in adequate hydric management of the ecosystems of origin, always favoring recirculation and optimization in the processes. Along these same lines, we implemented environmental monitoring and early warning plans to ensure care for these ecosystems. Our Sustainability Plan includes specific commitments to reduce water use and extraction.

In an effort to correctly manage our water use, we have developed the following axes of work:

- Care and optimization of water resource use, including the implementation of industry best practices.
- Quantification and reporting on fresh water use by operation and product.
- Monitoring and implementation of measures to ensure that the use of water in our operations does not have adverse effects on neighboring ecosystems and communities.
- Identification of possible impacts on surrounding ecosystems due to use of surface water.





The Loa and Salvador Rivers, which run near our production facilities, are important sources of water for our nitrate and iodine facilities at Pedro de Valdivia, María Elena and Coya Sur. They have environmental authorization for the extraction of surface water based on the following flows: Maria Elena = 62.1 l/s; Coya Sur = 90.0 l/s; and Pedro de Valdivia = 94.4 l/s.

The water for our Nueva Victoria and Salar de Atacama facilities is obtained from wells near the production facilities. Salar de Atacama has environmental authorization for the extraction of 240 l/s flow of underground water extraction. As part of the Sustainability Plan and other commitments, said extraction has been limited to a maximum of 120 l/s. This water reduction was incorporated into the Salar de Atacama Extraction Reduction Plan EIA in January 2022 and is currently being processed.

The water for the Lithium Chemical Plant comes from third parties. The main source is the treatment of wastewater from Antofogasta and the recovery of residual solutions through the Solutions Recovery Plant (PRS) that came online in 2023.

We have had no significant issues obtaining the water needed for our operations.

We report water consumption in production processes to officials on an ongoing basis. We have had no incidents of non-compliance related to permits, standards and regulations on water quality. Studies are also conducted to identify ways to use water efficiently. We evaluate each facility's water management indicators on a yearly basis.

Some of our measures for efficient water use are:

- Reincorporating all water treated in SQM sewage treatment plants into its production processes. This water is reutilized in our processes in María Elena, Pedro de Valdivia, Coya Sur, Nueva Victoria and Salar de Atacama.
- Reutilizing process solutions to reduce the consumption of fresh water.
- We purchase recirculated or circular water for the Lithium Chemical Plant. It represents 44% of the plant's total water consumption. The remainder is 28% first use water and 28% water obtained through the recovery of residual solutions through the Solutions Recovery Plant (PRS), which came online in 2023.

The extraction of fresh water for production purposes is subject to strict environmental evaluations, which helps prevent damage to important environmental elements (vegetation, flora and fauna) in aquifers and surface water sources where the Company has water extraction rights.

In conjunction with these studies, extensive hydrogeological modeling is designed and validated under the supervision of national and international experts, based on which the company conducts ongoing monitoring of expected behavior of the systems.

Of the total groundwater resources extracted for Nueva Victoria in 2023, 877,836 m^3 were re-injected as part of the mitigation measures for the Pampa Hermosa project in Salar de Llamara, Tarapacá Region.

Sustainability and Water Resource Plan

We have committed to reducing our surface water consumption by 40% by 2030 and 65% by 2040. Water consumption at Salar de Atacama dropped by 50% starting in 2021, and we estimate that it will remain at half of the environmentally approved amount until 2030.

We reduced our brine extraction by 25% in November 2020 and are moving towards decreasing brine extraction by 50% by 2028 in accordance with the commitments made in the "Salar de Atacama Extraction Reduction Plan Environmental Impact Study," which was submitted in early 2022.

We have created the portal **https://www.sqmsenlinea.com/** or Salar de Atacama Online Monitoring, which provides environmental information on our operations in Salar de Atacama to communities and interested parties. We have designed and implemented a system that allows us to provide information about extracted water and net extracted brine. It also serves as a verification system for our compliance with extraction limits, in keeping with current operating regulations. In addition, it provides historical environmental monitoring data to evaluate and avoid potential effects of our operation, other stakeholders and natural phenomena such as climate change in protected areas. We hope to launch a similar process that allows us to report on these variables as they relate to our Nueva Victoria operation soon.

O CONTENT 303-3 (2018)/ 303-4 (2018)/ 303-5 (2018)

Water Extraction and Consumption

Summary of Water Extraction and Consumption

Classification/ Type of Water	Extraction Location	Average TDS Quality (mg/l)	Metric	2020	2021	2022	2023
Surface water/ Salt water	Loa River, Salvador River	>1,000	m³	6,280,144	6,525,669	6,311,835	6,151,672
Underground water/ Salt water	Pampa del Tamarugal Aquifer/ Salar de Atacama	>1,000	m³	23,758,474	23,749,455	21,961,378	22,036,269
Third-party water / Fresh water	Produced by third parties	<1,000	m³	1,438,821	1,610,488	2,000,340	1,897,659
Total water extracted			**m³**	**31,477,439**	**31,885,612**	**30,273,553**	**30,085,600**
Total water consumed			**m³**	**30,619,358**	**31,007,776**	**29,377,645**	**29,014,516**
Water extracted from areas of high or extremely high hydric stress *			%	100%	100%	100%	100%
Water consumed from areas of high or extremely high hydric stress **			%	98%	97%	97%	96%

* Percentages obtained under the General Water Risk analysis of the tool Aqueduct Water Risk Atlas (wri.org).
** Percentages calculated as Total Water Consumed/Total Water Extracted.

Note 1: We do not extract seawater or produce water.
Note 2: The water data differ from the data presented in the 2023 Annual Report because they were adjusted following a data quality review.

Water reinjection

Operation	Type of Water	Average TDS Quality (mg/l)	Location of reinjection	Metric	2020	2021	2022	2023
Nueva Victoria	Salt water	>1,000	Pampa del Tamarugal Aquifer	m³	858,081	877,836	895,908	1,071,084

O CONTENT 303-2 (2018)/ 303-4 (2018)

Recirculation

In order to optimize consumption, we reincorporate all wastewater and water treated in SQM sewage treatment plants and recirculate them in the production process.

Approximately 1,842,776 m³ of water was reused in 2023 (operations estimate).

Domestic liquid waste from our offices in Antofagasta and the Port of Tocopilla is disposed of in the public sewer system and, therefore, no dumping occurs that could affect biodiversity and protected species.

In 2023, no significant spills contaminating the soil or water (surface or underground) were reported at the company's operating facilities and production sites.

Treated Reused Water

Operation	Metric	2021	2022	2023
Salar de Atacama	m³	202,791	222,333	732,806
Lithium Chemical Plant	m³	746,228	675,682	732,457
María Elena, Coya Sur and Pedro de Valdivia	m³	366,795	354,006	377,513
Total	**m³**	**1,315,814**	**1,252,021**	**1,842,776**

Note: Treated water reused at the Lithium Chemical Plant is wastewater from Antofagasta, which the Company purchases.

The execution of the Industrial Water Optimization initiative continued at the Salar de Atacama site in 2023.

As a result, we have significantly reduced the volume extracted and optimized the use of industrial water through actions such as:

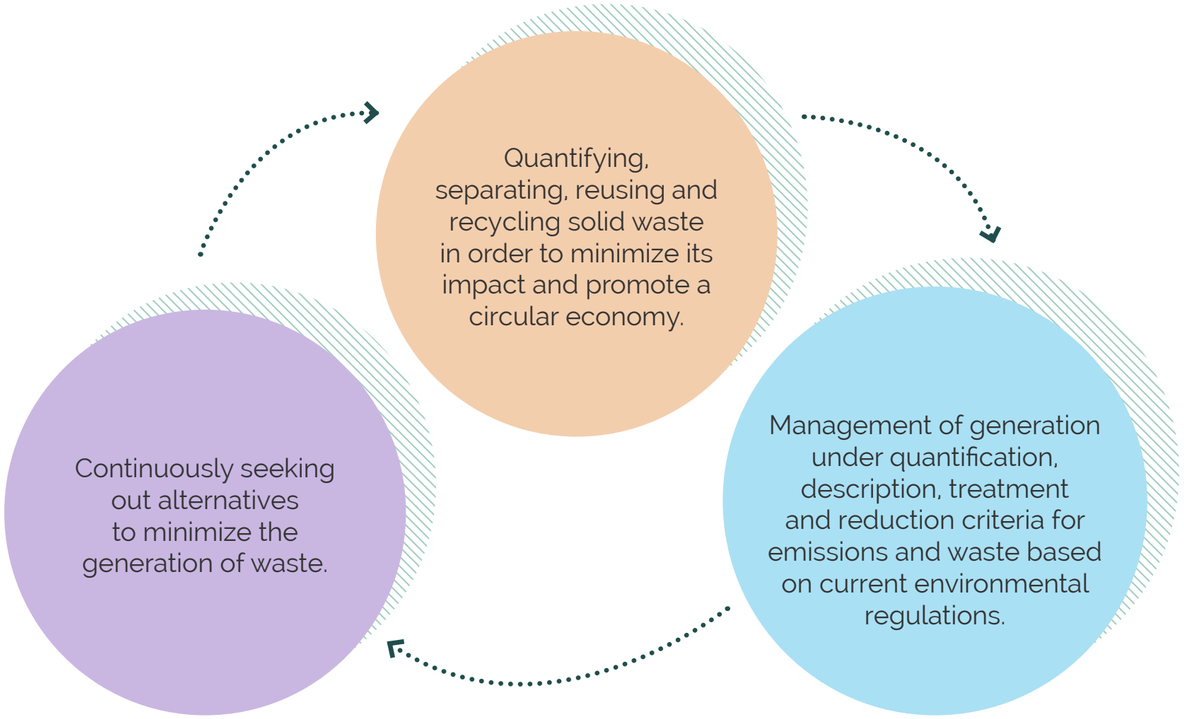
- Analyzing water consumption in different production areas.
- Creating an "Industrial Water Supply Report" for each area of Salar de Atacama in order monitor and control processes and operations that use this resource.
- Moving from a "Static Supply" to a "Daily Industrial Water Supply" for day and night shifts in order to adjust to operations variations.
- Creating the "Plant Stoppage Standard," which involves reporting the stoppage time and release of cubic meters of water so that it can be used and industrial water can be offered to critical areas such as Ponds and Services.
- Implementing the "Daily Industrial Water Consumption Report." This tool uses an automated dashboard to monitor daily extraction, the levels of industrial water ponds, daily consumption compared to water supply, a daily and weekly outline of consumption by area, and a comparison of water extraction versus consumption over the course of a given day.

Waste Management

O CONTENT 2-25/ 3-3/ 306-1 (2020)/ 306-2 (2020)

At SQM, we understand that one way to mitigate impacts on our environment is efficient waste management. We manage waste in accordance with Chilean legislation, the environmental commitments that have been made, and industry best practices.

We focus on adequate management, minimizing waste generation, repurposing waste and seeking out ways to give it a new use or appropriate final disposal, thus reducing the risk to human health, the environment and communities. The core areas of our work are thus:



We generate various types of waste, such as:

- **Domestic or assimilable waste:** Generated by the use of offices, dining areas, restrooms, and other services.
- **Non-hazardous industrial waste:** Wood, high density polyethylene (HDPE), scrap metal, debris, plastics, etc.
- **Hazardous industrial waste:** Generated by inputs with hazardous characteristics and their waste or elements contaminated with them per Article 11 of S.D. 148/04.

Waste management is a fundamental responsibility of our company. We take the measures necessary to ensure that it is done safely. We report waste using the Single Window System. This includes:

- **SINADER**: This tool is used to report non-hazardous waste to environmental officials on a monthly basis, including the amount of waste that comes out of the industrial property, which is validated by the recipient.
- **SIDREP**: This tool is used to report hazardous waste as required. Each time a truck leaves, this document is generated through the single window portal to be issued to the transportation professional. The information that we generate is verified by the transportation service and at final disposal.

All of the companies that transport waste to final disposal sites have the appropriate authorization.

We have developed plans and procedures to manage both hazardous and non-hazardous waste. We have eight temporary storage sites for hazardous waste authorized by the Regional Health Secretariat, six authorized temporary storage sites for non-hazardous industrial waste and an area for disposing of domestic waste generated at its operations.

The operational area that manages removals and the environmental compliance area conduct internal oversight. The waste that reaches the final destination is verified using reception tickets. Monitoring is conducted in the single window system until the process is deemed to be complete. Internal audits are also conducted to verify the compliance of our projects and related environmental laws and regulations.

In 2023, 98% of the hazardous and other industrial waste, including domestic waste and/or waste similar to domestic waste and other waste generated in our production facilities was sent off-site for final disposal using authorized transport. The remainder, which is equivalent to 2%, is recycled or used for energy recovery. Hazardous waste is transported in accordance with regulations in effect in Chile.



O CONTENT 306-3 (2020)/ 306-4 (2020)/ 306-5 (2020)

SQM manages solid domestic waste at all facilities and camp accommodations or disposes of this waste in authorized landfills. In 2023, SQM did not generate hazardous waste that was disposed of or treated internationally.

We prioritize recycling or reusing inputs, opting to eliminate waste only as a last resort, and when we do, we work with authorized waste management companies.

Waste Generation

Type of Waste	Destination (inside or outside of the facilities)	Metric	2020	2021	2022	2023
Mining Waste						
Exhausted Leaching Heaps	Inside	t	38,730,152	33,170,650	28,203,001	27,119,868
Salts to be Discarded	Inside	t	7,417,533	8,106,420	11,621,008	10,714,001
Industrial Waste						
Hazardous	Outside	t	3,141	1,702	2,565	3,342
Non-Hazardous	Outside	t	1,682	3,718	3,856	1,783
Domestic and/or similar	Outside	t	4,810	6,560	5,254	7,835
Other	Outside	t	190	118	8,502	212

Note: The waste data differ from the data presented in the 2023 Annual Report because they were adjusted following a data quality review.

The downward trend in exhausted leaching heaps reported between 2021 and 2023 is mainly due to the fact that various heaps were closed during previous years.

Waste Management Initiatives

Santiago Offices Recycling Program

In regard to the treatment of our waste in our Santiago corporate offices, we continued to recycle paper, cans, tetrapacks, plastic and glass in 2023 through the operation of dispensers placed on all floors. We thus incorporate best practices aligned with the goal of Sustainability into our daily work in an effort to reduce waste in our operations and daily workplaces.

All of SQM's recyclable waste is taken to the Kyklos Inclusive Recycling Center. The waste is pre-treated, which involves segregating, compacting and preparing the waste for final disposal at recovery plants. Those facilities turn the waste into new products or materials.

Thirteen pick-ups were completed from the building's collection center that allowed us to recover 3,803.4 kg of waste in 2023.

kg	kg	kg	kg	kg
2,601.5	**516.9**	**612.5**	**11.5**	**61**
Cardboard	Plastics	Glass	Metal	Tetrapak

We have saved the following resources through this initiative:

13,837 Energy (kWh)	**44** Trees (#)
3,404 CO_2 eq (kg)	**68,946** Water (l)

Equivalent to:

80 months of consumption of an average household in Chile	**737** reams of paper
267 days of not using a car (average)	**345** average showers

Recycling in Nueva Victoria

In addition to the domestic waste recycling and management process at the six recycling stations managed by Recipampa at Nueva Victoria, we have created opportunities to increase employee awareness through the distribution of info sheets.

SQM partnered with the company Recynor to develop info sessions for site staff regarding the adequate use of the facilities and correct waste sorting. It seeks to generate awareness and optimal use of the six green stations placed throughout the operation and Iris camp. These allow for the recycling of PET plastics, cardboard and paper, glass and aluminum cans, turning those materials into reusable elements through recycling.

During 2023, 1,1708 kilos of obsolete e-waste were managed at Nueva Victoria. This included unused computers, monitors and telephones. This initiative was promoted by the Information Technology Area (IT). It underscores the importance of sustainability as a corporate value. In addition, a cardboard recycling campaign was implemented in storage processes and finished products. A total of 17,132 kilos of cardboard was recycled, thus avoiding the emission of 59,962 kilos of Co2e into the atmosphere. The cardboard recycling comes in addition to the recycling stations.

SQM's **ReciPampa** program recycled the following waste in 2023:

kg	kg	kg	kg	kg
19,502	**4,809**	**28**	**399**	**1,708**
Cardboard	Plastics	Glass	Metals	RAEE*

*: Waste from Electric and Electronic Devices

The Path to Circularity

The SQM Iodine Plant Nutrition and Lithium Divisions worked together on a new roadmap for achieving circularity.

Members of the various divisions met to begin to outline initial steps towards laying the foundation of the path to circularity during workshops. Members of the sustainability, environment, supply, camps and M1 teams participated in the activities. They presented the most successful initiatives from each site and the plan that each area has for meeting sustainability targets.

A summary of the path traveled in the area of sustainability since its introduction as a corporate value was offered. The strategic plan for increasing the level of circularity in the Company was then unveiled. Its main goals are to minimize waste during the manufacturing of our products and to reduce non-hazardous solid waste that would be disposed of in landfills.

This roadmap will have two main axes: empowering, focused on the principles of circularity, and enabling, which focus on the capacity to develop circularity and the foundation for having a sustainable organization. The goal for 2025 is a 50% reduction in industrial waste generation across all of its operations.

An Award for Coya Sur and the Port of Tocopilla

Corfo's Sustainability and Climate Change Agency (ASCC) recognized the Coya Sur sites and its Tocopilla port, both located in the Antofagasta Region, for the progress that they have made on the performance of their circular economy and the management of their production processes.

This recognition is a step that precedes the third and final assessment stage. This will allow us to earn the APL Transition to the Circular Economy seal in 2024 and to join 23 other companies in this effort.

In regard to the process inputs, the solutions highlighted included reducing the use of materials like paper and increasing the use of raw materials that contain recycled material. For the process outputs, improvements in circularity were focused on optimizing the recovery and reuse of materials within the processes themselves and improving waste classification in order to increase recovery rates and reduce the use of landfills.

More Water, Fewer Bottles

A fountain was installed in the Port of Tocopilla along with a filtered water station for reusable water. This eliminated the need for single-use bottles (REDUCE) and replaced them with refillable bottles or receptacles (REUSE), putting two of the five R's (reduce, reuse, recycle, repair and recover) into practice.

During the station testing period, -which lasted six weeks-, we avoided using 697 disposable bottles, which is equivalent to 13 kilograms of plastic. The bottles would take approximately 500 years to break down. The Sustainability Area considered distributing reusable bottles to workers.

It is worth noting that the station has a filtering system and ultraviolet light that cleans the potable water even more and kills any microorganisms that may be present. This filtering system eliminates all particles, guaranteeing the quality of the water. In addition, it is safe to consume this water, as a water resource quality study has been conducted in Tocopilla.

The initiative was replicated in the Coya Sur Land Transport area. During the first half of 2023, the team conducted a water quality study that included the Coya Sur and Pedro de Valdivia sites and the Guggenheim and Pampino camps in Maria Elena. It certified that the water from the fountain is safe for consumption.

This type of initiative also contributes to decreasing how much plastic is generated annually, mitigating the pollution generated by the breakdown of plastic bottles. As they degrade, these elements generate greenhouse gases (methane and ethylene). In addition, plastic waste poses an inherent risk to the local ecosystem.

Recycling Points at Carmen

Based on the Company's sustainability commitments, we developed a household waste recycling initiative at the Lithium Chemical Plant. It involved introducing 24 recycling stations in various areas of the operation for the recycling of paper, cardboard, plastics, aluminum and tetrapaks.

Emissions Management

Our products are used in industries that are fundamental for human development and people's wellbeing.

This leads us to set very ambitious goals in terms of GHG emissions reduction (Scopes 1 and 2) and incorporating some of the categories for Scope 3 emissions. These goals are reflected in our Sustainability Plan, where we have set greenhouse gas emissions reduction goals, such as being carbon neutral for lithium and potassium chloride products by 2030 and all of our products by 2040 taking 2019 as the base year. This involves a 90% reduction and 10% offset of emissions by 2040.

The core areas of work related to emissions are:

- Mitigation through the quantification of our GHG emissions based on international methodologies that are verified periodically in search of internal management in each of our production sites. This will allow us to comply with the reduction goals committed to in our sustainability strategy. Our work includes identifying, assessing and implementing opportunities to reduce energy consumption and GHG emissions along with periodic monitoring of the same.
- We adapt our operations, production processes and logistics to the needs and specific risks of each project, incorporating climate change as one of their periodic evaluation factors. This is done to identify, assess and successfully manage possible impacts of the growing effects of climate change on these areas.
- Management of generation under quantification, description, treatment and reduction criteria for emissions based on current environmental regulations.
- Continuously seeking out alternatives to minimize the generation of emissions.

We continuously monitor air emissions at all facilities. These efforts include preparing detailed projections of expected environmental effects, installing and implementing emissions abatement equipment and properly monitoring emissions.

We have meteorological stations that are key for monitoring solar evaporation processes at our operations. In addition to these measures, as part of its existing environmental monitoring plans, the company conducts isokinetic measurements on smokestacks, which form part of the production process along with dryers and boilers. During this period, we have focused on decreasing our per product emissions.



O CONTENT 2-25/ 2-3/ 305-1/ 305-2/ 305-3

Greenhouse Gases

SQM estimates the total carbon footprint in aggregate for its entire production chain and separately for several products. Emissions are estimated using the standards listed in the IPCC Guidelines for National Greenhouse Gas Inventories (2006), the GHG Protocol, ISO 14064 on GHGs and ISO 14040 on Lifecycle Analysis. The factors used for electricity correspond to those published on the website of the National Energy Commission. These factors are for the power grid from which we contract energy.

These GHG estimates consider all stages from the mineral extraction processes to the finished product placed in the port. In regard to Scope 3, estimates suggest that three of the 15 categories set by the GHG Protocol are involved: purchased goods and services, upstream cargo transport and downstream cargo transport.

The emissions reported are under financial oversight. The gases included are: CO_2, CH_4, N_2O. It is worth mentioning that our emissions are not covered by a cap and trade tax. However, we have a tax of US$ 5/tCO_2 in Chile, and we are seeing changes following the adjustment of the tax threshold that currently affects facilities with equipment with more than 50 thermal MW as installed capacity. Based on this criterion, SQM paid approximately ThUS$ 360 in 2023, which corresponds to the emissions from the Coya Sur boiler. One potential risk is that all of our emissions pay this tax in the future. The calculation does not include emissions of the following gases: hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6) and nitrogen trifluoride (NF3).

For 2023, GHG emissions totaled 1,713,957 tons of CO_2 eq, which can be broken down into 308,015 tons of CO_2 eq (Scope 1), 536,571 tons of CO_2 eq (Scope 2), and 868,571 tons of CO_2 eq (Scope 3). Currently, 15.6% of the emissions increase is due to the capacity expansions undertaken by the Company.



Greenhouse Gas Emissions

Scope	Gases Included	Metric	2020	2021	2022	2023
Direct GHG Emissions (Scope 1)	CO_2, CH_4, N_2O	t CO_2 eq	271,008	286,562	300,298	308,815
Indirect GHG emissions (Scope 2)	CO_2, CH_4, N_2O	t CO_2 eq	476,552	509,108	508,076	536,571
Other Indirect GHG Emissions (Scope 3)	CO_2, CH_4, N_2O	t CO_2 eq	415,291	521,065	673,113	868,571
Total emissions (1, 2 and 3)	**CO_2, CH4, N2O**	**t CO_2 eq**	**1,162,851**	**1,316,735**	**1,481,487**	**1,713,957**

Note 1: CO_2 – carbon dioxide, CH_4 – methane, N_2O - nitrogen oxide.

Note 2: The carbon footprint data differ from the data presented in the 2023 Annual Report because they were adjusted following a data quality review.

Carbon price

How is it set?

SQM has set an internal price on carbon dioxide emissions of US$ 15 per ton emitted.

The price is based on the analysis of emissions reduction alternatives through a marginal abatement cost curve, where the cost per abated unit for our operations was determined to be US $10-15 per ton.

We also considered the current green tax system and future changes in criteria, moving from a technological one (boilers and turbines) to an emissions one (cut-off threshold of 25 kCO_2e).

Other international regulations such as the European Union's Carbon Border Adjustment Mechanism (CBAM), which taxes imports of various goods produced outside of the EU, including fertilizers, have also been included in the price.

How is it used?

The internal price of emissions is used as a criterion in the evaluation of various types of projects that are executed during the calendar year to promote and enhance more sustainable alternatives, that is, those that have a lesser emissions impact and that may be more costly without the inclusion of this internal burden.



O CONTENT 305-4/ 305-5

Emissions Intensity and Reduction

SQM has taken steps to manage the intensity of emissions per ton of product made. It has engaged in initiatives such as converting from diesel to LPG in thermal processes, electric truck pilot projects and plans to increase yield in the production of lithium products in line with the brine reduction plan.



Emissions Intensity Based on Production and Sales

Type of Intensity	Metric	2020	2021	2022	2023
Based on production	t CO_2 eq./t of Production	0.65	0.59	0.86	1.33
Based on sales	t CO_2 eq./MUS$ of Sales	640	460	138	230

Note: The production corresponds to finished products.

Emissions Reductions

Emissions Reductions	2021 - 2020		2022 - 2021		2023 - 2022	
	Difference No.	Difference %	Difference No.	Difference %	Difference No.	Difference %
Emissions Reduction by Scope						
Scope 1	15,554	6%	13,736	5%	8,517	2.8%
Scope 2	32,556	7%	-1,032	-0.2%	28,495	5.6%
Scope 3	105,774	25%	152,048	29%	195,458	29.0%
Emissions Reductions by Intensity						
t CO_2 eq./t of Production	-0.06	-9%	0.27	46%	0.47	55%
T CO_2 eq./MUS$ of Sales	-180	-28%	-322	-70%	92	66%

O CONTENT 2-25/ 3-3/ 305-6/ 305-7

Air Quality

We work hard to manage and monitor emissions of particulate matter (PM10). We have a vast air quality monitoring network in the town of María Elena and participate in the air quality monitoring efforts in Tocopilla..

In regard to Air Decontamination Plans, the company has implemented a wide range of measures to fulfill commitments to control and reduce its PM10 atmospheric emissions in these towns.

- PM10 emissions at the María Elena production plant have decreased significantly since 2007. This reduction can be attributed to operational changes implemented by SQM and has resulted in significantly improved local air quality and meeting of daily and annual PM10 standards. The stations -including the Air Quality Monitoring Network associated with the María Elena Decontamination Plan- met the Annual Air Quality Standard for MP10 (50µg/m 3N) beginning during the 2010-2012 period in Estación Hospital and during the 2012-2014 period for Estación Iglesia.
- In the case of Tocopilla, PM10 emissions generated by SQM's port operations are minor as compared to other sources in the city. As part of the Tocopilla Decontamination Plan, commitments have been fulfilled and all measures necessary to mitigate emissions have been taken.

In 2023, SQM's port operations reported PM10 emissions of 3.33 tons, marking a reduction of 45% from 2007. In comparison to 2022 levels, this reduction remains below those committed to in the decontamination plan.

There was an increase in the emission of all pollutants in 2023, mainly NOx and Hazardous Air Pollutants (HAP). This is due to the increase in diesel oil consumed at the mine, which increased by 1,058 m^3 or 5% over 2022. This fuel is used in the mine, leaching, and water resources. These are the main points where this consumption increases.

Persistent Organic Components (POC) and emissions of ozone-depleting substances (ODS) do not apply to our operations.

2021-2023 Annual and Triannual Averages Table

Monitoring Station	2020 (µg/m^3N)	2021 (µg/m^3N)	2022 (µg/m^3N)	2023 (µg/m^3N)	Avg. 2021– 2023 (µg/m^3N)
Beta Hospital	30.2	42.5	45.2	39.8	**42.5**
Hi-Vol Hospital	26.0	39.5	40.8	29.1	**36.5**
Hi-Vol Iglesia	40.6	37.1	27.8	31.2	**36.3**

Other Air Emissions

Other Emissions	Metric	2020	2021	2022	2023
Volatile Organic Compounds (VOC)	t	7,370.9	5,753.1	4,913.8	4,675.8
Hazardous Air Pollutants (HAP)	t	412.4	403.7	442.3	478.7
PM	t	2,582.1	2,122.9	2,334.4	2,651.8
PM10	t	89.5	88.2	102.1	108.9
PM2.5	t	84.6	83.5	96.8	108.3
NOx	t	1,086.8	1,072.6	1,273.2	1,377.6
SOx	t	1,469.2	1,390.1	1,448.8	1,450.5

O CONTENT 2-25/ 3-3/ 305-5

Emissions Management Initiatives

In the context of our Company's commitment to clean energies, the environment and a more sustainable industry, we unveiled the first 100% electric complex in Chile and the Americas in 2023 at the Huanchaca Ruins esplanade. This milestone was achieved in partnership with Randon, Volvo, Epyza, Nazar and Andes Motor. It comes in addition to the most diverse electric fleet in Chilean mining, which we launched in the same region in 2022.

The equipment presented in Antofagasta includes cutting-edge technology that allows the energy generated during descent and breaking to be recovered.

This milestone is part of the corporate value of Sustainability, which is linked to various environmental goals and commitments.

Incorporation of Electric Front-end Loader

Together with our strategic partner Excon, we added the first electric front-end loader to our operations at Salar de Atacama.

Thanks to the synergies contributed by Excon, Sany and SQM, we reached this milestone, which is related to being the first of its kind in operation in SQM, Chile and Latin America.

Electric machinery has several benefits, reducing pollution and maintenance time and considerably reducing the inputs normally required for a diesel vehicle, such as lubricants.

Electromobility Agreement

Electromobility is becoming a global trend, not only as a response to the need to reduce the transportation carbon footprint, but also as a strategic step towards a more sustainable and aware future.

SQM joined a key agreement for promoting electromobility in collaboration with over 150 companies and institutions. It is supported by the Energy Sustainability Agency. This joint effort is meant to accelerate the adoption and accessibility of electric vehicles in Chile.

The importance of this partnership aligns with our Company's vision of responsible lithium production. This approach in sustainable lithium responds to the global demand for materials produced in an ethical and environmentally responsible manner.

This agreement brings together companies and institutions committed to the shift to cleaner and more efficient transport, paving the way towards more environmentally friendly mobility and reducing dependence on fossil fuels.

Incorporation of 100% Electric Semitrailers

The Randon Hybrid R semitrailer line includes technology and innovation that allow the energy generated during descent and breaking to be recovered. Fuel expenses are thus lowered, decreasing wear on components and contributing to lower waste generation.

The semitrailers include a pan for transferring nitrate salts between the Coya Sur operations and the Port of Tocopilla. There is a tank for transferring brine solutions at the SQM Salar site.

Acquisition of Volvo Electric Truck

In 2023, we partnered with Volvo to acquire the Volvo FH Electric model (490 kW/ 660 CV). These trucks tend to have three electric motors and up to six batteries (540 kWh). It takes 90 minutes to 8 hours to charge, depending on the number of batteries and type of charger.

Study to Measure Scope 3 of the Carbon Footprint

The "Scope 3" study, which measures the emissions generated up- and down-stream from the goods and services acquired by our Company, was conducted to contribute to the evaluation and methodological development for the estimation of GHGs generated in the SQM value chain.

The main objectives of the study were to improve operational management areas and share information. To that end, an analysis of the categories that do not apply to our Company was conducted, the minimum information necessary was gathered and the categories were quantified. Eleven of the 15 dimensions applied to SQM. It is worth noting that we originally had four of the 15 dimensions quantified.

The study includes new information, including the fact that the main impact of Scope 3 GHGs is on the use of products sold. The emissions of our products when they are used directly by the final customer were quantified. This only applies to fertilizers.

For mining and chemical sector companies, and particularly for SQM, these quantified Scope 3 emissions represent a little over 85% of the total inventory.

The study was conducted with Implementa Sur, a consulting firm that specializes in sustainability.

Electric Trucks

A fleet of 10 GrandLeasing electric trucks were leased by the Company. They were added to the 11 that had already been acquired.

The Maxus T90 Evs trucks have an electric motor that generates 130 kw of power, that is, 174 hp. They also have an 88.5 kWh battery pack that allows them to travel up to 400 km in accordance with NEDC regulations.

The trucks are used at the Nueva Victoria site in the Tarapacá Region. It is worth noting that a charging facility was installed at the same site that fully charges two electric vehicles used at the Iris Camp in just two hours.



Energy Management

O CONTENT 2-25/ 3-3/ 302-1/ 302-2/ 302-3

We use a high percentage of solar energy in our processes. This is an important component of production processes for solar evaporation ponds at the facilities in Salar de Atacama, Nueva Victoria and Coya Sur.

This method has an advantage over other processes. It is only possible because the Atacama Desert, where our operations are located, has extremely high levels of solar radiation, resulting in high evaporation rates and facilitating the processes used to concentrate salts in ponds year-round. SQM has approximately 3,000 hectares of solar evaporation ponds, which allows it to harness significant amounts of solar energy,

SQM operations secure electric energy through a specific contract connected to the National Electric and Fuels System, prioritizing the use of cleaner alternatives. It is worth highlighting that we have no self-generation capacities.

Energy Intensity

Type of Consumption (internal/external)	Metric	2020	2021	2022	2023
Internal consumption	GJ/t of Production	3.62	2.91	3.83	5.46
	GJ/MUS$ of sales	3.544.79	2,267.58	618.77	942.91
External consumption	GJ/t of Production	0.41	0.35	0.49	0.69
	GJ/MUS$ of sales	397.75	269.26	79.87	118.41

Energy Consumption

Type of Energy	Metric	2020	2021	2022	2023
Consumption within the organization					
Consumption of fuels from non-renewable sources	GJ	4,358,865	4,334,316	4,503,011	4,758,015
Consumption of fuels from renewable sources	GJ	0	0	0	0
Electricity consumption	GJ	2,082,022	2,156,219	2,124,364	2,282,711
Energy consumption outside of the organization					
Diesel	GJ	722,712	770,715	855,491	883,690
Gasoline	GJ	0.04	0.03	0.04	443
Total energy consumed (internal and external)	**GJ**	**7,163,599**	**7,261,250**	**7,482,866**	**7,924,859**
% energy from the electricity grid	%	29.1%	29.7%	28.4%	28.8%
% energy from renewable sources	%	0%	0%	0%	0%

Note: The energy data differ from the data presented in the 2023 Annual Report because they were adjusted following a data quality review.

O CONTENT 2-25/ 3-3/ 302-4

Energy Management Initiatives

Sustainable Camp

The new photovoltaic parking lot facility at the Andino Camp in Salar de Atacama officially came online in 2023.

The project was designed in mid-2022, and involves installing 180 solar panels in 30 parking lots for trucks at the Andino Camp. This results in an annual reduction in CO_2 of 3,050 tons.

Each one of these photovoltaic panels generates 540 watts of energy, that is, around 20.5 megawatts per month or 245 megawatts annually. The most important element in regard to sustainability is its major reduction of the CO_2 footprint, as we avoid producing 63 grams of carbon dioxide per 1 kilowatt hour generated. As such, it is possible to generate clean energy for 10 Andino pavilions. This means that 100 rooms at that site operate using solar power.

In regard to its operation, the energy produced by solar panels reaches a board located alongside the parking lots. It then travels to a plant called the Solar Power Bank. This high-tech storage system then distributes the energy.

"Energy Pioneer" Award

The company received an important award in the area of sustainability and environmental responsibility at the 2023 Green Achievement Awards. The "Pioneer Mining Company in Energy Award" was given to SQM by Huawei Latinoamérica and Vostock Capital UK. The event was organized to recognize inspiring practices in various categories related to mining and sustainability.

The award was won by the Lithium Division, which has a strong commitment to meeting the goal of using 100% renewable energies in its operations. This allows the company to continue to be a reference and a leader in the shift towards green energies in the lithium industry, adopting solar energy and sustainable storage.

Our company's achievement was based on the following elements and qualities:

- Leading in the area of sustainability
- Encouraging innovation
- Improving our corporate image
- Contribution to Sustainable Development Goals
- Promoting Corporate Social Responsibility (CSR)
- An Example for the Industry

In short, the Energy Pioneer Award recognizes current achievements in terms of sustainability and use of renewable energies and promotes broader change towards responsible and sustainable practices in and beyond the mining industry.

Raw Materials and Inputs

The main raw material required for the production of nitrate and iodine is caliche, which is obtained from our surface mines. The main raw material for potassium chloride, lithium carbonate and potassium sulfate production is brine extracted from our operations in Salar de Atacama.

Other important raw materials are sodium carbonate (used in lithium carbonate production), sulfuric acid, kerosene, anti-caking and anti-dust agents, ammonium nitrate (used to prepare explosives in mining operations), bags for packaging our final products, electricity purchased from power generation companies and natural liquid gas and petroleum to generate heat.

We are connected to the National Electricity System, which provides electricity to most Chilean cities and industries. We have signed several electricity supply agreements with Chile's most important suppliers, which are in the terms of the contract.

Our electricity needs are mostly covered by the Power Supply Agreement signed with AES Gener S.A. Based on the terms of that agreement, we must purchase more electricity than the amount we estimate we will need for our operations. The excess is sold at marginal cost, which could represent a material loss for us.

For liquid natural gas (LNG), we have a five-year contract with Engie that began in 2019. In addition, the company Lipigas supplies liquid petroleum gas (LPG) to us at the Salar del Carmen operations and the production plants at Salar de Atacama.

We obtain ammonium nitrate, sulfuric acid, kerosene and sodium carbonate from various major suppliers, most of them located in Chile and the United States, based on long-term contracts or general agreements. Some of these contain stipulations for annual reviews of prices, quantities and deliveries. Diesel is obtained through contracts that provide fuel at international market prices.

Environmental Investments and Expenses

We make important investments to safeguard and preserve the environment around our operations and protect neighboring communities.

Over the last three years, we have made investments of ThUS$ 47,025 in 2023, ThUS$ 44,180 in 2022 and ThUS$ 31,127 in 2021. The investments in this area are mainly related to compliance with environmental commitments to monitor significant variables and implementation of mitigation and environmental management measures. They also ensured responsible handling of substances and waste from the company's mining operations and production plants and environmental and sanitary conditions in accordance with regulations. More information on disbursements related to environmental expenses and investments can be found in Note 27 Environment of the SQM S.A. Consolidated Financial Statements.

SQM S.A. 2023 Consolidated Financial Statements

Environmental Investment and Spending (ThUS$)

Environmental Investments/ Expenses	2019	2020	2021	2022	2023
Environmental assessments	835	1,852	7,516	29,225	5,622
Sustainability, environmental monitoring and mitigation measures	6,757	7,566	8,139	8,169	4,582
Improvements to environmental/ hygiene/ sanitary conditions	5,452	3,684	9,813	717	17,944
Domestic and industrial waste management	3,836	5,605	5,107	5,612	656
Hazardous waste management	183	255	552	457	335
Other	0	0	0	0	17,886
Total Spending	**17,063**	**18,962**	**31,127**	**44,180**	**47,025**

Supporting Communities



Supporting Communities

The towns located near SQM operations are small communities that generally focus on agriculture or tourism. Tocopilla has a port, and María Elena is centered around mining, as it is home to a saltpeter office that dates back to 1926. Over the years, it has grown as a mining service provider and has a future as a tourist attraction.



Communities

O CONTENT 2-25/ 3-3/ 413-2

During 2023, SQM continued to work in the Huara district in the Tarapacá Region on Orcoma, our iodine and nitrate-rich salt plant project, which is still in the pre-construction phase. We are working with the following local communities there as the project develops: Huara, the largest town in the district; the farming communities of Bajo Soga and Colonos Rurales; and Pisagua, a fishing village.

We have continued to work in Huara over the course of this year. At SQM, we believe that this is an ideal form of engagement, as it has allowed us to communicate and plan in collaboration with communities prior to launching operations in the area.

Similarly, we have worked in advance with coastal fishing villages in Iquique as we developed our Tente en el Aire Project (TEA), which is associated with our Nueva Victoria operations. That work was done in Chanavayita, Caramucho and Cáñamo, all fishing communities whose residents also gather seaweed and develop tourism projects.

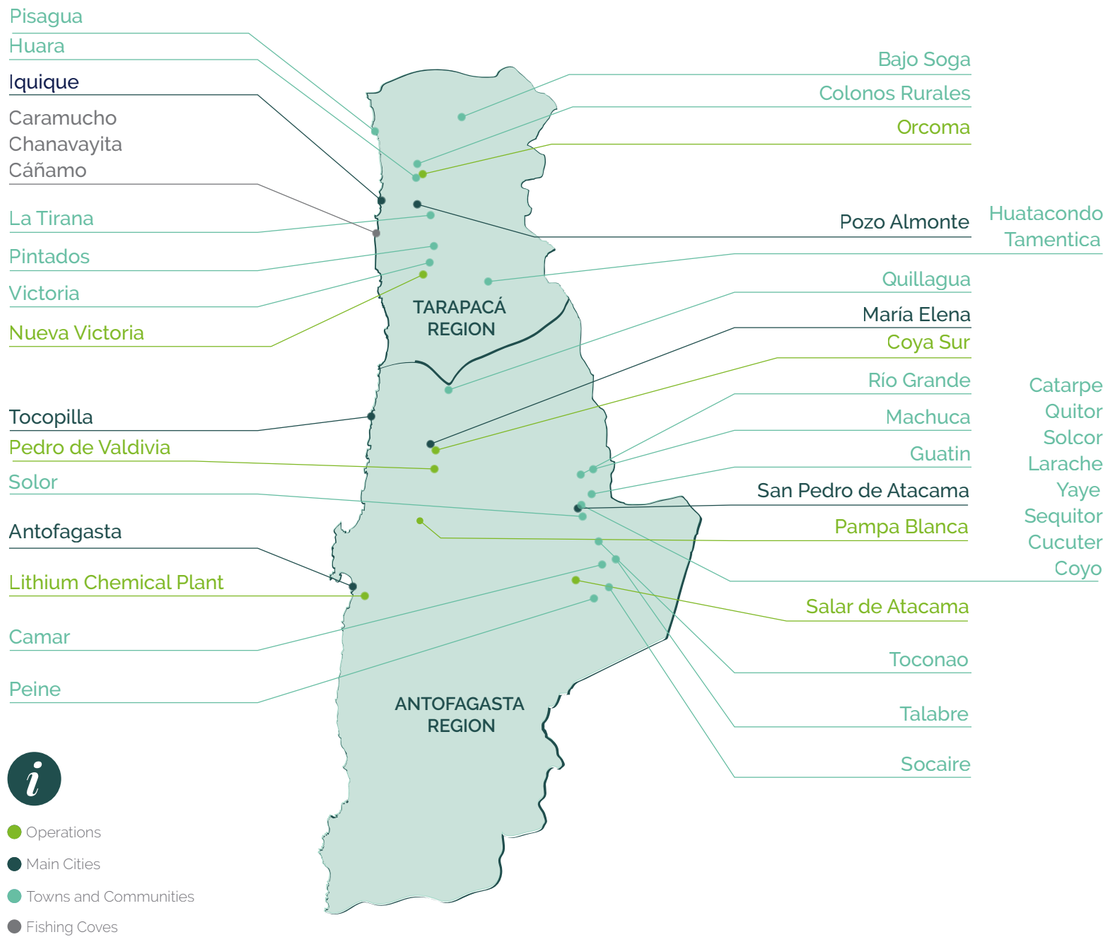
We should note that the Tarapacá Region is home to Aymara communities and associations of Aymara and Quechua ethnicities that are located near our operations.

We have been operating at an old SQM iodine and nitrate site located in the Sierra Gorda district in Pampa Blanca (Antofagasta Region). We initiated engagement with the Baquedano and Sierra Gorda communities in the context of those efforts. Both towns are known for providing services to the mining industry, and local residents are working to create a tourism industry focused on astronomy and saltpeter heritage.

SQM's Salar de Atacama operations in the municipality of San Pedro de Atacama also cover territory inhabited by Indigenous communities. Five are located to the south of San Pedro de Atacama, where Atacaman is the dominant ethnicity. We currently have shared social value programs that reach 21 communities. These include the Alianza Mujer Atacameña program; Atacama Tierra Fértil; dental appointments for the district's residents; and private projects developed for and in collaboration with local organizations and communities.

Local government is led by the municipality of San Pedro de Atacama, which was created in 1980.

Organizational efforts based on ethnic and territorial belonging are led by the Council of Atacameña Peoples, which represents 18 Indigenous Development Area communities.



Description of the Communities

Tarapacá Region

Nueva Victoria

IQUIQUE
CHANAVAYITA
CARAMUCHO
CÁÑAMO

Regional capital, Capital of the Province of Iquique, Municipality:

- Population: **191,468**
- No. of households: **66,986**
- Men: **94,897**
- Women: **96,571**

Population

- Population density: **83. 70**
- Masculinity index: **98.3**
- Average age: **34.3**
- Indigenous peoples: **18%**

Education

- Avg. schooling for head of household: **12.3** years
- Primary school attendance: **95%**
- Preschool attendance: **53%**
- High school attendance: **75%**
- Begin higher education: **38%**
- Complete higher education: **74%**
- Avg. schooling for Indigenous peoples: **10.3** years

POZO ALMONTE
LA TIRANA
PINTADOS
VICTORIA
HUATACONDO
TAMENTICA

Capital of the Province of Tamarugal, Municipality:

- Population: **15,711**
- No. of households: **8,926**
- Men: **8,987**
- Women: **6,724**

Population

- Population density: **1.14**
- Masculinity index: **133.7**
- Average age: **32.2**
- Indigenous peoples: **43%**

Education

- Avg. schooling for head of household: **10.0** years
- Primary school attendance: **86%**
- Preschool attendance: **55%**
- High school attendance: **56%**
- Begin higher education: **20%**
- Complete higher education: **78%**
- Avg. schooling for Indigenous peoples: **8.6** years

ALTO HOSPICIO

Municipality:

- Population: **108,375**
- No. of households: **33,178**
- Men: **54,206**
- Women: **54,169**

Population

- Population density: **188.86**
- Masculinity index: **100.1**
- Average age: **28.8**
- Indigenous peoples: **31%**

Education

- Avg. schooling for head of household: **10.4** years
- Primary school attendance: **95%**
- Preschool attendance: **56%**
- High school attendance: **71%**
- Begin higher education: **16%**
- Complete higher education: **65%**
- Avg. schooling for Indigenous peoples: **8.6** years

Orcoma Project

HUARA
BAJO SOGA
COLONOS RURALES
PISAGUA

Municipality:

- Population: **2,730**
- No. of households: **2,871**
- Men: **1,501**
- Women: **1,229**

Population

- Population density: **0.26**
- Masculinity index: **122.1**
- Average age: **36.7**
- Indigenous peoples: **63%**

Education

- Avg. schooling for head of household: **8.5** years
- Primary school attendance: **94%**
- Preschool attendance: **48%**
- High school attendance: **65%**
- Begin higher education: **13%**
- Complete higher education: **84%**
- Avg. schooling for Indigenous peoples: **7.5** years

Note: The demographic data in this table are taken from the results of the 2017 Census conducted by the National Institute of Statistics, www.censo2017.cl.

Antofagasta Region

Port of Tocopilla/ María Elena/ Coya Sur/ Salar de Atacama/ Lithium Chemical Plant

ANTOFAGASTA

Regional capital, Capital of the Province of Antofagasta, Municipality:

- Population: **361,873**
- No. of households: **112,451**
- Men: **181,846**
- Women: **180,027**

Population

- Population density: **11.79**
- Masculinity index: **101.0**
- Average age: **33.3**
- Indigenous peoples: **8%**

Education

- Avg. schooling for head of household: **12.1** years
- Primary school attendance: **96%**
- Preschool attendance: **49%**
- High school attendance: **74%**
- Begin higher education: **36%**
- Complete higher education: **73%**
- Avg. schooling for Indigenous peoples: **10.6** years

Port of Tocopilla

TOCOPILLA
URCO

Capital of the Province of Tocopilla, Municipality:

- Population: **25,186**
- No. of households: **10,670**
- Men: **12,481**
- Women: **12,705**

Population

- Population density: **6.25**
- Masculinity index: **98.2**
- Average age: **34.5**
- Indigenous peoples: **8%**

Education

- Avg. schooling for head of household: **11.2** years
- Primary school attendance: **95%**
- Preschool attendance: **46%**
- High school attendance: **79%**
- Begin higher education: **27%**
- Complete higher education: **81%**
- Avg. schooling for Indigenous peoples: **10.5** years

Pampa Blanca

SIERRA GORDA
BAQUEDANO

Municipality:

- Population: **10,186**
- No. of households: **570**
- Men: **8,662**
- Women: **1,524**

Population

- Population density: **0.79**
- Masculinity index: **568.4**
- Average age: **38.0**
- Indigenous peoples: **14%**

Education

- Avg. schooling for head of household: **10.5** years
- Primary school attendance: **96%**
- Preschool attendance: **90%**
- High school attendance: **84%**
- Begin higher education: **42%**
- Complete higher education: **79%**
- Avg. schooling for Indigenous peoples: **12.5** years

María Elena / Coya Sur

MARÍA ELENA
QUILLAGUA

Municipality:

- Population: **6,457**
- No. of households: **1,959**
- Men: **4,092**
- Women: **2,365**

Population

- Population density: **0.52**
- Masculinity index: **173.0**
- Average age: **35.4**
- Indigenous peoples: **13%**

Education

- Avg. schooling for head of household: **11.2** years
- Primary school attendance: **95%**
- Preschool attendance: **46%**
- High school attendance: **79%**
- Begin higher education: **27%**
- Complete higher education: **81%**
- Avg. schooling for Indigenous peoples: **10.5** years

Antofagasta Region

Salar de Atacama

SAN PEDRO DE ATACAMA	SOCAIRE	SEQUITOR	SOLCOR
RÍO GRANDE	PEINE	CUCUTER	PUNA DE TOCOL
SOLOR	MACHUCA	COYO	ALIS
TOCONAO	CATARPE	GUATIN	CELESTE
TALABRE	QUITOR	TULOR	PUQUES
CAMAR	LARACHE	BETER	
	YAYE	RÍO VILAMA	

Capital of the Province of Tocopilla, Municipality:

- Population: **10,996**
- No. of households: **4,144**
- Men: **6,161**
- Women: **4,835**

Population

- Population density: **0.47**
- Masculinity index: **127.4**
- Average age: **34.3**
- Indigenous peoples: **52%**

Education

- Avg. schooling for head of household: **11.1** years
- Primary school attendance: **93%**
- Preschool attendance: **53%**
- High school attendance: **73%**
- Begin higher education: **35%**
- Complete higher education: **82%**
- Avg. schooling for Indigenous peoples: **9.1** years

Note: The demographic data in this table are taken from the results of the 2017 Census conducted by the National Institute of Statistics, www.censo2017.cl.

O CONTENT 2-25/ 3-3

SQM at the Territory Level

SQM engages in its work in compliance with the commitments set forth in its Sustainability, Ethics and Human Rights Policy, ensuring the sustainable development of its business. The Company maintains close and active relationships with communities in the area of influence of its facilities, participating in their development and promoting open, ongoing and transparent communication. We develop participatory initiatives and programs to promote mutual understanding and work towards shared goals.

Based on the social dynamic and constant changes that we are experiencing, we are open to reviewing our policy for engaging and coexisting with Indigenous and non-Indigenous communities, considering key aspects such as:

- Incorporating a human rights approach and specifically those rights that align with communities' ethnic identify.
- Ongoing dialogue, proximity, transparency, good faith and delivering on promises.
- Respect for the organization and decisions of assemblies and their representatives.
- Creating shared value.
- Engaging in joint efforts to develop projects and formal agreements.
- Considering and accepting that developing community relations is a process with various stages.
- Considering the specific cultural, social and territorial characteristics of Indigenous communities.
- Being willing to look at issues that are of interest to the communities despite their complexities given that they are necessary because they are a part of their world view. An example of this is environmental issues and their impact on Indigenous peoples.
- Strengthening the community engagement and relations area through local professionals and offices and using multiple communications chanels.
- Establishing formal agreements that incorporate human rights approaches, sustainability as a value, good faith and clear dispute resolution mechanisms as well as the establishment of permanent working groups.

Community Management Strategy

O CONTENT 2-25/ 3-3

SQM seeks to generate shared social value with communities in the areas in which it develops its projects.

In accordance with the United Nations Guiding Principles on Business and Human Rights, the United Nations Sustainable Development Goals and the International Labour Organization Indigenous and Tribal Peoples Convention, No. 169, SQM promotes local sustainable development and respect for communities' autonomy. This commitment is reflected in a continuous process of participation and dialogue meant to achieve mutually beneficial agreements and create community plans and programs in priority areas such as education, health, social inclusion, enterprise, historical heritage and sustainable development.

SQM also promotes the joint creation of informed assessments of possible impacts of its projects and provides information in an ongoing and transparent manner. This includes promoting participation and consultation, especially in the case of Indigenous communities in line with ILO Convention No. 169 and the United Nations Declaration on Indigenous Peoples.

As such, SQM is committed to acting in a respectful and responsible manner, promoting the wellbeing and sustainable development of the communities with which it interacts. We are committed to:

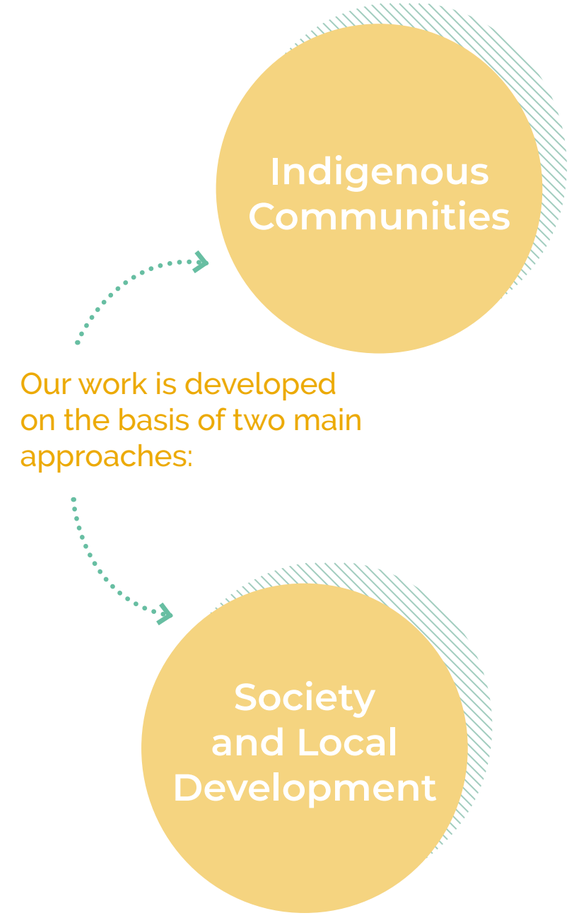
Promoting the participation of INDIGENOUS communities and meaningful and transparent consultations with communities that may be impacted by our projects in accordance with current legislation.

Promoting citizen participation and **providing transparent and timely information about our projects**, and periodically reporting on environmental matters, in accordance with current standards.

Respecting the autonomy and traditional values of the communities where we develop our operations.

Implementing communications channels that allow for ongoing dialogue with the community and the development of effective due diligence mechanisms regarding human rights.

Promoting and supporting sustainable economic development of communities and creating projects with shared value between our operations and neighboring communities.



Indigenous Communities

SQM develops projects in areas with a notable presence of Indigenous communities and follows international standards such as ILO Convention No. 169, the Sustainable Development Goals and the UN Declaration on Indigenous Peoples. Its policy on engaging with Indigenous communities is based on the principles of good faith, participation, respect for their culture and autonomy and the search for shared value in keeping with best mining industry practices.

As such, SQM's approach to Indigenous communities is centered on:

- Informed participation with transparency and cultural relevance
- Promoting the development of Indigenous communities
- Respect for governance



Society and Local Development

SQM recognizes the importance of its presence and is committed to maintaining solid community engagement, adapting to the needs and particularities of each territory. We understand our strategic role in some areas in which we operate and take responsibility for providing structural support, facing this challenge each day to benefit the inhabitants of these localities.

Community Action Areas

Based on our experience working with communities, and in direct response to the needs of the territories where we operate, we have established four priority areas for our Shared Social Value Programs.

Priority Areas



Focusing on these areas has allowed us to further improve our work and build the necessary experience so that we can develop long-term initiatives together, providing the communities with the tools they need to promote their own development and co-building social development programs. This collaborative approach is important to our communities.

Social Development

We have engaged in noteworthy efforts to work with farmers, promoting agricultural projects that integrate technology and innovation while preserving each town's cultural heritage. We also have promoted support projects for entrepreneurs and business in urban areas, offering training and access to funding. Over the past two years, we have strengthened these efforts with notable results.

Education and Culture

SQM has developed educational programs that are not provided by the public school system, especially in schools located far from urban centers or those that use a structure that involves multiple teachers. These programs are designed to improve the quality of education by integrating technology, robotics and learning techniques based on experience, offering resources and innovative opportunities to students.

Community Wellbeing, Health and Safety

This area emerged at the request of communities that were seeking support for athletics or wellbeing projects based on their own needs. SQM complemented these efforts, supporting institutions that promote inclusive sports like women's soccer and inclusion initiatives for individuals with disabilities. The Company also has supported health programs, providing dental care through mobile clinics and specialized medical operations and distributing tools and professional support, particularly during the pandemic and in remote areas with limited healthcare access.

Cultural and Historical Heritage

Projects designed to restore and increase appreciation of heritage sites based on pampa or Indigenous cultural legacies depending on the town in areas in which such initiatives are not supported by other companies or the State and cultural traditions or sites are at risk.

Community Engagement and Working Groups and Multi-sector Coordination Initiatives

O CONTENT 2-25/ 3-3/ 413-1

Over the years, SQM has determined that working groups are the best place to open and maintain a dialogue with local communities. While the dynamics of each group may vary by territory and topics covered, the use of the groups is widely supported by communities across the board.

Working groups include representatives of various entities and groups such as unions and associations that are validated by their membership. They may also include community advising experts. The groups meet periodically and sign memoranda of understanding, work agreements or operating statutes in each location in order to provide guidance on joint actions between communities and companies.

Current Working Groups

Listed by municipality from north to south





Community Engagement and Working Groups and Multi-sector Coordination Initiatives

Huara
Orcoma Site

Huara Town Working Group
Huara, Huara

Bajo Soga Working Group
Bajo Soga, Huara

Pisagua Working Group
Pisagua, Huara

Colonos Rurales Working Group
Sector Colonos Rurales, Huara

Iquique
Nueva Victoria Site

Coastal Unions Working Group
Caramucho and Cañamo, Iquique

Chanavayita Union No. 1 Working Group
Chanavayita, Iquique

Chanavayita Union No. 2 and No. 4 Working Group
Chanavayita, Iquique

Chanavayita Union No. 3 Working Group
Chanavayita, Iquique

Caramucho Union No. 3 Working Group
Chanavayita, Iquique

Chanavayita Neighborhood Council Working Group
Chanavayita, Iquique

Pozo Almonte
Nueva Victoria Site

Tierras de Jehová Multicultural Indigenous Association Working Group
Colonia Pintados, Pozo Almonte

Juventud del Desierto Aymara Indigenous Association Working Group
Colonia Pintados, Pozo Almonte

Pampa del Tamarugal Rural Aymara Indigenous Association Working Group
Pampa del Tamarugal, Pozo Almonte

Victoria Working Group
Victoria, Pozo Almonte

Huatacondo Working Group
Huatacondo, Pozo Almonte

Tamentica Working Group
Tamentica, Pozo Almonte

Bellavista Sector Working Group
Sector Bellavista, Pampa del Tamarugal, Pozo Almonte

Tocopilla
Port of Tocopilla Site

Tocopilla Fishermen's Union Working GroupTocopilla

Land Transport Safety Consultive Council Tocopilla

El Puerto Cowork Board of Directors
Tocopilla

María Elena
Coya Sur Facility

Land Transport Safety Consultive Council María Elena, María Elena

Municipal Safety Council María Elena, María Elena

Tourism Working Group María Elena, María Elena

Quillagua Aymara Indigenous Community Working Group
Quillagua, María Elena

Quillagua Rural Potable Water Working Group
Quillagua, María Elena

Quillagua Hydroponic Cooperative Working Group
Quillagua, María Elena

San Pedro de Atacama
Salar de Atacama Site

Technical Group with the Camar Atacaman Indigenous Community
Camar, San Pedro de Atacama

Technical Group with the Toconao Atacaman Indigenous Community
Camar, San Pedro de Atacama

Technical Group with the Talabre Atacaman Indigenous Community
Camar, San Pedro de Atacama

Socaire Atacaman Indigenous Community Working Group
Camar, San Pedro de Atacama

Río Grande Working Group
Río Grande, San Pedro de Atacama

Winemaking Working Group
Toconao, San Pedro de Atacama

Technical Group with the Camar Atacaman Indigenous Community (Environmental Issues)
Camar, San Pedro de Atacama

Formal Meetings (Environmental Issues)
Socaire, San Pedro de Atacama

Environmental Technical Meeting (Environmental Issues)
Talabre, San Pedro de Atacama

Antofagasta
Corporate Offices

Women and Mining Group (with the Ministry of Mining, Ministry of Women and Gender Equality and mining companies)
Antofagasta

Santiago
Corporate Offices

Women and Mining Group (with the Ministry of Mining, Ministry of Women and Gender Equality and mining companies)
Santiago

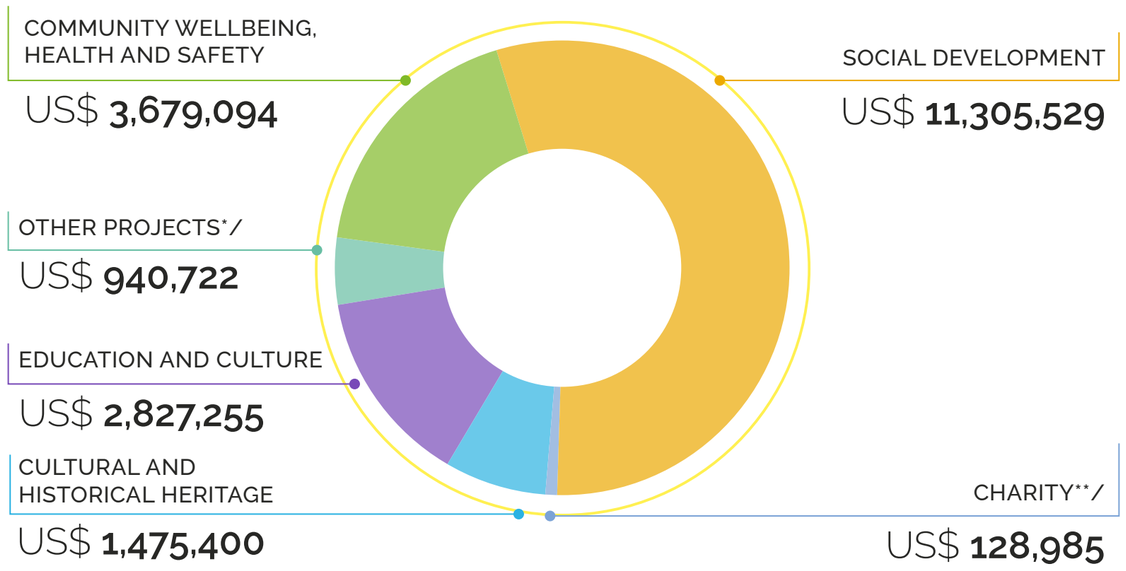


Community Investment

O CONTENT 2-25/ 3-3

We make significant social investments every year focused mainly on our four key areas of action. We also give the various entities the amounts committed under CORFO contracts associated with the Salar de Atacama rental agreement.

Community Investment 2023



*/Other Projects are contributions to communities based on the needs of each territory that do not fall within the action areas defined by the Company.

**/ Charity corresponds to donations made by the Company to social causes.

US$
20,356,985
Total 2023 Community Investment

The amount listed does not include SQM administrative expenses related to the work on and development of community projects, which totaled US$5,659,605 for 2023.

During 2023, a total of **US$ 15,697,480** was distributed as contributions committed to in agreements with communities and working groups.

The voluntary contributions and shared social value programs executed in the San Pedro de Atacama district during 2023 represented a total of **US$ 21,886,111.**

O CONTENT 2-25/ 3-3

Performance Evaluation

SQM conducts environmental assessments of all of its operations and expansion projects in accordance with current regulatory requirements, to measure the impact of its activities on local communities. The Company conducts citizen and Indigenous consultations and engages directly with the community through its own employees. SQM's Social Responsibility Programs set us apart and allow us creating lasting connections with our communities, without using external firms.

SQM uses M-Risk software to manage community engagement and organize evidence and oversight of its work with its neighbors. Each year, it evaluates its programs and impacts through perception and valuation studies such as the SQM Tarapacá and Antofagasta Regions Perception and Image Survey, which was conducted between September and October 2023 by the company Feedback.

Indigenous communities were interviewed to ascertain their perceptions of SQM's work as part of the IRMA responsible mining standard certification process.

Commitments Made as Part of the COFFO-SQM Lease Agreement Associated with Salar de Atacama

As part of the commitments that the Company made in the context of the 2023 SQM-CORFO Agreement, we contributed MUS$ 169 in 2023 to the Antofagasta Regional Government and the municipalities of San Pedro de Atacama, María Elena and Antofagasta.

This contribution is calculated based on SQM Salar sales using the following annual sales percentages:

1.3%	0.2%	0.1%	0.1%
Antofagasta Regional Government	Municipality of San Pedro de Atacama	Municipality of María Elena	Municipality of Antofagasta

In addition to the amounts given to the Antofagasta Regional Government and these municipalities, to date SQM has contributed MUS$ 1.9 to CORFO to be used exclusively to finance research and development (R+D) activities.

We also have donated MUS$ 3.4 to the communities that signed an agreement with CORFO.

The agreement sets out the following contributions, which have not yet been completed at the time this report was written, as SQM awaits confirmation from CORFO on the distribution and payment of the contributions.

- This includes MUS$ 64.2 for sustainable development investment and production projects in the communities of Salar de Atacama. We began to distribute these funds in late 2021 and continued to do so during 2022, but only based on the period 2018-2020. We are awaiting instructions from CORFO via court order on next steps for the 2021 contributions.
- MUS$ 72.4 million contribution to the Antofagasta Center for Clean Technology (R+D) for 2018, 2019, 2020, 2021, 2022 and the first quarter of 2023.



Shared Social Value Programs

O CONTENT 2-25/ 3-3/ 413-1

Conservation and Efficient Use of Water

In recent years, we have prioritized projects that promote the efficient use and conservation of water in communities located near our operations in desert areas. Launched in 2008, SQM's Atacama Tierra Fértil Program promotes agricultural initiatives in the driest desert on the planet in northern Chile.

As the world's largest producer of water-optimizing fertilizers, we work with agricultural experts to advise our customers. This expertise has been applied to projects in numerous communities, including La Tirana, Bajo Soga, Colonia de Pintados, Iquique, Quillagua, San Pedro de Atacama, Toconao, Talabre, Socaire, Soncor, Catarpe, Río Grande, Cucuter and Alto Jama.

Atacama Tierra Fértil provides technical advising and partnerships with farmers to improve production. We implement innovations to reduce water and energy consumption, improve crops and sell high-quality or added value products. We respect the ancestral practices of the Aymara, Quechua and Atacaman communities present in our areas of operation.

The Atacama Tierra Fértil Program has been supported by entities such as: the Antofagasta Regional Government (FIC Projects), the Antofagasta Public Works Ministerial Secretariat (Hydraulic Works Bureau), the Regional Agricultural Ministry of Antofagasta and Tarapacá, the Foundation for Agricultural Innovation (FIA), the Technical Cooperation Service (Servicio de Cooperación Técnica or SERCOTEC), the National Corporation for Indigenous Development (Corporación Nacional de Desarrollo Indígena, or CONADI), National Institute for Agricultural Development (Instituto de Desarrollo Agropecuario, or INDAP), the National Forestry Corporation, as well as the municipal governments presiding over territories that are home to the Indigenous associations and communities located near our operations.

The section that follows presents a summary of the main community projects undertaken as part of the "Conservation and Efficient Use of Water" approach. More details are provided in the SQM 2023 Annual Report.



POZO ALMONTE

Pampa del Tamarugal Ranchers Production Unit Development

We created a 30-hectare production unit to grow alfalfa in the Pampa del Tamarugal National Reserve, to produce a feed supplement for local livestock. This project is a partnership between CONAF, SQM and farmers who are part of the Pampa del Tamarugal Rural Aymara Indigenous Association.

To date, we have sown one of the largest alfalfa crops to be planted in the desert using an underground irrigation system. The first harvest took place in 2023. Ten hectares produced 10,907 30-kilogram bundles of alfalfa, benefiting 19 families and over 5,000 head of cattle.

Farming machinery was also distributed for the harvest, including a tractor, blinder, baler, spinner, trailer and fumigator, as well as 20 tons of feed for members' livestock.

We are installing matrices and a technified irrigation system for the second phase of the project, and are building a storage shed to store the harvest. The project will be implemented over a three-year period.

La Tirana Energy System

This project was implemented during the first half of 2023. Farmers and ranchers from the El Carmelo sector of La Tirana have a modern photovoltaic facility that allows them to power triphasic pumps and irrigation systems for the Alfalfa Production Center. The project was developed by the company Antú, which won SQM's "More Lithium, Smaller Footprint" competition. The On Grid photovoltaic facility has 40 kWp of power and 74 540 w panels, generating ThCh$ 800 in monthly savings on electricity costs. In addition, the Alfalfa Production Center is an initiative developed by its users with ongoing support from agricultural engineers from the SQM Tierra Fértil Program.

Promoting Agriculture in Colonia de Pintados - Pozo Almonte

We continued our work with the Pintados Agricultural Colony through the Tierras de Jehová Multicultural Indigenous Association and the Juventud del Desierto Aymara Indigenous Association. Our work is focused on promoting best farming practices through professional SQM advisors in an effort to improve the soil structure by contributing sand and washing for agricultural recovery. We have implemented technified irrigation to save water, providing agricultural equipment, seeds and plants as well as a supervised plant nutrition program. The program's financial administration was handled by Fundación La Semilla.

We have introduced the use of compost made from pallet chips with prior training and the provision of 15 truckloads of chips to be applied to the soil. We also provided windbreak screens to protect the crops from the wind, improving production.

The Company also donated photovoltaic panels to the Juventud del Desierto Indigenous Association to optimize the water extraction process and reduce costs. In 2023, we maintained farm roads with bischofite to control suspended dust that impacts crops and rural residents' quality of life.

2023 Connect Global Compact Recognition

As part of its ongoing commitment to the Sustainable Development Goals (SDGs), the United Nations Global Compact Chile presented the Conecta 2023 Business Awards. The "Development of the Livestock Farmers' Productive Unit of the Pampa del Tamarugal" program won second place in the 'People' category.



POZO ALMONTE

Pozo Almonte Agricultural Research and Development Center

The Pozo Almonte Agricultural Research and Development Center in the Tarapacá Region was opened in 2019 and covers over 1,150 m² in the "Los Pinos" camping area. It offers hydroponic growing and cheese-making facilities with the respective health certifications, including a refrigerated truck. The entity produces hydroponic lettuce, red pepper, chili peppers, kale, flowers, basil and watercress with a focus on optimizing the use of water in extreme weather conditions. it trains producers on hydroponic growing and cheese-making techniques.

In 2023, the center hosted 335 visits and grew 16,567 heads of hydroponic lettuce, which are donated to non-profits. Two farmers made goat cheese after earning the appropriate health certifications. The course "Goat Milk Subproducts" was also offered in an effort to strengthen the local circular economy.

Professional Internships for Students

During the summer of 2023, the Agriculture Research and Development Center hosted students from Padre Alberto Hurtado High School in Pica. Over the course of two months, participants completed a professional internship in the facility focused on technology transfer in the territory and the production of crops in the world's driest desert.

2023 Connect Global Compact Recognition

The 2023 Connect Business Awards were given in the context of the ongoing commitment to the Sustainable Development Goals (SDGs) and the United Nations Global Compact Network Chile. The program "Pozo Almonte Agricultural Research and Development Center" placed second in the "Partnerships" category and first in the "SDG Interconnection" category.

Nanobubble Generation Equipment

In 2023, an ozone and oxygen nanobubble generation system was introduced in the Agricultural Research and Development Center to improve oxygenation of the nutrition solution and control floating root crop diseases. We observed an increase in growth of lettuce treated with these nanobubbles. We plan to expand this treatment to other crops in order to improve overall greenhouse production.



QUILLAGUA

Managing Water Use in Quillagua

A reservoir with a 30 million liter capacity was built in 2021 to ensure the availability of water for human consumption, farming and livestock. Its capacity was subsequently increased to 40,000 m³. The reservoir was cleaned in 2023. The effort involved cleaning 3,500 meters of irrigation canals in the Quillagua Valley and repairing the water conveyance system in the Canal 1 area over the Loa River.

The community of Quillagua uses 25,000 to 30,000 m³ of water per day, which is distributed through the domestic supply network. Water from the Loa River is accumulated in the reservoir and then channeled to the treatment plant, which has three 40,000 m³ reservoirs. We treat 30,000 m³ of water per day.

SQM has an agreement with the Quillagua Aymara Community that involves contributing to the locality's rural potable water supply. It includes a truck that is used to manage the drinking water plant and to conduct site visits and make repairs.

Power lines were installed that run from the town to Parcel 74, and the system was given to the Quillagua hydroponic cooperative under the comodato system.

We completed construction of a desalination plant and irrigation water quality improvement for the Loa River during the second half of 2023 in an effort to supply water to the Quillagua hydroponic cooperative and local farmers. We expect it to be implemented during the first few months of 2024.

Hydroponics in Quillagua

We continue to operate the Quillagua hydroponic greenhouse, providing ongoing support through SQM agronomists. The greenhouse uses an NFT system to grow lettuce and crops such as red peppers, chili peppers, cilantro and parsley without soil.

Children from Quillagua visit the facility to learn about the system, and we also host knowledge exchanges. The greenhouse also hosted a visit from the Camaroncito de Quillagua Preschool as well as delegations from Pozo Almonte, a delegation of women from María Elena, students from the Ignacio Carrera Pinto Primary School and groups of SQM Santiago employees.

TOCOPILLA

Hydroponics in Caleta Urco

In 2023, we worked with the Caleta Urco Neighborhood Council to establish hydroponic production. We promoted best farming practices through professional SQM advisors, focusing on crop cultivation in a hydroponic greenhouse system. We grew high water efficiency crops, providing seeds, plants, fertilizers, water and chemicals as well as a supervised plant nutrition program.

SAN PEDRO DE ATACAMA

Water Management

The purpose of the San Pedro de Atacama Water Management project is to promote the efficient use of hydric resources and ensure social equity through access to drinking water. This is achieved through the implementation of rural irrigation systems for small-scale farming and the distribution of potable water during emergencies at the communities' request.

SQM partnered with the Socaire community to install a container of potable water through an agreement with a certified company. It became operational during the second half of the year. We are also working on a new irrigation pond for crops in Socaire. We plan to complement these actions with farming irrigation and efficient water use training.

Support for the Soncor Irrigation and Farming Association

In Soncor, a ravine known for its alfalfa, corn and fruit crops such as pomegranate and quince, grapes and figs, 30 families continue to engage in farming after the 2019 summer rains that impacted the region. With a development plan led by the community and supported by SQM's Atacama Tierra Fértil Program, farming activity is strengthened in three areas: canal improvement, introduction of new crops and roadway connectivity improvement.

SQM provided technical advising related to the development of six properties with quinoa, corn and alfalfa crops. We also built a new plumbing system to capture water in the ravine and distribute it to the various properties, ensuring access to irrigation and revitalizing local farming.

Plumbing was installed in the highest sector of the canal to bring water to the land, thus optimizing farming efforts. We also provided support for road improvements, building a 408-meter access route in the Alto de Soncor sector, which improved connectivity and safety.

In 2023, construction began on the first irrigation reservoir with a capacity of nearly 2,000 m³ for the association. It was inaugurated in September of last year, benefiting farmers and individuals who handle irrigation in the area by providing a vital resources for irrigation and farming in the region.

SAN PEDRO DE ATACAMA

Soil-Free Crops Program

The town of Socaire is located 86 km south of San Pedro de Atacama and is known for its livestock, terraced crops and bean and purple potato production. The Hydroponic Socaire program was created to ensure the supply of fresh foods year-round with a low presence of pests using hydroponic greenhouse lettuce growing techniques. The produce is sold in Peine, Toconao and San Pedro de Atacama.

The project continued in 2023, with monthly production of 3,000 heads of lettuce and the implementation of green hydroponic forage modules to support livestock. Electricity consumption was reduced by 50% through the installation of a new oxygenation system in the growing pools, maintaining sustainability and reducing costs.

Work began on a potable water and sewer system. The project was approved by the health services for primary health certification. In addition, maintenance and repair activities were implemented for the greenhouse infrastructure in compliance with health regulations in order to secure secondary health certification.



Construction of the Raw Water Pool -San Pedro de Atacama Rural Drinking Water Committee (CAPRA)

Water is a priority issue for the social development and growth of San Pedro de Atacama. SQM is committed to being part of the solution and supports the Rural Drinking Water Committee's work in the district.

In 2023, we funded and built a raw water pool with Salar Operations Hydrogeology equipment, providing a flow of approximately 32 l/s. This will allow the Committee to maintain a constant flow of water for treatment and distribution in San Pedro de Atacama. The work began in May with a land tribute that was attended by local officials, the CAPRA leadership team and SQM employees.

O CONTENT 2-25/ 3-3/ 413-1

Environmental Protection

We value caring for our local environments and neighbors. As such, we carefully evaluate possible environmental impacts of our processes.

We are committed to responsible natural resource management, implementing protection and prevention measures. These efforts are directed at achieving development with shared social values that benefits local communities and protects people, biodiversity and the environment.

Our stakeholders, particularly local schools, have a vested interest in programs that promote environmental protection, the creation of green spaces, recycling and training agents of change.

The section that follows presents a summary of the main community projects undertaken as part of the "Environmental Protection" approach. More details are provided in the SQM 2023 Annual Report.



POZO ALMONTE

Environmental Education Center in El Tamarugal

The main goal of the Environmental Education Center (CEDAM) in Salar de Llamara is to promote environmental education to preserve Tarapacá's natural and cultural heritage.

Salar de Llamara is home to a relic of native tamarugo forest and is the only wetland in the intermediate depression of this area of the country with characteristics of scientific interest. Educational visits are conducted so that students can experience this natural heritage.

We hosted visits from Algarrobos de Alto Hospicio School, which belongs to the Coanil Foundation, allowing 70 students, teachers and technicians to learn more about the Salar de Llamara ecosystem.

TOCOPILLA

Environmental Education Program

This program seeks to train agents of change by developing nuclei of interest and a pilot Econeighborhood program. It raises awareness of the importance of caring for and respecting the environment, delivering skills and competencies that can be used to replicate ecological initiatives. The EEP benefits seven schools in Tocopilla and the 21 de Mayo Neighborhood Council.

It is sponsored by SQM and Verdical as well as the Municipality of Tocopilla.

MARÍA ELENA

Sustainable María Elena Program

This initiative promotes a space for methodical ongoing dialogue. It addresses social, cultural, heritage, environmental, athletic and educational issues. The goal is to achieve sustainable development and active community participation.

Program Principles

Systemic work
Identification and coordination of new participants at different levels of the ecosystem. It activates assertive communication and effective action.

Activating participation
We met with various community stakeholders to maintain social cohesion by promoting recursive processes.

Coordinating stakeholders
Sharing methodologies, success stories and key people who can contribute strategic and comprehensive perspectives in community work.

Creating projects
We develop collaborative project portfolios that allow us to value collaboration with others and capacity building.

Sustainability Seal
We position topics related to the environment on various national and international platforms so that ours can be considered the first sustainable district.

Malón Pampino

Malón Pampino is a meeting that brought together over 15 social, educational, environmental, heritage, cultural and musical organizations. It was held to mark the first year of the Sustainable María Elena program.

Nearly 700 local residents of all ages attended the celebration. In addition to highlighting the social and community fabric of María Elena, Malón Pampino included a discussion that allowed the community to learn about progress made with this program first-hand.

Based on the progress made on the Sustainable María Elena principles, several organizations joined the program in 2023, particularly entities from the field of education. We have created connections with and met with various stakeholders, held meetings of work commissions and activities developed by those bodies over the course of the year, positioned Sustainable María Elena in various sustainability meetings (participation in Sustainable Mining 2023, the AVONI Awards and the ASIQUIM Awards).

ASIQUIM Award

Responsible Care Day 2023 is a global initiative promoted in Chile by the Chilean Industrial Chemical Association (Asociación Gremial de Industriales Químicos de Chile, ASIQUIM). Sustainable María Elena received the award in the "Community Engagement" category. The program was recognized for its social innovation, promotion of associativity and citizen participation, which included all local stakeholders in an effort to co-construct a better future for the town and its residents.

MARÍA ELENA - QUILLAGUA

Recycling Program

The María Elena and Quillagua Recycling Program was implemented in 2023 with the support of the Mr. Barber Foundation to promote a culture of recycling in schools and social organizations. The program includes educational workshops and an organizational structure that contributes to its efforts to establish a culture of recycling in the community over the long-term. Approximately 1,057 students from pre-school to high school took part in the initiative.

Classroom and Household Recycling

The "Classroom and Household Recycling" program is an educational initiative that promotes recycling culture in schools and homes. It is implemented through workshops and the creation of school gardens in order to promote environmental responsibility and gardening among students. The program is promoted by the Mr. Barber Foundation and SQM and is designed to introduce sustainable practices and healthy eating through recycling and urban farming.

QUILLAGUA

Summer Fun in Quillagua

The Summer Fun program offers a wide range of athletic, recreational and environmental activities for all ages, encouraging families to enjoy their vacations.

The initiative began with workshops designed to raise awareness of the importance of caring for the environment and clean-up operations in the Loa River. Sporting and recreational activities also were held, including new sports like air badminton and baseball.

The organizers also offered culinary and worm farming workshops and a weaving workshop focused on recognizing Aymara culture.

The event included bouncy houses, water games and competitions.



TOCOPILLA – MARÍA ELENA – QUILLAGUA

Crazy About Recycling

Crazy About Recycling is a competition that promotes participation in and the development of local recycling in an effort to give continuity to the socio-environmental education program "Classroom and Household Recycling."

The second version of the "Crazy About Recycling" competition was held in October and November 2023. This year's competition focused on innovation through the idea of a fashion show named R, which was very well received by participants. Competitors designed incredible pieces that highlight their creativity.

ANTOFAGASTA – TOCOPILLA

Casa Energética

The purpose of this project is to raise awareness and educate the community about non-conventional renewable energies (NCREs). It also seeks to contribute to the development of a residential energy market, promoting greater awareness in the community and the formation of human capital.

Casa Energética is located at the intersection of Avenida Angamos and Calle Sangra in Antofagasta. It is a housing pilot project based on the principles of energy efficiency and sustainability.

The program includes various talks for drop-in visitors and those who request guided tours. Casa Energética workshops promote gardening, food production at the household level and health eating.

Casa Energética is part of the Suma + Energía program sponsored by Corfo Antofagasta using FIC-R resources from the regional government. It is executed by the Antofagasta Science and Technology Park in collaboration with SQM, Mainstream and Enel.

ANTOFAGASTA

2023 Be Green Biodiversity and Native Fauna Festival

The 2023 Be Green Biodiversity and Native Fauna Festival was held in Antofagasta. It was organized by the Geniale Group and enjoyed the support of SQM. Its purpose was to create a space for dialogue and education around fauna and biodiversity.

It began with a seminar on preserving native fauna and biodiversity in November 2023. Creative workshops were held mainly for students in grades 1 through 8. Young participants had the opportunity to learn about native fauna through various workshops.

They also observed various species of fauna during field trips. The program included seminars with experts, researchers, academics and representatives of organizations who shared the progress made and challenges that persist with regard to fauna and biodiversity.

The program seeks to contribute to the understanding and valuing of native fauna and biodiversity in the territory, promoting best practices for the preservation of species and the environment.

SAN PEDRO DE ATACAMA

Participatory Monitoring and Environmental Agreements with Communities

SQM has established agreements with communities to promote participation in information gathering and monitoring activities for environmental components linked to the Salar de Atacama operation.

We reached agreements to work together using SQM resources to hire staff that represent the community and ensure that necessary environmental activities receive adequate support. The agreements also included specific technical studies requested by communities and executed through advising initiatives generated by local residents.

An environmental agreement was signed with the community of Toconao in July. The purpose of the agreement is to establish a working group that meets regularly to create a space for dialogue and participation that facilitates communication between the community and the Company in regard to the potential environmental impacts of its operations and access to environmental information.

Emergency Plans in Communities

The final version of the Salar de Atacama Emergency Response Plan was approved and presented to the communities of Toconao, Socaire, Peine, Camar and Talabre and to the Municipality of San Pedro de Atacama.

Workshops were held in Camar, Talabre and Socaire to develop emergency plans in early 2023.

We also worked in a responsible and transparent manner to guarantee the implementation and updating of our plans in line with international best practices.



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Enterprise and Social Development

As a company, we support and promote programs that train local residents to develop commercial initiatives based on their wants and needs.

These projects are developed in working groups created with local communities and entities related to the Atacama Tierra Fértil Program.

We also work on supplier development to strengthen local economies, particularly in remote areas with limited offerings of goods and services.

The section that follows presents a summary of the main community projects undertaken as part of the "Enterprise and Social Development" approach. More details are provided in the SQM 2023 Annual Report.



HUARA

Bajo Soga Farmers' Working Group

Farmers in Bajo Soga face challenges related to water scarcity. SQM has established a working group in that location with nine organizations and 96 farmers. We provide technical advising and training as part of the agreements reached.

Six training courses were held in 2023. They focused on fertilization, plant nutrition, agro-climate studies, irrigation and integrated pest control. We also improved 12.5 kilometers of internal roadway using bischofite to control dust and improve product quality.

In addition, we provided 11 pieces of farming equipment as part of the commitment undertaken in 2022.

In an effort to enhance the sale of agricultural products, we planned to implement a program and build a packing facility in Bajo Soga. This will be used to package local fruits and vegetables, improving the return on sales and positioning the town as a notable farming community in the Norte Grande region.

Program for Traditional Fishing in Pisagua

We implemented a program to support Pisagua Fishing Unions 1 and 2 in 2023. Its three focus areas are:

1. **Traditional fishing grants:** A grant program was created for each union with a focus on traditional fishing and productive reconversion of its members.
2. **Boat restoration grants:** A grant program was created for each union in order to allow members to apply for funds to restore their boats.
3. **Grant program for union production initiatives:** This effort consisted of creating a collaborative business that allows each union to generate resources to cover their own needs.

Active Pisagua Program

This program is designed to shift paradigms and change attitudes and behaviors so that participants can manage business activities through workshops and training programs offered by the El Tamarugal Business Development Center.

The Active Pisagua program has three focus areas:

1. Developing entrepreneurs and businesses with high growth potential
2. Creating and strengthening new local suppliers
3. Enhancing collaborative work by supporting community enterprises and initiatives

During 2023, we continued to work with the entrepreneurs of this town on this and similar initiatives, with the clear objective of helping improve quality of life for the families of El Tamarugal.

Pisagua Entrepreneur Training

The Tamarugal Sercotec Business Center offered talks and training activities for Pisagua entrepreneurs on formalizing businesses, implementing the Canvas model and applying to the Active Pisagua Program. The modules were offered by expert executives in order to give entrepreneurs business skills and promote local economic development.

The entrepreneurs received guidance in various areas related to business development in order to positively impact local economic development, including business formalization, increased sales, hiring and investment.

The initiative was designed to contribute to the development of high growth potential enterprises, strengthen local suppliers and promote collaborative work in the community through support for enterprise and community initiatives.

POZO ALMONTE

New Photovoltaic System -Pintados Farmers

The initiative is part of the commitments made to local communities, which include roadway improvements, agriculture and livestock training and ongoing support for regional development.

The Juventud del Desierto Aymara Indigenous Association in Colonia Agrícola de Pintados received a modern photovoltaic system that will allow them to optimize and reduce the costs of pumping water. This comes in addition to other projects managed by the Company and municipality to benefit local families such as improving roadways with bischofite.

IQUIQUE

Activa Fest 2023

Over 70 enterprises from Iquique and El Tamarugal met at Universidad Arturo Prat in Iquique for four days to celebrate National Enterprise Day with the first version of Activa Fest. Organized by SQM, the Economic Development and Tourism Regional Ministerial Secretariat, the Municipality of Iquique and UNAP, the event was designed to promote regional enterprise development through a major commercial showcase.

During the kick-off ceremony, a collaboration agreement was signed between SQM and the universities of Tarapacá (UTA), Arturo Prat (UNAP), Santo Tomás and Inacap, with the objective of strengthening the innovation and entrepreneurship ecosystem in the region.

Activa Fest was sponsored by various entities and featured exhibitions, workshops, talks and children's performances. Its goals include strengthening female entrepreneurs' skills, positioning the fair as a showcase for regional enterprises and enhancing enterprises through networks, customers and investors.

The Chilean Agronomic Conference

The 72nd Chilean Agronomic Conference organized by Universidad Arturo Prat (UNAP) and the Chilean Agronomic Society was held in Iquique with the support of the Tarapacá Regional Ministerial Agriculture Secretariat and SQM. The event featured 40 producers and entrepreneurs, 90 exhibitors, 107 talks and the participation of over 1,000 people from the region.

Over the course of three days, presentations and master classes were offered on topics such as research on iodine as a new agricultural nutrient and perspectives on agriculture in regard to sustainability, food security and production.

A Farmers' Market was held for local families. It featured melons from Bajo Soga, alpaca wool blankets from Colchane and honey from La Huayca. Activities were held for school delegations including composting and worm farming workshops and classes on healthy snacks. There were also presentations by farmers and entrepreneurs from El Tamarugal and live cooking demonstrations.

A technical tour of El Tamarugal province was held. Professionals visited the Alfalfa Production Center, La Tirana Agriculture and Livestock Research and Development Center and the UNAP Los Canchones Experimental Center.

2nd Agriculture and Livestock Enterprise and Innovation Meeting

The Second Agriculture and Livestock Enterprise and Innovation Meeting of the Tarapacá Region was led by SQM in collaboration with the district of Pozo Almonte and the Regional Ministry of Agriculture Secretariat. It was held in La Tirana.

The topics addressed included growing blueberries in the desert, composting, the circular economy in agriculture and the innovative role of iodine as an agricultural nutrient. Renowned Chilean presenters shared their experience at the event, which also featured a fair with local products and guided visits to the La Tirana Center for Research and Innovation. Over 200 people from districts across the region took part in the event.

QUILLAGUA

Quillagua Aymara Community

We are part of the dialogue group with the Quillagua Aymara Community. We made the following contributions in 2023:

Tourism: Tourism Dissemination and Information

- Installation of signs at the Puquios access point.
- Replacement of 25 signs for tourist sites
- Webpage
- Installation of two map signs
- Human resources training

Quillagua Recreation Center

- Design / processing
- Construction contribution
- Cabins and other facilities

Productive Development

- Closure of Montes de Oro
- Canal cleaning
- Chug Chug support
- Grant program for small-scale tourism initiatives
- Preparation and processing of Life Plan projects

Local Knowledge and Flavors in Quillagua

The program "Local Knowledge and Flavors of Our Land" was launched in Quillagua to rescue and disseminate ancient culinary arts developed by the Aymara people. The initiative highlights local culinary heritage, breathing new life into traditions and celebrations that have been passed down through the generations through exquisite traditional dishes. A restaurant was designed for the group in 2022, and we submitted requests for health and other permits required to build it in 2023.

We expect to secure IFC request approval by MINVU during the first half of 2024.

POZO ALMONTE – QUILLAGUA – MARÍA ELENA – TOCOPILLA

Port Cowork: Promoting Local Development

SQM continues to support "Port Cowork," an initiative of the Factor de Cambio Foundation that promotes the development of entrepreneurs and business owners. This space offers participants an opportunity to improve their skills, increase their knowledge and enhance their business, strengthening the economies and productivity of Tocopilla and María Elena, where the facilities are located.

- We launched Sustainable DNA, which provides continuity for the efforts of the Sustainability Challenges finalists, offering workshops and advising services provided by experts in the fields of enterprise, the environment and the circular economy.
- SQM and Factor de Cambio Foundation organized a showroom for Mother's Day and a Christmas event at Port Cowork in order to support local entrepreneurs. These initiatives gave entrepreneurs the opportunity to showcase their products and services, facilitating sales and interactions with potential customers around key holidays like Mother's Day and Christmas.
- We held the event "Sharing Experiences with Funding Recipients" in Port Cowork in collaboration with Factor de Cambio Foundation. We highlighted the work of 10 entrepreneurs from Tocopilla and Calama who had been awarded funds by various institutions. We also awarded certificates in recognition of their work and shared perspectives on the participants' businesses, dreams and wants.
- Bi-weekly "Improve and Change" workshops were launched in late September 2023 in an effort to promote cooperation and collaborative work in the Tocopilla small business community. The workshops were offered to established Port Cowork members as well as new entrepreneurs or business owners who want to share their experiences. The initiative was sponsored by SQM and executed by Factor de Cambio Foundation.

QUILLAGUA - MARÍA ELENA - TOCOPILLA

Port Cowork "Set Sail" Program

We held the sixth version of the "Set Sail" program in 2023 with noteworthy participation by women. The initiative is sponsored by SQM and executed by Factor de Cambio Foundation. The program is directed at people who have a business idea or project and gives them to skills they need to launch an enterprise and innovate. The goal is to promote enterprise at the early stages along with the circular economy.

Fifty business owners took part in this year's program, and 74% of them were women. They accessed specialized training through workshops and a business skills development boot camp. These included activities like "What is i + E?," "Business Opportunities," "Circular Economy," "Business Model," "Prototyping and Validation" and "Circular Business Model and Elevator Pitch," which were offered in person and online. The program promoted the bi-regional economy and collaborative work, strengthening communities of entrepreneurs and sustainable development.

TOCOPILLA

"Tocopilla in Green" Festival

The Tocopilla in Green Festival: Enterprise, Sustainability and the Environment marked the end of a year of collaborative work by various organizations and students from the Tocopilla district and SQM. Organized by Verdical, a B-corporation from the Antofagasta Region, the festival presented SQM shared social value programs to the community in a unique way.

The event was held in Tocopilla's Carlos Condell Plaza and featured the participation of content creator Diego López, the creator of NTV Chile's "Lab Chatarra" program, and journalist and entrepreneur Leo Meyer. The speakers shared their knowledge of science, recycling and enterprise, encouraging attendees and encouraging their enthusiasm.

The festival fair hosted various local organizations, highlighting the diversity and vitality of Tocopilla in its joint effort to build a more sustainable future committed to the environment. The Aire Violeta Company presented the puppet show "Una Sola Tierra," and Pedro Aguirre Cerda School and the 21 de Mayo Neighborhood Council were recognized for their commitment to and work on improving the community's quality of life.

Tocopilla is the source of essential salts that are used around the world to operate solar energy plants, positioning the district as a key location for global energy innovation.

The town is constantly reinventing itself, and has embraced sustainability as a fundamental element of its development. SQM-sponsored initiatives developed through open and committed dialogue with the community have given life to training programs focused on Tocopilla's sustainable development.

The "Shared Social Value" concept comes to life through this synergy between the Company and the community, where the entities converge around a common goal: promoting sustainable progress in Tocopilla. SQM-sponsored programs reflect a commitment to sustainability and are built on the positive impact that can be achieved when we join forces.

"Tocopilla in Green" is a source of inspiration that shows that collaborative dialogue and sustainability-centered actions can shape a region's future.



SAN PEDRO DE ATACAMA

Ayllu Wine Production Program: High-altitude Wine

The Lickanantay Cooperative in Toconao, San Pedro de Atacama engages 22 partners from various towns in grape growing and wine making activities. SQM has supported the project since its inception, providing assistance from planting to storage, marketing and sales.

Our work with the vineyards has been increasingly productive. We produced red, white and rosé varieties, and production increased from 10.7 tons in 2019 to 22 tons in 2022. In 2023, SQM continued to provide advising and support in the form of supplies for the production activities with a yield of around 19,000 kilograms. We maintained our longstanding work with the winery.

Livestock Production

Our first effort to support community livestock production was implemented in collaboration with residents of Puna Tocol, Alis, Celeste and Puques. The program includes an inventory of native flora based on their aptness for use in livestock production and health checks on animals in the community. We also launched our initial efforts to implement an irrigation system on one hectare of native forage.

Program for Reviving Garlic Production

Santiago de Río Grande is a town located 90 kilometers from San Pedro de Atacama. Its main economic activities are camelid production and traditional crops like potato, bean, corn, garlic and alfalfa. Garlic production is particularly important to the local economy, but it has faced issues due to phytopathogenic organisms in the soil. SQM has supported eight Atacaman families' livestock and farming efforts through the Atacama Tierra Fértil Program. We have provided a farm work plan to promote garlic farming and minimize damage from microorganisms.

The program includes soil and garlic seed disinfection using hydrogen peroxide and other products and surveys to identify farmers' needs and guide their work. We also distributed fertilizers to improve the availability of nutrients in the soil and support other traditional crops, such as beans and potatoes. We conducted a trial to see how quinoa would grow in Río Grande's soil and weather conditions.

Eighteen sampling processes were completed on various properties to analyze the phytopathology of the soil to more precisely identify the microorganisms. The analysis allowed us to improve a work plan for the first half of 2023 focused on soil treatment and preparation so that we could plant crops in May and June of that year. This work generated income for eight families.

San Pedro de Atacama Grazing Project

Río Grande and the surrounding area have an important livestock mass. However, the lack of rain over the past few years has negatively impacted traditional grazing activities. To address this problem, we built and implemented an irrigation system and alfalfa farm pilot parcels in Yerbas Buenas, a town that is part of the community of Santiago de Río Grande. The project benefited 30 farmers and was implemented on 30 hectares. Two hectares of alfalfa have been planted and watered using sprinklers to produce forage for the animals.

The limited availability of water due to the local geography was addressed by installing a photovoltaic pump that uses solar panels to bring water to 10,000 m^3 storage tanks and distribute it using a network of tubes. We reviewed the Campo Hierbas Buenas irrigation systems in 2023 in order to plan the expansion of production in October and to provide technical advising and use inputs to sustain production.

Ayllu Catarpe Demo Plots

The Catarpe Valley is located just 6 kilometers from San Pedro de Atacama and is known for its agriculture, mainly crops like corn and alfalfa. The valley also produces fruit including pears, citrus fruits and figs. Local residents raise rabbits, goats, sheep and llama. A community-approved project was implemented to develop rural family farming in the valley. The initiative benefited 30 farmers.

During the first half of 2023, the program allowed them to expand forage parcels for 16 farmers, making land available in order to boost production in the community. Each farmer has access to an average surface area of 1,500 square meters. Various soil analyses were conducted to evaluate fertility and salinity. Experts recommended introducing crops that tolerate salinity such as quinoa, purple corn and sunflower in order to increase profitability.

Topographic studies of the area were conducted to improve drainage and establish conditions that are conducive to the crops' growth and to identify critical flooding points for the San Pedro River using three dimensional modeling.

SAN PEDRO DE ATACAMA

Alto Jama Garden Club

The Atacama Tierra Fértil Program provided technical support to the Alto Jama Neighborhood Council Garden Club in San Pedro de Atacama, training participants in agronomy and distributing vegetables such as kale, lettuce and cilantro to residents. The project developed during the pandemic and remains active, benefiting 80 households through 10 club members.

During the first half of 2023, support focused on improving facilities, including the automation of irrigation for efficient production using minimal water. Production costs were reduced by decreasing water consumption in the greenhouse using biotechnology on the crops and renewable energy produced using photovoltaic panels.

Family Garden Programs

This program, which was launched in recent years, distributed materials for 111 individual gardens in the communities of Peine, Socaire, Toconao and Río Grande. The program was reactivated in 2023 with the distribution of 20 home production units in Socaire. Each unit included seeds and substrates for production during the first half of 2023.



Rural / Farming Cooperatives

SQM partnered with the National Confederation of Agriculture and Forestry Cooperative Federations and Associations of Chile (CAMPOCOOP) to promote cooperatives and strengthen participants' projects, helping them to identify opportunities for improvement. The cooperative system is especially useful for communities, smallscale producers and rural family farming.

As part of the initiative, technical talks were offered on grape and fruit tree pruning in Toconao and design of technified irrigation systems in San Pedro de Atacama, enhancing local producers' technical skills. We also offered workshops on skills and legal support in the area of agriculture in San Pedro de Atacama and Toconao in 2022, and continued to do so during the second half of 2023.

The Tomato Festival

Camar's 2023 Tomato Festival was a cultural and heritage event that celebrated local producers, highlighting the unique flavor of tomatoes and the importance of this crop in the Atacaman community. The family-oriented festival brought people of all ages to the town field, where they enjoyed food, handicrafts, music, workshops and competitions.

Organized by the Camar Atacameña Community in partnership with the San Pedro de Atacama Cultural Foundation and SQM and another mining company, the event was offered free of charge to residents. The fair included 29 stands, 15 with food and 14 with local artisans, giving local business owners a special opportunity to sell and market various products that reflect their distinctive history and identity.

SAN PEDRO DE ATACAMA

Seminar: Sustainable Farming in Salar de Atacama

SQM's Tierra Fértil Program organized a farming seminar in San Pedro de Atacama in 2023. It covered topics such as production improvement and creation of new varieties in response to climate change, wetlands, traditional grazing sites and the use of Atriplex to produce biomass in arid areas. Nearly 100 farmers from various towns and students from the Lickanantay School were in attendance.

Six experienced speakers from Chile and abroad shared their reflections on agricultural and rural issues. The event included stands that allowed Lickanantay School students to present their agriculture and livestock work. Representatives of Río Grande shared their experience with the recovery of garlic as a crop, hydroponic lettuce farming, forage, pellet production and local high-altitude Ayllu wine.

Support for Local Initiatives

In an effort to strengthen and expand community engagement in San Pedro de Atacama, the Company developed outreach work with local neighborhood councils. This effort included workshops and training programs designed to promote residents' personal and economic development with a focus on heritage conservation and sustainability.

Three councils were chosen to be part of the program in 2022. We offered workshops on creative sewing, traditional baking, recycling for children, and days of reflection focused on women and leadership. In 2023, new councils were added along with workshops on bottle recycling, embroidery and mosaic mural design. We also launched the first grant program for neighborhood councils in San Pedro de Atacama. The Company is providing support and advising on applications for funds for infrastructure and equipment.

ANTOFAGASTA

Activity for Business Owners in the Antofagasta Region

SQM participated in another version of the Global Entrepreneurship Monitor developed by the Universidad Católica del Norte Center for Enterprise and SMEs (CEMP). The purpose of the initiative is to develop the entrepreneurial spirit at the university and in the Antofagasta Region. Since 1999, the Global Entrepreneurship Monitor has been one of the most rigorous global studies of enterprise and factors that influence it, including the economic, political, social and cultural rhythm. Universidad Católica del Norte has executed this project for over 15 years through the CEMP.

The information provided in the report includes the following:

- In 2022, the rate of early stage entrepreneurial activity reached 26.4%, which is slightly lower than the 2021 rate of 28.7%. This is due the fact that the rate of emerging entrepreneurs dropped from 22.4% to 17.8%. For its part, the rate of new business owners increased from 6.9% to 8.5%.
- The rate of entrepreneurs with more than 3.5 years of activity increased significantly from 3.8% in 2021 to 8.1% in 2022, and out-performed the pre-pandemic rate of 7.5%.
- Early stage entrepreneurial activity among women has decreased slightly from 27.1% in 2021 to 26.3% in 2022. The rate of established female business owners rose significantly from 2.3% to 5.6%. Similar evolution was observed among men. Their early business activity dropped from 30.1% to 26.5% while the rate of established male business owners increased from 5.8% to 10.2%.





TARAPACÁ REGION AND ANTOFAGASTA REGION

Nothing Can Stop Us Competition

The "Nothing Can Stop Us" competition is promoted by G100, a non-profit corporation for the development of enterprises that SQM supports. Its main objective is to make Chile's entrepreneurial ecosystem more dynamic by organizing an enterprise tournament at the district and regional levels.

The competition was held in the following districts in 2023: Iquique, Alto Hospicio, Pozo Almonte, Antofagasta, Tocopilla, María Elena, Huara and San Pedro de Atacama. It was held in the Tarapacá and Antofagasta Regions at the regional level. There was also a school competition. Four finals were held, three at the district level in Huara, María Elena and Tocopilla. The other final was a regional final for Antofagasta. The competition in the rest of the localities ended in early 2024.

Sustainable DNA Program

In 2023, business owners from Antofagasta, Calama, San Pedro de Atacama, Tocopilla, Iquique, Alto Hospicio, Pica and La Huayca participated in the launch of the Sustainable DNA Program and joint effort by El Puerto Cowork, SQM and Factor de Cambio Foundation. The program continues the work of the Sustainability Challenges finalists through workshops and advising sessions with experts on enterprise, the environment and the circular economy.

The event included workshops by experts like Modulab's Pamela Castro and Humberto Salinas of Desafío Circular. They promoted efforts to enhance innovation and sustainability in an accessible way, inviting participants to reflect on and discuss gaps, needs and challenges to economic development based on the circular economy. The entrepreneurs also participated in recreational activities at El Puerto Cowork and shared their experiences. The initiative is part of the SQM production development program "Activa," which has three focus areas: enterprise, suppliers and communities. Various officials and strategic allies attended the event.

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Women, Diversity and Inclusion

Diversity and inclusion are priorities for SQM. The Company is focused on preparing and training local residents, including women and individuals with disabilities, so that they can access jobs and apply for positions in the mining industry. The Company also encourages connections with technical and vocational schools, technical training centers and universities to encourage women to enter the STEM fields, training specialized professionals in the areas of mining that require skilled workers. SQM also supports women's soccer clubs in an effort to promote the sport and professionalization in Chile, opening up new development opportunities for women.

The section that follows presents a summary of the main community projects undertaken as part of the "Women, Diversity and Inclusion" approach. More details are provided in the SQM 2023 Annual Report.



POZO ALMONTE

Pozo Almonte Women's Fair

In 2023, 20 business owners from the Puzzle de Pozo Almonte participated in the first Women's Fair, which was held at the end of Women's Month and featured opportunities to sell and promote their products. The activity was organized by the El Tamarugal Provincial Presidential Delegation and the El Tamarugal Program to Prevent Violence Against Women through the National Service for Women and Gender Equity and sponsored by the Municipality of Pozo Almonte and SQM in the context of the Government in the Field program. The event included recognition of local leader Antonia Moscoso's contribution at the local and regional levels.

It featured an exhibition that highlighted programs offered by public services including the Civil Registry Service, El Tamarugal Women's Center, Judicial Assistance Corporation, the Ministry of Women and Gender Equity Office of Information, Complaints and Suggestions, the Pozo Almonte Female Heads of Household Program and other health and social wellbeing programs such as the Comprehensive Health Prevention Program for Youth, the Pozo Almonte Municipal Social Development Corporation, Fundación Prodemu, the National Corporation for Indigenous Development (Conadi) and the Ministry of Housing and Urban Development (MINVU).

IQUIQUE

Hydroponic Production for Iquique's Prison (Centro de Cumplimiento Penitenciario, CCP)

SQM signed an agreement with the Chilean Prison Guard Association to build a 240 m² hydroponic warehouse at a prison in Iquique that houses 250 women. The initiative was designed to support detainees' social reinsertion. They were given the opportunity to acquire hydroponic farming skills, thus increasing the likelihood that they will find a job after they are released.

The project involved installing hydroponic systems, structures to house the crops and an irrigation system to distribute nutrients to the plants. It also includes a salt abatement system and filters for improving water quality and protecting the plants from sunlight and high temperatures. The detained women were trained to use the systems, allowing them to actively participate in the work of growing the plants.

In addition to contributing to detainees' social reinsertion, the greenhouse provides fresh and healthy food for use in the prison, thus improving inmates' quality of life. The project was launched during the second half of 2023 and requires constant monitoring to ensure optimal plant growth and provide training on hydroponic growing techniques.

TOCOPILLA

Hydroponics in Caleta Urco

The women of Caleta Urco, a community near Tocopilla, are leading an enterprise and production diversification effort through hydroponic agriculture in addition to fishing. The group of women known as "Las Urqueñas" is working towards technification of their sustainable farming process in collaboration with SQM. They do their work in a modern, recently remodeled greenhouse. At a ceremony held to mark International Women's Day, they presented the project "Implementing a Photovoltaic Energy Generation and Storage System," which is designed to enhance local agricultural production.

Las Urqueñas began meeting in 2017 as a social group with a lettuce project, and has grown. They now have an advanced greenhouse system. Thanks to SQM's support, they are moving towards more technified techniques and the implementation of photovoltaic energy. This contribution comes in addition to the renovation of its facilities carried out in 2022 in conjunction with SQM's Atacama Tierra Fértil Program.

Motivational Talk by Javiera Toro Ibarra

Students from the Pedro Aguirre Cerda and Gabriela Mistral Schools in Tocopilla enjoyed a visit from Chilean soccer player Javiera Toro Ibarra, who shared her life story, talked about how she came to play in Europe and discussed women's soccer in Chile. The athlete shared a series of images and videos as she told her story, highlighting her participation in school, district, regional and national tournaments in various events. She also spoke about her time as a professional soccer player with Chilean clubs like Palestino and Colo-Colo and about representing Chile at the Copa América, World Cup and Olympics.

This activity is part of a strategic partnership between SQM, the Municipal Education Administration Department (DAEM) and the Municipal Sports and Recreation Corporation in order to encourage students to follow in the Tocopilla native's footsteps. She visited schools in Tocopilla and María Elena, reaching approximately 2,000 students.

MARÍA ELENA

Pioneer 2 Training

The partnership between Fundación Umbral and SQM allowed us to train 67 women from the María Elena district in the Antofagasta Region through courses in fields traditionally dominated by men. The women work as stylists, bakers and homemakers. Their participation in the foundation's Pioneer 2 Training expanded their professional horizons. The courses offered include training as high tonnage truck operators, electricity operators and B, D and AS driver's licenses.



SAN PEDRO DE ATACAMA

Atacaman Women's Alliance

SQM promoted the Atacaman Women's Alliance (AMA) in order to strengthen the role of Lickanantay women. The initiative was implemented through an Advisory Committee comprised of Atacaman women from Atacama la Grande and representatives of SQM. AMA seeks to create spaces for dialogue and co-creation with local women to discuss and develop agreements on topics of interest to the community related to the role, development and work of Atacaman women.

It has an Advisory Committee comprised of invited guests who are responsible for identifying Atacaman women's needs, supervising progress towards project goals and identifying focus areas of plans and programs. To date, the entity has proposed a work plan organized around four strategic lines: promoting enterprise and business development; healthcare; training and education; and improving the lives of Atacaman women. For more information, visit **https://ama.sqm.com/**.

To help implement the strategic guidelines, the members of the Advisory Committee have formed four working groups to implement specific projects.

The working groups are focused on:

Health and Healthy Living
Spaces focused on healthcare for local Atacaman women.

Farming and Caring for Water and the Earth
This approach is centered on diligent use of and care for natural resources..

Promoting Production and Development
The purpose of this element of the initiative is to explore new ways of adding value to products, promoting local female business owners and coordinating strategies with public or private organizations.

Cultural Heritage and the Environment
This element is focused on maintaining, preserving and valuing Lickanantay culture.

Ratifying Our Commitment

At the close of the first year of the Atacaman Women's Alliance (AMA), which was co-built with SQM and led by an Advisory Committee comprised of local women, participants celebrated its anniversary at a well-attended event at Ayllu de Catarpe. The event recognized the various actions carried out by the AMA, including social stakeholders and local women who participated in training, healthcare and productive development activities.

In late 2022 and early 2023, a series of courses was held to train local women in areas such as elder care, digital literacy, driving and computer software. The initiative reached over 250 people the support of INACAP, the Chilean Technological University. We also created a partnership with Automóvil Club for Class B license driving classes. The community welcomed the medical initiatives with a great deal of enthusiasm. The program included the distribution of eyeglasses and hearing aids, the provision of X-ray services and visits with specialists from various fields.

Social Innovation Award - C3 Ranking

SQM earned the **C3 Ranking for Social Innovation in the area of Creativity and Innovation** for the second consecutive year. This time it was recognized for its community project Alianza Mujer Atacameña. The measurement, which is led by Brinca in collaboration with Fundación Chile and the Universidad Adolfo Ibáñez Business School, covers 10 key dimensions for measuring the culture of innovation within the companies. This year, 60 companies from 14 industries and nearly 15,000 employees were assessed.

Casa Telar Program

The community of San Pedro de Atacama launched the Casa Telar Program four years ago. It is designed to revitalize ancient textile techniques, particularly weaving, and has engaged 90 people from different local communities. This project is meant to preserve textile art through collaborative learning spaces, allowing participants to create high quality cultural products for sale, thus promoting the local chain of production. The program operates in towns like Larache, Socaire, Talabre and Toconao.

During the first half of 2023, Camar and Río Grande joined the project, showing interest in highlighting ancestral textile work. The focus for Río Grande is training local ranchers to choose the best camelid fibers, which adds value to the product and allows them to assign higher prices. "Casa Telar" enjoys the support of local textile teachers, Fundación ONA and SQM and uses llama fiber from local ranchers in the production of the textiles.

Individual Support Fund: Atacaman Women's Alliance

The Individual Support Fund (FAI) is an AMA Program initiative that has had a major impact. It is designed to distribute financial resources to Atacaman women in order to promote development and address the effects of the pandemic. The second version of FAI was launched in 2023, and over 1,900 women applied to it during April and June. The projects submitted focused on improving housing, productive development and health, benefits for Lickanantay women and local residents from San Pedro de Atacama aimed at improving their quality of life and capacity for enterprise.

SANTIAGO

Panel Discussion: "The Energy That Moves Sports"

SQM held a discussion with renowned Chilean athletes from various sports that the Company has supported on their path to success. The panel was moderated by journalist Chantal Aguilera and featured skeet shooter Francisca Crovetto; artistic swimming team coach Marcia Leite; and Bárbara Blumel, the Assistant Manager for Attracting Talent and Diversity at SQM's Lithium Division. The discussion focused on hard work, teamwork, overcoming challenges and being proud to represent Chile, with a focus on fully including women in all areas and disciplines. The artistic swim team also offered a performance during the event at the Stadio Italiano.

At SQM, **we believe in women's sports and their ability to shift paradigms.** This inspires us to support athletes and celebrate their success.

TARAPACÁ REGION AND ANTOFAGASTA REGION

Miradas Compartidas Foundation

ALTO HOSPICIO
HUARA
POZO ALMONTE
TOCOPILLA
MARÍA ELENA
SAN PEDRO DE ATACAMA
ANTOFAGASTA

For the past five years, SQM has worked with the Miradas Compartida Foundation, which promotes social and workplace integration of persons with intellectual disabilities. In 2023, SQM and the foundation signed a cooperation agreement with the Municipality of San Pedro de Atacama to promote experiences that include people with intellectual disabilities in social and work life, improving their quality of life through sports and labor inclusion.

The program began with the participation of 12 children in a soccer school. Since March 2023, 25 young people have joined the Vértebra program, which focuses on labor insertion for men and women. With the help of occupational therapists and other professionals, the program seeks to replicate the successful experience implemented in Huara, Pozo Almonte, Alto Hospicio, María Elena, Tocopilla and Antofagasta in San Pedro de Atacama. The project currently benefits over 300 people in different communities, offering soccer, theater and motor skills workshops to contribute to their social integration, improve their physical and mental health, develop communication skills and encourage teamwork.

TARAPACÁ REGION - ANTOFAGASTA REGION - METROPOLITAN REGION OF SANTIAGO

SQM Bets on Women's Soccer

SQM became a sponsor of the Women's 2023 Championship of the National Professional Soccer Association (ANFP) in 2023, adding its name to the Chilean women's soccer tournament. The signing ceremony for the agreement was attended by Pablo Milad, President of the Chilean Soccer Federation; Santiago Morning and Colo Colo captains Marcela Pérez and Yanara Aedo; and SQM Lithium Division Assistant Manager of Talent Attraction and Diversity Bárbara Blumel.

The Blue Dragons

The official jersey for the 2023 season of the CDI women's team was unveiled at Tierra de Campeones Ramón Estay Saavedra, where SQM signed on as an official sponsor. The Company will improve the training facilities available to various women's soccer organizations at the CRB sporting complex in Alto Los Verdes, Iquique.

We are global leaders in natural potassium nitrate production. As such, we **celebrate the delivery of nine tons of fertilizer to Deportes Iquique,** which will allow the club to keep the Estadio Tierra de Campeones and CRB complex fields in excellent condition.



Supporting Women's Soccer in the Antofagasta Region

Under the slogan "Suiting Up for the Pumas in 2022" and as part of International Women's Day, SQM, Club de Deportes Antofagasta and Club Deportivo SQM Salar signed a three-year collaboration agreement. The entities will work together to position the women's soccer team at the national level by putting together highly competitive teams of promising young women from throughout the region.

SQM has supported U14, U17 and adult CDA women's teams since 2023. The partnership ratified in 2023 seeks to create inclusive spaces with a focus on promoting healthy living. The agreement includes actions such as awarding three scholarships to team members and adding a trainer with vast experience in the field. The partnership will allow 90 women from the Antofagasta Region, most of them university students, to play more professionally.

Delivering on Our Promise

The Chilean national women's soccer team faced off against the Club de Deportes de Antofagasta Pumas at the María Elena Municipal Stadium in June 2023 thanks to the support of SQM, Club Deportivo SQM Salar, the Municipality of María Elena and the ANFP. The activity was held in honor of Miners' Day. It represented an historic opportunity because it is the first time the women's national soccer team has played in the Antofagasta Region.

Universidad Católica Sports Club Women's Program Agreement

In 2022, SQM signed a collaboration agreement with the Universidad Católica Sports Club Women's Program to promote the development of women's soccer and its connection to local communities. As part of this agreement, a friendly was held July 29, 2023 between Club Deportivo Universidad Católica and Club Deportes Antofagasta Femenino. The metropolitan club won the SQM Cub, outperforming the regional team. The event also featured a clinic for local children run by players and coaches.

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Education, Training and Preparation

SQM supports education from early childhood to higher education, focusing on closing gaps in training in schools located near its operations. These programs complement teachers' knowledge, contribute pedagogical resources and establish a bridge between schools and the Company. SQM volunteers participate in training processes, particularly in vocational and professional training programs, professional internships, technical talks and site visits. This support responds to regional needs, training individuals in professions and careers that allow students to become part of the workforce of the region and the Company.

The section that follows presents a summary of the main community projects undertaken by the Company as part of the "Education, Training and Preparation" approach. More details are provided in the SQM 2023 Annual Report.



HUARA

Scholarships in Bajo Soga

SQM partnered with the Factor de Cambio Foundation and working group with local associations to award Higher Education Scholarships to six young people from the Bajo Soga community. The recipients are Diego, Valentina, Millaray, Alexis, Lucy and Isabel. The purpose of the incentive is to support communities, providing tools for their develop and generating shared social value.



MARÍA ELENA - TOCOPILLA

College Prep Program

The College Prep Program was implemented in partnership with Universidad Católica del Norte over the course of over four years. It is directed at students in their final year of school in María Elena, Tocopilla and Antofagasta. The program seeks to prepare students from highly vulnerable schools who are in the top 20% of their classes through leveling up programs in language, math and personal and parent development. Participants attend the program on Saturdays beginning in May or June depending on the school.

The UCN College Prep Program goes beyond access to higher education, offering students ongoing support during their first year at UCN. Over 120 students completed the program in 2023. There were 20 beneficiaries from Tocopilla, 20 from María Elena and 10 from the Better Youth Program in Antofagasta. The initiative has been developed successfully with local schools and programs, contributing to the integration of students in higher education and their adaptation to this new stage.

+120
students completed the program

MARÍA ELENA– QUILLAGUA- TOCOPILLA

“The Great Radish Challenge”

As students returned to schools in March 2023, school gardens in María Elena, Quillagua and Tocopilla participated in “The Great Radish Challenge,” a competition to see who can grow the biggest radish. The competition was organized by the Mr. Barber Foundation with SQM and the municipalities of María Elena and Tocopilla, which also provided support. Nine schools in the province participated in the program and were given the supplies necessary to do so. The 2023 competition had two main women.

Ignacio Carrera Pinto Primary School G-15 (María Elena – Quillagua) won first place with a total score of 137.9 after submitting a radish that presented the best combination of breadth, height and weight. The Arturo Prat Chacón School in Tocopilla earned the highest score of the competition (194.4) based on their performance in the same categories. Both received a field trip to the Antofagasta BodyBoard Festival as a prize.



SAN PEDRO DE ATACAMA

Enseña Chile Foundation

SQM has been a corporate sponsor of Enseña Chile Foundation since 2021. The organization promotes quality education in at-risk contexts. The entity recruits and trains teachers and others who work in schools for four years, creating a network of agents of change to impact the education system from the classrooms and beyond. The work focuses on three areas: Collective Leadership, Schools That Learn and Teaching Channels.

The Schools That Learn program trained principals and teachers on skills like effective communication and effective feedback in 2022. They also provided classroom support throughout the year at the Toconao Education Complex. We signed an agreement with the DAEM of San Pedro de Atacama to implement a satellite signal in rural schools as part of Teaching Channels. Students received 75 Chromebooks and tablets.

SQM continued to support English language classes in rural schools in 2023 and developed programs to help multi-grade school teachers. The Company also improved connectivity by installing satellite antennae. This is the third consecutive year of program activities, and we have had a positive impact on five professors who received scholarships, 70 teachers and nine schools, benefiting over one thousand students. SQM signed an agreement with the foundation to impact six schools through the "Unlimited" program.

During the **first half of 2023, we ratified our agreement with Enseña Chile Foundation** in order to implement the "Unlimited" program in eight schools.



Development and Publishing of the Ckunza Guide for Students in Grades 5 and 6

The Ckunza Guide for Grades 5 and 6 was written in 2022 in order to continue the work that had been done the previous year. The guide was launched in early 2023 at the Books, Arts and Culture Fair in San Pedro de Atacama, which was organized by the local parish. Its author spoke with attendees about the text, which contains expressions written in the language of local residents' ancestors. The book also includes drawings and reflections and outlines a methodology for continuing to rescue the language.

The pedagogical material was prepared by local culture worker and folklore expert Margarita Chocobar. Its purpose is to teach the ancient language of the Lickanantay with contents addressed in the Cultural Heritage course. The goal is to publish material for one grade per year in order to cover as many courses as possible to deliver this material.

The material was distributed at the Toconao Education Complex so that it could be included in the Grade 5 and 6 curricula. The initiative is funded through an Art and Culture Grant for SQM employees. The idea was submitted by an SQM worker from the Salar de Atacama site.

Second-Chance Education Program

The Second-Chance Education Program has been developed over the past six years in partnership with the Municipality of San Pedro de Atacama, its OMIL and Fundación La Semilla as well as Capacitación Da Vinci. In 2023, 17 people from local communities continued and completed their elementary and secondary school studies, covering different educational cycles (Grades 5 to 8 and Grades 9 to 12).

The goal of the program is to contribute to the comprehensive development of San Pedro de Atacama residents, offering them tools and knowledge so that they can access new job opportunities. The classes are offered online and in person, facilitating the participation of individuals who live outside of the town. During the four-month program, participants received instructions and were evaluated in areas such as mathematics, language, the social sciences and natural science for elementary school and English for high school.

Second-Chance Education Program Graduates (Education Ministry Decree 257)

Years	Passed	Mode
2023	17	Online and in-person
2022	88	Online and in-person
2021	96	Online
2020	83	Online
2019	63	In-person
2018	59	In-person

Salar de Atacama Mobile Classroom Program

This program was launched in September 2023 in San Pedro de Atacama as part of an agreement between Universidad Católica del Norte and SQM. The community training initiative provided educational tools to residents of various towns in San Pedro de Atacama through free certified courses, talks and workshops.

The topics addressed included hydrogeological operation of the Salar de Atacama basin, environmental monitoring techniques, hydric and biotic materials, recycling techniques, water reuse techniques, water quality, water in Andean architecture, sustainable farming, efficient irrigation systems and hydric footprint calculation. The classes were offered by experts from Universidad Católica del Norte at the Coyo Antai Event Center. The partnership enjoyed the support of the Municipality of San Pedro de Atacama. The first version benefited 47 students.

47
students
benefited

To learn more, visit

https://aulasalar.cl/

Lickan Antai School in San Pedro de Atacama

For the past seven years, we have supported a program designed to provide technical knowledge and educational tools to agriculture students at Bicentenario Lickan Antai School to prepare them for the work world. The program benefited over 100 students in 2023, providing specific tools for each specialty and thus improving their education. We continue to support the renovation of laboratories and common spaces at the school, donating equipment such as an absorption photometer, a pH and conductivity meter, digital measurement material and magnifying glass, and farming equipment including tools, seeds, fertilizers, seedlings, overalls and gloves.

Alabalti, Alabalti: Let's Play and Sing with Lickan Antay Culture

This project developed with Fundación Integra seeks to promote recognition of and respect for the country's socio-linguistic diversity, focusing on LickanAntay culture. Audiovisual materials and picture books were distributed to preschools and daycare facilities run by the foundation throughout the country. Local traditional educator Margarita Chocobar participated in the creation of the audiovisual capsules. The project was launched in Toconao, where the idea was developed with students, teachers and parents and guardians from the Lickan Antay preschool. The teaching material can be used in the 33 schools in the region and in the 1,200 preschools run by Fundación Integra throughout Chile.



Positive Leadership Program

The first Positive Leadership Program was held in May 2023. It is mainly focused on leaders from San Pedro de Atacama. Over 20 individuals were invited to participate, and 12 will be certified in August 2023 through the Do Feel Consulting firm. The entity was responsible for delivering tools to promote leadership oriented from a perspective of overall wellbeing in the workplace.

Positive Leadership Talk

SQM organized a talk by Santiago Vázquez, the Director of the Emerging Leadership Center at the Monterrey Technological Institute, in Toconao. The talk addressed the rapid progress being made in the world and the increase in personal expectations and needs, all of which has increased levels of frustration, stress, anxiety and depression globally.

According to the National Health Survey conducted by the Health Ministry, 6.2% of Chile's population suffers from depression. Vázquez underscored the importance of improving aspects that can cause these problems through positive psychology, highlighting self-knowledge, identifying purpose and meaning in work, being positive, developing resilience and promoting cooperation. The issues were discussed in the context of seeking happiness in one's environment.

Scientific Discussion

SQM held its first Scientific Discussion in the plaza of San Pedro de Atacama. The topic was "Vegetation in Arid Environments," and the event featured experts Ana Sandoval, who holds a master's degree in Plant Conservation from the Agriculture and Livestock Research Institute (INIA); Roberto Contreras, Ph.D. in Genetics and Cellular Biology from Universidad Complutense de Madrid, who works at the Atacama Regional Center for Research and Sustainable Development (CRIDESAT); and Felipe Carevic, an academic and researcher at Universidad Arturo Prat who holds a doctorate in Environmental Management from University of Huelva.

These discussions are meant to strengthen the connection between scientific research and the community, addressing local environmental issues and promoting local participation in matters of local and regional interest. The event met organizers' expectations. Many residents were in attendance in the town square, and others participated virtually via social media platforms. The speakers highlighted the importance of bringing these issues to the community and making them accessible in order to foster territorial development.

CALAMA

Don Bosco School

During the first half of 2023, Don Bosco Industrial Technical High School in Calama inaugurated the fifth stage of its reconstruction project. This stage features modern and expanded infrastructure that represents a MUS$ 2 investment made possibly by Antofagasta Industrial Association member companies like SQM.

This achievement facilitates the provision of technical education that reflects the needs of the industry and the creation of the second and third floors of the school's administration building. This will result in better spaces for continuing to train young people from El Loa province, positively impacting families and the educational community. SQM reaffirmed its commitment to the 2023 Company-School Agreement, which is designed to connect schools to the productive world through activities that complement and strengthen the education delivered to students.

ANTOFAGASTA

ProGreso

Over the course of three days in 2023, students, professionals, academics and researchers from the Northern Macrozone attended a meeting organized by Industrial Civil Engineering students from Universidad Católica del Norte with the support of SQM. The event featured a full analysis of industry 4.0, offering knowledge and tools on new technologies and innovations developed by the companies of the region.

ANTOFAGASTA - CALAMA

Training Program

In 2023, SQM signed an agreement with INACAP to carry out teacher internships at Company facilities. This will allow teachers to use their knowledge in the field and then bring the experiences back to the classroom, enriching student learning by integrating education into the mining sector. Two teachers were trained at the Lithium Chemical Plant in Antofagasta through the internship program.



ANTOFAGASTA REGION

AntofaEduca

AntofaEduca has funding from the Antofagasta Regional Government (2023-4) and organizes complementary activities financed by SQM. Fundación Entrepreneur leads the execution of the project with the participation of local educational leaders, Finnish and Chilean universities, the Pontificia Universidad Católica Center for Educational Transformation, the laboratory Fab Lab Atacama and Alianza Antofagasta.

The program focuses on working with education leaders and teachers through co-design, training, practical classroom innovation actions and more to create quality education for students in the Antofagasta Region. Teachers and principals from 20 public schools in nine districts were trained through in-person and distance learning classes taught from Finland based on the country's renowned educational model.

Teachers and principals from 20 public schools in nine districts were trained.

XII International TEA Conference 2023

The XII International TEA Conference 2023, **"Education, Context and Much More,"** was designed to raise awareness and foster the exchange of experiences on autism, providing tools for inclusion. Organized by Fundación Teautismo with the support of SQM, the conference was held at the Huanchaca Ruins in Antofagasta. It was geared towards special education schools, the Labor Integration Program (PIES) and families of individuals on the autism spectrum.

Attendees learned to better manage challenging behaviors and about the importance of the environment in preventing them. The conference was attended by over 100 people, including speaker Carmen Márquez López, who holds a master's degree in consulting and organizational development processes from Universidad de Valladolid (Spain). The participants toured Tocopilla and María Elena with the program "Krreteando por el Desierto" with the foundation's team and discussed positive behavior management for individuals with autism.

2023 Educational Challenge Project

The 2023 Educational Challenge Project sponsored by SQM allowed Fundación Iguales to hold two events in the Antofagasta Region during the final months of the year. Over 620 people including teachers, students, Better Childhood employees and civil society organizations were trained through these actions.

The first, which was led by Bernardo Cortés, the Director of Community Engagement for Fundación Iguales, took place in July 2023 and included workshops with the National Service for Women and Gender Equity of Antofagasta and Prodemu, the Foundation for the Promotion and Development of Women (Prodemu), training for teachers from Antofagasta's Industrial School and talks on gender and diversity at Universidad de Antofagasta and schools in Tocopilla.

The second, which was held in late October 2023, included training for Tierra Esperanza Foundation members on LGBTQ+ children and teens and training for social sciences students from Universidad de Antofagasta. It also included activities in Caleta Coloso and meetings with Better Childhood groups and the National Service for Women and Gender Equity. Finally, a series of four talks was delivered to high school students at the Antofagasta Industrial School.

Value Chain Certificate

The certificate program in **Lithium Production, Use and Recycling from a Global, Sustainable and Future-Oriented Perspective** was launched in 2023 with the keynote lecture "The Presence of Lithium in Chile." The program was sponsored by Universidad Católica del Norte, Universidad de Antofagasta, SQM and the HUEMA Consortium. It is the first of its kind in Chile.

The certificate program is a valuable tool for future experts and key stakeholders in the lithium industry who seek to address challenges related to production and sustainability and that require professionals with a comprehensive perspective on the entire value chain. Its purpose is to train graduates to solve complex problems related to the production, use and recycling of lithium with a focus on decision-making based on production-related and cross-cutting aspects.

TARAPACÁ REGION - ANTOFAGASTA REGION

2023 Training Program

SQM has created partnerships with various institutions of higher learning to offer labor training courses and certifications through the Technical Training for Communities Program developed in northern Chile. These courses were developed to help meet the objective of contributing to the quality of life of communities surrounding Company operations, providing knowledge to improve the future for local families.

The courses were supported by various municipalities through the Municipal Labor Intermediation Office (OMIL), the National Training and Employment Service (SENCE) and institutions of higher learning through partnerships with SQM. They were offered to high school students and individuals regardless of their technical background. A total of 794 students participated, 66% of them women. They completed 37 courses offered in towns such as Pozo Almonte, Huara, Bajo Soga, Alto Hospicio, Pisagua, Tocopilla, María Elena, San Pedro de Atacama, Antofagasta, Calama, La Tirana and Taltal.

Aprendo Contigo Program

Choshuenco Educational Foundation's "Aprendo Contigo" (I Learn with You) Program was launched in 2020 to provide educational tools and resources to teachers and parents in order to maintain the continuity of the teaching and learning process for preschool children at home. In June 2023, we launched a new version of the program led by Junji, SQM and Fundación Choshunenco.

The pedagogical transfer took place using the foundation's model, which involves a reflexive process that promotes collaboration between family centers and participating schools. It focuses on family and community and culminates in the creation of a family center at each school. The "I Learn with You" program was held in the Tarapacá and Antofagasta Regions in 2023. It established a physical location in which to receive families, offering strategies to strengthen the parenting skills of participating parents and guardians.

The main activities covered under the agreement are:

- Learning community sessions: online meetings with the school community and foundation.
- Online tutoring to promote dialogue with program participants on issues related to work and family.
- A master class held for schools.
- Online workshops for teaching teams led by a specialist.
- The distribution of a learning kit to members of the educational community.



Enhancing Education in Northern Chile

The program "Enhancing Education in Northern Chile" is financed by SQM and executed by Lab4U and the VOA Foundation. It benefits over 3,000 students from pre-K to grade 12 as well as 80 teachers from seven towns in the Tarapacá and Antofagasta Regions. The goal of the program is to promote the learning and skills development of children and teens using innovative methodologies, teaching materials, teaching strategies and support for parents and teachers.

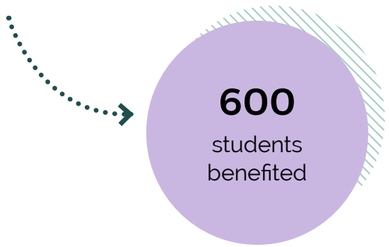
It features the program "Growing while Doing," which is offered to young students to strengthen pre-reading and math skills. Starting in grade 5, students use Lab4U apps such as Lab4Physics, Lab4Chemistry and Lab4Biology to turn their cell phones into "pocket labs" and conduct experiments in the fields of chemistry, physics and biology.

The third version of NorTeduca was launched with events in Pozo, Tocopilla and Antofagasta in 2023. They were attended by regional officials, representatives of the sponsoring firms, students and teachers. The experimental activity "Chameleon Reaction" was offered to teach about the various states of rust that a metal can have. The program reaffirms the commitment to quality education in northern Chile, benefiting various schools in the region.

ViLTI SeMANN Program

ViLTI SeMANN, a program that is part of Universidad Católica del Norte, has enjoyed SQM's support since 2013. The entity works with early education students in the Tarapacá and Antofagasta Regions in communities like Tocopilla, María Elena, Quillagua, Colonia de Pintados, La Huayca and La Tirana. The program benefits nearly 600 students from 10 schools, enhancing skills like critical thinking, problem solving and teamwork through the use of robotics and programming and a playful methodology.

ViLT SeMANN celebrated the 10th anniversary of its support in 2023 and launched classes in the Tarapacá and Antofagasta Regions during the first half of the year. The entity also held its II Educational Robotics Meeting at the end of the year. The event brought together groups of students from the Antofagasta and Tarapacá Regions to share successful experiences and show the development of skills through multidisciplinary teaching strategies in Educational Robotics and Science.



Vilti Móvil

Children from Solor, Santiago de Río Grande, Talabre, Camar, Peine and Socaire in Loa Province enjoyed virtual reality experiences on "The Life Cycle of Flamingos" and "Marine Ecosystem" thanks to an electric vehicle. Vilti Móvil invited residents of San Pedro de Atacama to reflect on caring for the environment, explaining the effects of microplastics on fish and other coastal species and the need to care for flamingo habitats.

The initiative is part of Universidad Católica del Norte's ViLTI SeMANN program, which celebrated its tenth anniversary in 2023 thanks to the support of SQM. The entity develops science and robotics for northern Chile through an innovative teaching model in an effort to support the school system.

SANTIAGO

Discussion: "Measuring ESG Criteria and Impact"

The discussion "Measuring Impact: The S for Social in ESG Criteria" was the first to be organized in 2023 and the third on the topic organized by Lab4U in collaboration with Co-work CasaCo. SQM supported the initiative, which focused on Environmental Social and Governance criteria. The event featured the participation of experts from various industries who shared their experiences and approaches for a more sustainable and aware future.

The event included working groups in which representatives of companies discussed the role of the private sector in the development of a more responsible future. They highlighted the importance of integrating sustainability into their operations and relationships with customers, suppliers and communities. Lab4U CEO Komal Dadlani moderated the event, highlighting the social impact of educational innovation in STEM disciplines through the transformation of the mobile phone in a portable laboratory for students.

"New Journalism" Scholarships

We signed an agreement with Universidad de los Andes in 2023 that consists of offering an annual training program to young journalists from various Chilean universities. The program offers job and professional experience and solid academic reinforcement in the fields of philosophy, history, political science, sociology, economics and international relations. All of this is delivered through the university's master degree program in policy studies.

Ten communications students benefited from the program, which will be implemented over the course of two years.

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“Lend a Hand to Your Community” Corporate Volunteer Program

SQM's corporate volunteer program has been developed over the past five years in order to connect workers to their professional and home environments, promoting connections and commitments to the communities located near our operations. This program promotes the social spirit and strengthens work team dynamics. It also includes employees' families, who are invited to volunteer during some of the activities.

Volunteers support social and educational projects, especially in vocational and technical education in towns near the Company's operations and offices. Their contribution is based on their academic training or life experience and generally involves giving technical and motivational talks. SQM establishes partnerships with foundations and corporations like Fundación Choshuenco, Fundación Guadalupe Acoge and Miradas Compartidas Foundation in order to carry out this work and meet the needs of each territory.

Partner organizations for volunteer work

2018	2019	2020	2021	2022
25	22	69	17	25

Participating volunteers

2018	2019	2020	2021	2022
175	311	338	48	206

Volunteer hours

2018	2019	2020	2021	2022
1,957	7,297	304	60	789

23 Organizations 2023

198 Participating volunteers 2023

938 Volunteer hours 2023



IQUIQUE

María Ayuda and United for Childhood

Over the past five years, SQM and its volunteers has supported the María Ayuda entity, an Iquique-based charity, through the program United for Childhood. They are supported by the Confederation of Production and Commerce (CPC). Member companies sponsor an institution. SQM has financed improvements and expansions and green areas outfitted by corporate volunteers.

During the first half of 2023, SQM participated in the inauguration of the Nuestra Señora de la Esperanza residence in Iquique in honor of the 40th anniversary of this institution, which serves at-risk girls and teens. SQM also signed an agreement to finance the implementation of Casa Alma Santa María de la Florida in Santiago and the improvement of facilities in Antofagasta. SQM employees and their families distributed gifts and sweets during a Christmas celebration in 2023 as part of a tradition established in Tarapacá.

María Ayuda Recognizes SQM

At the breakfast held to launch the initiative "Together for Children," SQM was recognized for its social work at María Ayuda home in Iquique. The event was held to identify companies that join efforts to improve Chile's residential facilities.



Teletón Agreement

SQM signed a collaboration agreement with Teletón in 2023, establishing ongoing corporate volunteer work to support and improve the experience of patients in the region. The alliance also includes initiatives that promote inclusion, sports and entrepreneurship and provides technical aids for families helped by the institution.

Representative of both entities visited the Iquique institute and its facilities, including rehabilitation areas, the orthosis and prosthesis workshop and the water therapy pool. They also met with mothers who are business owners and caretakers of children with disabilities who volunteer for and work with the local team affiliated with the Teletón. Over the past 12 months, Iquique's Teletón institution provided services to 884 children. The regional center celebrated its 26th year of work in rehabilitation of children and teens in Tarapacá.

POZO ALMONTE

Alcalde Sergio González High School in Pozo Almonte

In late 2023, in an effort to support technical-vocational education at Alcalde Sergio González High School in Pozo Almonte, SQM provided personal protective equipment (PPE) for professional internships and students' participation in the work world. It also donated materials to the school library in an effort to enhance the knowledge of future generations of students.

MARÍA ELENA

Humanities and Science Professional Technical High School in María Elena

SQM worked with high school chemistry students in grades 11 and 12 in 2023, holding weekly classes in Company laboratories at Coya Sur. The grade 11 students used smaller laboratories, and grade 12 students accessed larger ones. Their teachers were trained to keep them on the cutting edge of the industry and strengthen learning processes related to this field.

TOCOPILLA – MEJILLONES

Beach Clean-ups in Tocopilla and Mejillones

Our corporate volunteers participated in beach clean-ups in Mejillones and Tocopilla as part of International Beach Clean-up Day. The initiatives were led by the Chilean Navy in collaboration with the municipalities of the two communities. The goal was to cultivate environmental awareness among local children.



ANTOFAGASTA REGION

Open-door Policy

SQM's open-door policy has allowed communities and national and international entities to visit its non-metal mining operations in Salar de Atacama. The Company restored the policy in 2022, allowing various local groups to observe the work that it is doing in the area.

Over 180 visitors including residents, students, journalists, academics and researchers have had the opportunity to visit SQM's Salar de Atacama operations. These visits have allowed schools like Calama's Liceo América B-10 and San Pedro de Atacama's Lickan Antai Bicentennial School to learn about the lithium production process with the smallest carbon footprint in the world. Local individuals and groups like the Socaire community have also been part of these visits.

Australian Delegation Visits SQM

The Australian Chilean Chamber of Commerce (AUSCHAM) organized a visit to mining sites in northern Chile in collaboration with industry companies and suppliers, including SQM. A total of 30 high-ranking executives were part of the delegation. The executives visited SQM Salar de Atacama, the Lithium Chemical Plant in the La Negra sector and other mining facilities and sites over the course of three days. One highlight was the presence of Todd Mercer, Australia's Ambassador to Chile, and commercial attaché Nicholas Baker.

Technology, innovation and sustainability were the main topics discussed. Participants also shared experiences and addressed challenges, opportunities and solutions for improving the efficiency of operations over the next decade.

Portuguese Researchers Visit SQM

In 2023, in the context of partnerships with Universidad de Aveiro (Portugal) and Universidad de Antofagasta, we organized a visit to SQM's Lithium Chemical Plant in the La Negra sector of Antofagasta. During the visit, SQM Innovation and Development Manager Osvaldo Yañez and his team received representatives of Universidad de Antofagasta. They included Yecid Jiménez, Director of the Graduate School, and Pía Hernández, an academic from the Chemical Engineering and Mineral Processes Department, as well as Portuguese specialists. They discussed the lithium carbonate and lithium hydroxide production process.

Visit by Government Officials

SQM hosted Congressional Mining Commission members and other government officials, presenting the entire lithium mining process in situ to them at its facilities. The delegation included Mining Minister Aurora Williams, Undersecretary of Mining Suina Chahuán and Congressional Mining Commission members Sebastián Videla and Jovana Ahumada. The officials began their visit in San Pedro de Atacama with a tour of SQM's San Pedro de Atacama operations. They then traveled to the La Negra sector of Antofagasta to tour the Company's chemical plant.

Universidad de Antofagasta Graduate Student Delegation

Students from the Universidad de Antofagasta Engineering School's Mineral Process Engineering Graduate Program visited SQM's Salar facilities to learn about the production process. During the visit, master's degree and doctoral students received information about plant processes, security measures, hydrogeological characteristics of the salt flats, and productive and environmental aspects. They visited the evaporation pools and observed the production processes as part of an agreement between Universidad de Antofagasta and SQM in the context of the project "Platform for Advanced Sustainable Materials Production and Lithium Battery Manufacturing."

International Chemistry Day

SQM participated in International Chemistry Day as part of the initiative led by ASIQUIM. "Chemicals Industry Open Doors Day" was held for the first time. As part of this activity, SQM opened its doors to demonstrate the presence of chemistry in Chileans' daily lives. High school and university students, members of neighborhood councils and officials participated in the initiative. The Company showcased processes, raw materials, finished products, destinations and work systems. Attendees also learned about how these companies interact with communities and regional, national and international institutions and contribute to social and economic development.

TARAPACÁ REGION - ANTOFAGASTA REGION

Christmas with the Community

We participated in events in La Tirana and Bajo Soga (Tarapacá Region) in order to bring happiness, music and fun to hundreds of families along with Santa Claus and his friends. Participants enjoyed bouncy houses, playground equipment staffed by monitors, gifts, dances and more, making this opportunity to enjoy the holidays with family and community more meaningful.

We also attended the María Elena Therapeutic Greenhouse's holiday party, spending time with older adults from the community with the support of the Mr. Barber Foundation. Beneficiaries had the opportunity to spend time together and bring the activities implemented in the district to a close.

SQM also distributed Christmas sweets to over 2,000 children from the Ardillita, Estrellita del Pacífico and Javiera Carrera Preschools in Tocopilla. SQM volunteers have developed a tradition of bringing Christmas to over 500 children in San Pedro de Atacama, Toconao, Peine, Socaire, Talabre, Camar and Río Grande with the support of the company and Corporación PROLOA. For the past six years, SQM has distributed gifts and candy and organized activities to promote peace and love during the holiday season at these events.

In addition to celebrating the holidays with the children, participants shared a Christmas hot cocoa with 100 members of the Simón Benitez Senior Club. They also celebrated the holidays with over 40 people from the Jurique Rehabilitation Center. This is part of the Company's community engagement efforts in Salar de Atacama. The goal is to make the holidays more meaningful through work for and with the community.

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Health, Athletics, Wellbeing and Free Time

Over the past few years, health has been a topic of growing importance for the communities in which SQM has a presence and the Company itself. SQM has committed to providing quality care in remote areas, becoming a crucial ally for its neighbors and a source of support for public health and municipalities. The Company also has continued to support athletics in the communities near its operations, responding to requests made by institutions and associations to finance sporting events that promote physical activity and values associated with sports, such as teamwork and respect.

SQM recognizes that athletics contribute to physical health and play a key role in their overall development, especially that of young people. Athletics promote important skills such as perseverance, teamwork and respect, and provide recreational opportunities for communities during their free time.

The section that follows presents a summary of the main community projects undertaken by the Company as part of the "Health, Athletics, Wellbeing and Free Time" area. More details are provided in the SQM 2023 Annual Report.



POZO ALMONTE

Expansion of the La Tirana Rural Hospital

The expansion of the La Tirana Rural Hospital in Pozo Almonte was completed in July 2023 thanks to the support of SQM, the regional government, the Regional Health Ministry Directorate, the Pozo Almonte Municipal Social Development Corporation (Cormudespa) and the municipality. The installation of eight containers allowed the capacity of the hospital to increase in order to meet the high demand for services among local residents. A space for Red Cross volunteers was added, and kits containing hand sanitizer and masks were distributed. The facility will provide services 24 hours a day in coordination with emergency medical services (SAMU) to handle urgent cases.

HUARA – IQUIQUE – POZO ALMONTE

The Smile Route Project

The Smile Route Project was launched in 2021 to address the lack of dental care available to children, providing the treatments required to keep their mouths healthy and pain-free. The Smile Route Project also offers participants and their families information designed to promote good oral health habits at home.

The program's coverage was expanded in 2023 to more districts in Iquique and Pozo Almonte and to Pisagua, Bajo Soga and Huara. Agreements were established with local municipal governments. Approximately 668 services were provided during the first half of 2023 in five schools, four in Pozo Almonte and one in Chanavayita.

PISAGUA – BAJO SOGA – HUARA – POZO ALMONTE – LA TIRANA – LA HUAYCA

Mobile Clinic in El Tamarugal

According to the International Agency for Research on Cancer (IARC), there are 55 cases of breast cancer for every 100,000 Chilean women. This underscores the importance of early detection for reducing deaths caused by this disease. In an effort to improve the quality of life of women in Tamarugal Province, SQM partnered with the Huara and Poco Almonte districts through an agreement with the Arturo López Pérez Foundation to offer preventative mammograms in locations such as Pisagua, Bajo Soga, Huara, Pozo Almonte, La Tirana and La Huayca in January and February 2023.

Foundation professionals also delivered talks on prevention and early detection of breast nodules and cysts, encouraging women to perform breast self-exams in order to decrease the alarming rates of breast cancer in the country. A total of 422 women participated in this mobile operation.



TOCOPILLA

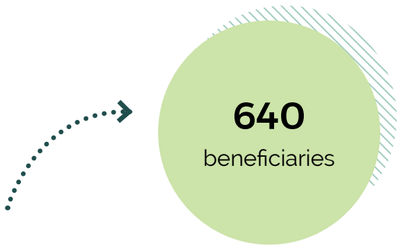
Support for the Tocopilla Sports Club

SQM supports the Tocopilla Sports Club through the Sports Donations Law, supporting soccer academies for children ages 8 to 14. The initiative covered a total of 60 participants. The club engages in district and inter-district work that includes constant monitoring and free registration in its children's soccer academies, which are led by a multidisciplinary technical team that ensures that the children receive comprehensive training. The academies meet three times each week for a total of four hours per week over the course of eight months.

In 2023, SQM continued to support the club's work with children and teens through football practices focused on improving participant's technical and tactical training.

Mini World Cup in Tocopilla

A highly successful Mini World Cup was held in Tocopilla during the summer of 2023. The 59th such competition was organized by the Neighborhood Sports League and sponsored by the Municipality of Tocopilla and SQM. Sixteen adult and children's teams participated in the tournament, benefiting 640 people (320 adults and 320 children). The competition was held at the Alexander Kurtovic Complex and benefited from the support of local leaders. Approximately 50,000 people attended this version of the competition.



Sowing Health

We support Dr. Pedro Ziede's efforts to work with his team and volunteers to provide services at Marcos Macuada Community Hospital. Thanks to "Sowing Health," which was led by the Universidad de Antofagasta doctor, 20 local residents were able to undergo surgery. Atotal of 12 procedures were performed on children, including removal of adenoids and tonsils, phimosis and frenectomies as well as eight surgeries performed to sterilize adults. A total of 31 patients were served, and wait times were reduced at the hospital. Overall, 43 ultrasounds (abdominal and reno-vesical) were performed by radiologists.

MARÍA ELENA

Therapeutic Greenhouse

Thanks to the work of district, municipal and SQM volunteers, this project was inaugurated in 2023. The effort was led by the Mr. Barber Foundation, which promotes the development of communities and older adults, allowing them to acquire new skills and technical tools and practices related to sowing and growing food and improving their wellbeing.



María Elena Cultural Space

In late 2023, older adults opened a new cultural, recreational and sustainable space in María Elena. The opening ceremony celebrated pampa culture and local traditions, giving the public an opportunity to experience María Elena's therapeutic greenhouse. A group of older women meet at the facility to promote social cohesion through farming, culinary, podcasting and self-care focused activities.

The space was built out of recycled materials donated by local residents, older adults who are part of the therapeutic greenhouse, and SQM's corporate volunteers. Interaction and teamwork were keys to the success of the long-awaited community project.

SAN PEDRO DE ATACAMA

Medical Specialties Operation, Atacaman Women's Alliance

A new medical specialties operation was organized in January 2023 in order to ensure that patients receive ongoing care and monitoring. Four operations were implemented over the course of the year for a total of 3,160 services provided.

The operation included the provision of services in San Pedro de Atacama, Peine and Toconao by specialists in the fields of traumatology, pediatrics, internal medicine, dermatology, gynecology, ophthalmology, radiology for breast exams, urology, physical therapy, phonoaudiology and opthalmologic medical technology. Various examinations were performed, including X-rays, ultrasounds, hearing tests and breast exams. The initiative was the result of the collaboration of SQM, the Atacaman Women's Alliance Committee, the San Pedro de Atacama Family Health Center and the Traesol Foundation.

3,160
direct services provided

Cancer Prevention Operation, Atacaman Women's Alliance

A new operation was launched with the Traesol Foundation sin 2023 in Salar de Atacama. It was designed to continue to promote early detection of breast cancer. In addition to providing follow-up services for the medical specialty appointments offered in January, 86 women were transported to Calama for mammograms. The operation included "educational tunnels" on breast, skin, cervical and uterine cancer, papilloma and teen pregnancy. A total of 1,004 people participated in the initiative. Seven semaphores were installed to raise awareness about skin cancer, and glasses and hearing aids were distributed to patients in need.

1,004
participants

SAN PEDRO DE ATACAMA

Mobile Dental Clinic in Salar de Atacama

SQM organized a Mobile Dental Clinic that provides free services to communities in San Pedro de Atacama. The program began in Camar in February 2021 and has subsequently expanded to Talabre, Toconao and Socaire. The clinic continued to provide services in several locations in 2023. The greatest demand was reported in San Pedro de Atacama. In total, 4,121 services were provided with 6,848 appointments or requests for an average of 343 services per month.

The clinics offered specialized dental consults and services such as teeth cleanings, root canals, extractions, reconstructions, crowns, porcelain teeth, fillings, implants and replacements of dental pieces in response to the needs of the community. The clinic trucks have an x-ray room for intraoral exams, bathroom, an umbrella for the waiting area, stairs and a platform to facilitate access to individuals with reduced mobility, allowing for efficient dental treatments and diagnoses to be offered even on weekends.



Community Pharmacy

The San Pedro de Atacama Community Pharmacy project is the result of a community initiative supported by the Company and the Municipality of San Pedro de Atacama and executed by Fracción. It is expected to benefit over 10,000 people by providing lower cost medications, particularly those covered by the Cenabast Law and those in the bioequivalent or generic category, which are currently not available in the district.

One noteworthy characteristic of the community pharmacy is home delivery in seven towns including some located more than two hours from San Pedro de Atacama. The pilot plan began in Socaire and will be expanded to other towns. Home delivery is completed using an electric vehicle, which contributes to the project's sustainability.

Measuring Social Impact in Chile Challenge

The "Measuring Social Impact in Chile Challenge" was launched with the support of SQM, Hub Apta and Farmacias Fracción. The initiative is designed to leverage academic research and knowledge to quantify the social impact of Fracción, which opens pharmacies in isolated areas and economically vulnerable communities.

The member organizations are active in the fields of technical training, consulting and university education. Clio Dinámica won the challenge and will measure the social impact of Fracción pharmacies in three isolated areas: San Pedro de Atacama, Antofagasta Region; Vichuquén, Maule Region; and Cochamó, Los Lagos Region.

100% "Fraccionín" Vehicle

Fraccionín, a 100% electric vehicle for older adults and individuals with reduced mobility, was introduced to residents of Salar de Atacama in 2023.

Its first tour of the area was organized in collaboration with the Socaire Older Adult program. The electric van visited the community, and delivered medications to 15 women in their homes, showcasing the vehicle's autonomy.

SAN PEDRO DE ATACAMA

Collaborative Work with the Cucuter Community

We continued to work on our collaboration with the Cucuter community to prune and clean tamarugo trees in the northeastern part of Ayllu near the road to San Pedro de Atacama. The initiative is designed to include the area in the routes for various projects, including tourism and tamarugo-related products in addition to providing jobs for local residents.

The Company reached an agreement with Cucuter's Ayllu Irrigation Group 6 to develop a project to close the local perimeter. The initiative involves an investment of MCh$ 22.

In summary, the community work conducted in 2023 includes:

- Execution of the Seasonal Job Program, which supports efforts to rehabilitate tamarugo forests in the area.
- Acquisition of inputs for local farming and livestock raising.

Toconao Soccer Academy

During the first half of 2023, the Toconao Professional Soccer Academy began its second year of theoretical and practical classes and teamwork. Children and teens from Toconao took part in the initiative. Its goal is to address new conflicts related to sports, such as increasing competitiveness during training and events and promoting participation in local and regional tournaments.

Soccer is one of the most important sports in the region, which hosts both adult leagues and baby football tournaments. The sport is practiced by a significant number of children and teens. The academy offers an opportunity to train future athletes thanks to their parents' initiative in collaboration with Sport Calama, SQM and with the support of the Andean Peoples Soccer Association (AFPA):

The academy welcomed approximately 70 players ages 14 to 18. It promotes values like teamwork, tolerance, clean play, solidarity, group work, persistence and support for students' comprehensive development in collaboration with local schools.

Baby Football Championship: Alto Jama Family Meeting

The second Alto Jama Baby Football Family Meeting was attended by over 200 children and hosted 27 teams from the district divided into men's and women's teams and age-specific groups for children aged 6 to 9, 10 to 12, and 13 to 15. The tournament attracted teams from San Pedro de Atacama, Camar, Toconao and Taira. It stood out as an unprecedented initiative for Alto Jama residents that began with a neighborhood council and managed to attract many youth athletes from the area.

Activities with Senior Citizens Program

The Senior Citizens Program was launched in late 2022 in order to create and develop activities for older adults in the district of San Pedro de Atacama. During the first stage, workshops and recreational activities were organized to promote healthy aging, motivation and well-being in older adults. They also facilitated the exchange of knowledge and strengthened connections to the community and participants' families.

During the first half of 2023, textile arts and weaving workshops were held along with the "Embroidering My Town" program in collaboration with senior organizations and clubs. Participants also played "Lota Loa Años Dorados" board games in an effort to stay active and strengthen community.

Simón Benítez Senior Club

The Simón Benítez Senior Club successfully completed its participation in arts workshops sponsored by SQM with the inauguration of the "Our Mother Earth" mural. During the events, participants created a piece that narrates the story of its founders and reflects the Salar de Atacama world view.

The process of creating the mural was as important as the result. Its design and execution were developed collectively by the club members and their teachers, all of whom are renowned Chilean artists. This experience allowed older adults to participate in a meaningful artistic project. SQM plans to bring this initiative to the San Lorenzo Senior Club in the community of Socaire.

ANTOFAGASTA - TOCOPILLA

Antofagasta Bodyboard Festival

The 11th version of the Antofagasta Bodyboard Festival was held in 2023. The event attracted athletes from over 15 countries.

This year's festival included the region of Tocopilla in its regional circuit to showcase the the area's high-quality waves, which are still largely unknown to many bodyboarders/athletes. Beyond promoting the sporting careers of local competitors, Tocopilla and Mejillones were included in the Antofagasta qualifying circuit to highlight the coastline and the surf of the different municipalities in the region, promoting sport and public involvement through culture and sport.

The festival was held March 4 and 5 in Tocopilla. Riders spread out across the Antofagasta Region to take on the challenge of Barrancón, a spot located 40 kilometers north of the city. The competition started early, with over 70 competitors turning out to defend the scores they had earned in Mejillones.

The Antofagasta circuit was completed in May, with the top competitors participating in various categories. This festival is one of the most noteworthy international events held in northern Chile. It inspires a great deal of interest worldwide because of its variety of competition categories.

Members of the public attended activities in Tocopilla and Antofagasta, learning about ecology, tourism, local culture and social awareness around the importance of protecting the coastline.

TARAPACÁ REGION - ANTOFAGASTA REGION

Support for Sports Organizations

SQM supported 63 sports organizations in the Antofagasta and Tarapacá Regions in 2023. Its initiatives included implementing equipment and infrastructure, awards for tournaments, transportation costs and training activities. In collaboration with Factor de Cambio Foundation, the Company supported over 500 athletes, backing competitive, educational and recreational activities. The goal is to promote physical activity in order to meet the needs and interests of local residents, creating partnerships with institutions to optimize resources and promote the development of athletics in northern Chile.

E-Kart Races Revved Engines in Pozo Almonte, María Elena, Tocopilla and San Pedro de Atacama

IQUIQUE **TOCOPILLA** **SAN PEDRO DE ATACAMA** **MEJILLONES**
POZO ALMONTE **MARÍA ELENA** **ANTOFAGASTA**

The 2023 E-Karts tour of northern Chile included cities like Iquique, Pozo Almonte, Tocopilla, María Elena, San Pedro de Atacama, Mejillones and Antofagasta. Children and teens ages seven to 18 had the opportunity to drive e-vehicles around a course with guidance from Chilean race car driver Eliseo Salazar.

The events were held in university parking lots, plazas and other locations, which generated a great deal of enthusiasm among local residents. The initiative is the result of a partnership between Eliseo Salazar and SQM designed to promote the benefits of electromobility and its development in the region.

NATIONAL

"We're the Future" Championship

We sponsored the "We're the Future" national U12 interscholastic soccer tournament, which included teams from 24 schools from Arica to Porvenir. The host institution was the ANFP's Quilín Athletic Complex. Each delegation had 10 players, and they competed for four days using futsal rules. The winning team received a trip to Brazil to compete for the Youth Futsal World Cup in Foz de Iguazú in December 2023.



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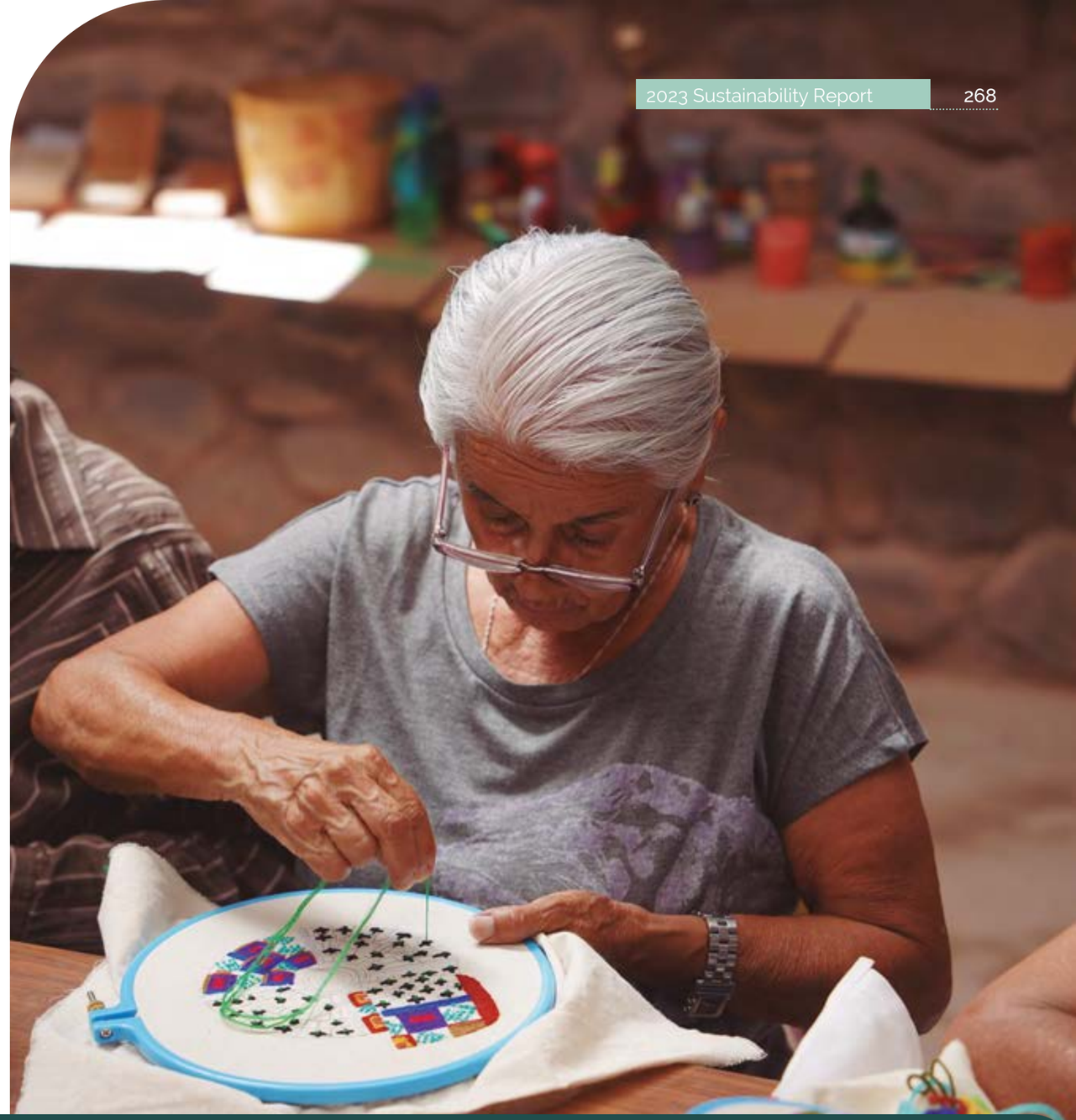
Conservation of Cultural and Historical Heritage

We have worked with the Humberstone and Santa Laura Nitrates Museum Foundation, the Chacabuco Nitrates Museum Foundation, the Pedro de Valdivia Nitrates Museum Foundation and the Huanchaca Ruins Foundation for years, providing economic resources and our experience and having an active presence on each of their boards.

As heirs to saltpeter culture, we have participated in historical preservation initiatives in the Tarapacá and Antofagasta Regions, contributing resources for the operation of museums and historical sites like the Santiago Humberstone and Santa Laura Saltpeter Works, the María Elena Foundation and the Huanchaca Ruins Foundation. We also supported complementary projects focused on keeping those sites and museums current.

Our commitment also extends to areas located near our operations, where archaeologists record vestiges of pre-Hispanic and historical cultures using prevention and mitigation measures to protect them. During pre-construction operations at Orcoma in the Huara district, we began heritage work in accordance with the regulations of the National Monuments Council.

The section that follows presents a summary of the main community projects undertaken as part of the "Conservation of Cultural and Historical Heritage" approach. More details are provided in the SQM 2023 Annual Report.



IQUIQUE

"Together for More Safety in Historic Iquique" Program

Nearly 500 security cameras were distributed to neighborhood councils in central Iquique as part of this project. It is sponsored by the Tarapacá Regional Federation of District Unions and is being executed by Factor de Cambio Foundation and SQM with the support of the regional government. The cameras were placed in the homes of residents who live on 13 strategic blocks and capture movements on four different streets, contributing to police investigations.

The goal is to increase security in the area, training residents to use the tools and maintain effective communication in order to protect the historic neighborhood. The project will benefit approximately 7,875 people as well as public entities and businesses, and will ensure the security of people who move through the area each day by recording their movements.

POZO ALMONTE

Independence Day Celebration at Humberstone

A record 4,000-plus people, including entire families, tourists and visitors, traveled to Humberstone Saltpeter Works to take part in the 2023 Independence Day Celebrations. Attendees enjoyed a variety of traditional local games at the saltpeter works including *trompo* and *emboque*, competed in spoon and potato races and flew kits. They also played hopscotch and other games and enjoyed performances by La Carrero y su Bandita, the Wayna Wara Folk Dancing Group and the *cueca* group Las Challeras.

The event included music and juggling workshops and performances by the brass band Los Humildes. The celebration, "The Pampa Sky Is Full of Colors," became part of the Tarapacá independence day celebration. The Nitrates Museum Foundation organized the event with the support of SQM through the Cultural Donations Law.

QUILLAGUA

Quillagua Professions Production Program

The program seeks to revitalize heritage professions in Quillagua by promoting skills and spaces for the transmission of knowledge and sales with the support of Fundación ONA and SQM. Training in woodworking was offered in 2023 with sculptors and woodworkers from southern Chile, introducing new techniques for carving algarrobo for weaving activities. Chamber tombs called *navetas*, needles and other elements of high aesthetic quality were also made. The group is developing technical sheets for a collection of products for the table and kitchen called "Nostalgia," with adjustments to wood scales, finishings and resolution.

Weaving equipment was improved by purchasing quality looms for each user along with combs and other tools and bags for transporting and storing woven pieces. An Andean Cordage course was offered by textile artisan Irma Panire in order to teach ancient and pre-Hispanic textile techniques. The course is designed to develop a collection with commercial potential and to consider the addition of other techniques in the future.

The Nostalgia Collection

During the celebrations of San Miguel Arcángel, the patron saint of Quillagua, tourists and local residents enjoyed an exhibition in the Nostalgia Collection plaza where local artisans presented their wood and textile works. Carved objects and textiles such as scarves, shawls and blankets stood out because of their unique designs and entirely hand-done work, which reflects local Aymara cultural heritage.

The Aymara community recognized SQM's numerous Quillagua initiatives during the civic ceremony. These efforts include productive development, education and culture, promoting healthy living and heritage conservation, all of which contribute to local shared social value.

MARÍA ELENA

María Elena Foundation

We continued to support the María Elena Foundation, which strengthens the municipality's social and heritage development. It focuses on improving housing, restoring heritage building and improving public spaces like plazas and athletic fields based on the needs identified by community members. The income that the foundation generates is reinvested in the community by funding projects aligned with specific action areas.

Pedro de Valdivia Saltpeter Works

June 2023 brought the anniversary of the Pedro de Valdivia Saltpeter works. We held an event that hosted former workers from throughout the Antofagasta Region. Participants enjoyed the magic of the site, which is known for the important role that it played during the heyday of the nitrate industry. Participants revived traditions and the unique saltpeter works lifestyle, cleaning up, painting façades and organizing various areas.

The event was part of a management plan that was co-created between SQM, the Municipality of María Elena and organizations linked to Pedro de Valdivia. The plan is designed to protect heritage sites and organize service spaces. It included installing 72 signs, distributing 5,000 brochures with maps and staffing the facility with 10 caretakers to protect the main heritage structures.

Religious Dances

In partnership with the Nitrates Museum Foundation, SQM provided significant economic support for the recovery and appreciation of popular religion in the pampa region, supporting religious dances at María Elena, the last active saltpeter office. The goal of the initiative was to promote activities related to local identities, particularly their intrinsic manifestation as popular religious activities.

SQM sponsored a total of 24 religious dances performed by groups from María Elena and Pedro de Valdivia. The effort included repairing and restoring the religious dances museum house, installing museographic information, transporting the dancers, building an enclosure in La Tirana and producing a documentary on the Tirana Chica celebration in María Elena. The Religious Dances Museum opened to the public in August 2023 during the La Tirana Chica celebration. It showcased traditional dance clothing from Pedro de Valdivia and María Elena.

POZO ALMONTE – TOCOPILLA – MARÍA ELENA

Heritage Day

SQM has over 50 years of history in northern Chile and has made significant contributions to the recognition of ancestral cultures and saltpeter heritage in the region. Each year, it takes part in the national celebration of Heritage Day, an effort led by the Ministry of Cultures, the Arts and Heritage, through various activities aimed at rescuing heritage.

Its 2023 activities included a virtual live tour of the Pedro de Valdivia office. Stories from the saltpeter era celebrated the wealth of heritage and traditions linked to this historical site. There was a virtual cooking class that sought to highlight the meals that saltpeter families enjoyed in northern Chile. There was also a virtual tour titled "María Elena: Bastion of Pampa Splendor." It presented stories from the region and experiences lived in this renowned town located in the Antofagasta Region.



TOCOPILLA – QUILLAGUA – MARÍA ELENA

Tocopilla Province Soccer Film Festival

The second edition of the Tocopilla Province Soccer Film Festival organized by the Chilean Chamber of Construction's Cultural Corporation and sponsored by SQM was held April 21-24, 2023. The festival included screenings of films like *Pena máxima*, which was based on the book of the same name by Santiago Roncagliolo; *The Making of Mi Amigo Alexis*, about the film featuring Alexis Sánchez; *Bend It Like Beckham*, directed by Gurindar Chadha; and *Pelé: Birth of a Legend* by directors Jeff and Michael Zimbalist.

The event also featured the short film that won the first edition, Rubén Martínez's *Un tesoro, 60 años* with the presence of Humberto "Chita" Cruz, a member of the 1962 Chilean national team. Nine other shorts made in Tocopilla were also screened in the local theater, and the festival also featured a talk with Jean Beausejour and Gonzalo Fouillouix. The event also included the towns of María Elena and Quillagua.

Short Film Competition

The second version of the Tocopilla Soccer Film Festival's Short Film Competition was launched in 2023. It featured new categories and prizes in excess of MCh$ 1 as well as the change to have a film broadcast by Emol TV. There were five categories in the competition: General Short, Tocopilla, University Students, Social Media and High School Students. Participants were able to use various devices to record their material, including cell phones, digital cameras, action cameras, tablets and video cameras. They could also use external tools to edit the videos.





TOCOPILLA

The Little Lighthouse Intercultural Carnival

This event was organized by the Municipality of Tocopilla with the support of SQM. The purpose of the cultural, heritage and artistic event was to revisit two emblematic aspects of the district: "malesherbia tocopillana ricardi" (the little lighthouse) and the culture of the Chango people, which is why it is called "Farolito Costero." It also promotes the district's economic, tourism and heritage development. The carnival included a performance by the band Illapu and offerings from Tumbe, Tobas, Tinku, Caporal and Morenada cultural groups accompanied by brass bands and the local band Ecos.

SAN PEDRO DE ATACAMA

Art Workshops

In 2023, 60 residents of San Pedro de Atacama reflected their identity, creativity and heritage in their creations, which were presented at a certification ceremony as part of a celebration of their success in textile, embroidery and bottle reuse workshops. The initiative was sponsored by SQM and co-created with representatives of four neighborhood councils: Vilama, Los Algarrobos, Lickanantay and El Carmen. The event also featured the participation of the Simón Benítez Senior Club, which inaugurated the effort with a participatory mural.

The workshops involved overcoming challenges that highlighted the value of the process as much as the final result, as the participants could come together, share experiences and dream together of a better world.

Lickan Ckausama Heritage, Art and Book Fair

In 2023, SQM played a key role in the first Lickan Ckausama (Live People) Heritage, Art and Book Fair, which was held in the plaza of San Pedro de Atacama. The initiative was developed in collaboration with San Pedro de Atacama Parish and included regional and local government support and assistance from local businesses. SQM had a presence in several key moments of the event, including the launch of the children's music album Ckunza by Ilia Reyes and books by Koke Pérez and Eva Siares. The winner of the adult and children's writing competition was announced, and the Ckunza Guide developed by Margarita Chocobar for students in grades 5 and 6 was presented.

Lalantur Tatai (Dream Friend) Writing Contest

The San Pedro de Atacama Heritage, Art and Book Fair organized by SQM featured the announcement of the winners of the Lalantur Tatai (Dream Friend) writing contest, which was designed to promote writing as a key tool for personal and local heritage development. The event included the participation of local families and various writers and teachers from the district. Five contest winners were announced, including two children in the Youth category and three winners from the Adult category. This successful event was part of the first edition of the fair. The initiative was organized by the local parish and financed by the regional government in an effort to promote reading, literature and writing in the territory.

International Zicosur Book Fair -San Pedro de Atacama

The first Zicosur (Filzic) International Book Fair was held in early 2023 in the plaza of San Pedro de Atacama. The four-day event featured a full slate of cultural activities. Attendees enjoyed workshops, discussions, storytelling events, theater, book signings and musical performances along with 40 modules with varied literary offerings and the participation of local artisans and makers. The fair also gave entrepreneurs a chance to promote elements linked to the territory's identity through their products.

It featured discussions and the presentation of the book "Catarpe Esencia del Pasado" by Eva Siares Flores. The author explores the origins and customs of the district. Local celebrities such as Hernán Rivera Letelier, Guillermo Parvex, Juan Andrés Salfate, Francisco Ortega and Fran Astrónoma were in attendance. Music played an important role in the initiative, and there were performances by artists like Margarita Chocobar, Cantando Aprendo Hablar, Calaukán and Son de Calle. The first version of Filzic in San Pedro de Atacama was presented by SQM in collaboration with the Municipality of San Pedro de Atacama.

Textile Map of Salar de Atacama

The piece "Textile Map of Salar de Atacama" was presented at a certification ceremony. It is the result of a collaborative effort led by artist Max Sepúlveda. The piece was created during artistic mediation events in which Atacaman embroidery techniques were shared. Participants had the opportunity to reflect their memories on the map, and intervened in public spaces in towns like Socaire, Río Grande and San Pedro de Atacama. The piece will be presented in Santiago in order to highlight the art collective created in the heart of Salar de Atacama neighborhood councils.

SAN PEDRO DE ATACAMA

Recovering the Alto El Loa Atacaman Indigenous Museum

A major mudslide damaged Lasana in 2023, significantly impacting the museum, which is located in the heart of the town. SQM contributed to the remodeling of the facilities so that this important community space could be reopened and feature material testimony to the evolution of Atacamans and their landscape for educational and research purposes. This comes in addition to government resources provided to the Alto El Loa Atacaman Indigenous Museum's Tourism Culture Corporation.

Support for Toconao Fire Station 3

Toconao Fire Station 3 requested training for high-altitude rescues due to the need to be prepared for risky situations in the area related to mountain climbing and hiking activities. The Company will buy equipment for the training programs and will hold mountain climbing workshops for local children ages 13 to 18 to provide better tools and knowledge for fire department volunteers.

Hotel Tockolen

Construction work began again in August 2023 following the cornerstone placement ceremony. The project is being built at an old SQM Salar camp location and features 33 rooms, a spa, meeting rooms, a pool and a tourism circuit that includes at least seven sites of interest including the Jere Valley and Alma. Training in English and tour guide skills was provided to community members. This unique initiative was developed in Toconao.

Tockolen means "the place near the Jere Valley" in Kunza. It will be the first community hotel in Chile and South America to be managed by an Indigenous community. It is slated to open in December 2024. The property, which SQM provided to the community free of charge, is meant to highlight identity elements that are meaningful to local residents, such as the protection of traditions, rural art, the astral world view and community symbols, creating a new tourism and financial hub for the area.

The goal is to develop a community-based hotel project with local identity that offers opportunities to value the territory and local entrepreneurs and to increase learning in the field of hotel management and tourism. The initiative is aligned with the Community Life Plan and the principles of sustainability and territorial conservation.

SANTIAGO

Commitment to Electromobility

On its 160th anniversary, Firefighters of Chile signed an "Electromobility Commitment" with companies like SQM, Copec, BMW and KIA. During the event, the KIA electric vehicles that will join the command to transport officials on call to emergencies were presented.

The ceremony included the participation of representatives of the brands involved in the institution's electromobility project. The Santiago Fire Department signed an agreement with the companies that includes support for acquiring emergency vehicles, training on e-vehicle emergencies and the promotion of electromobility.

SQM also contributed ThUS$ 500 to Santiago Fire Station Five to purchase the first electric fire truck in Latin America, which is worth MUS$ 1.5. The vehicle has an adjustable suspension, can pump 3,500 liters of water per hour, and can carry up to nine people comfortably. It takes 45 minutes to charge its batteries, and it produces no noise when moving.



Partner Associations, Corporations and Institutions



SQM is a member of the following associations:

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Chilean Associations, Organizations and Institutions	Associate / Member	Board Member
Acción Empresas	●	○
Chilean Desalination and Reuse Association	●	○
Chilean Hydrogen Association (H2 Chile)	●	○
Association of Concentrated Solar Power Companies	●	●
Antofagasta Industrial Association (AIA)	●	●
Iquique Industrial Association (AII)	●	●
Chilean Industrial Chemical Association (ASIQUIM)	●	○
Australian Chilean Chamber of Commerce (AUSCHAM)	●	○
Belgian-Luxembourg Chamber of Commerce	●	○
American-Chilean Chamber of Commerce (AMCHAM)	●	○
Santiago Chamber of Commerce	●	○
Chinese-Chilean Chamber of Commerce, Industry and Tourism	●	○
Regional Council on Mining Safety (CORESEMIN) - Antofagasta	●	○
Regional Council on Mining Safety (CORESEMIN)) - Tarapacá	●	○
Chilena del Pacífico Foundation	●	●
Generación Empresarial Foundation (FGE)	●	○
Chilean Institute for Rational Business Management (ICARE)	●	●
Chilean Engineering Institute	●	○
Global Compact Network Chile	●	○
Chilean Federation of Industry (SOFOFA)	●	○
National Mining Society (SONAMI)	●	○

Note: Data in this table updated as of March 31, 2024.

Associate / Member: Organizations and institutions to which the company belongs and is an active member. This may include payment of membership fees or dues.

Board Member: Organizations and institutions to which the company belongs and holds a position on the executive board.

International Associations, Organizations and Institutions	Associate / Member	Board Member
Spanish Commercial Fertilizers Association (ACEFER)	●	●
Spanish Packaging Recovery Association (AEVAE)	●	○
International Fertilizer Industry Association (IFA)	●	○
World Iodine Association (WIA)	●	●
National Fertilizer Sales and Production Association A.C.(ANACOFER)	●	○
Belgian Electrotechnical Committee npo (BEC)	●	○
Drug, Chemical & Associated Technologies Association, Inc. (DCAT)	●	○
European Association for Storage of Energy (EASE)	●	○
Far West Agribusiness Association (FWAA)	●	○
Georgia Citrus Association	●	○
Independent Lubricant Manufacturers Association (ILMA)	●	○
International Lithium Association*	●	●
National Mastitis Council	●	○
Protermosolar	●	○
The Fertilizer Institute (TFI)	●	○
Clean Fuel Ammonia Association of Japan	●	○

Note: Data in this table updated as of March 31, 2024.

*The SQM representative is a member of the Executive Committee.

Partner Associations, Institutions and Foundations

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Tikopillan Cultural and Folk Group	○	○	○	●
Los Viejos Estandartes de Antofagasta Historical-Heritage Group	○	○	○	●
Los Chañares de Quillagua Youth Group	○	●	○	○
Renacer Esperanza Group, Pozo Almonte	○	●	○	○
Knowledge and Flavors of Quillagua Group	○	●	○	○
Ampara Lurata Social and Cultural Group, Pozo Almonte	○	●	○	○
APR Quillagua	○	●	○	○
Asociación Campamento de Ideas	○	○	○	●
Viejos Crack de San Pedro de Atacama Soccer Association	○	●	○	○
Soncor Farming and Irrigation Association	○	●	○	●
Toconao Farming and Irrigation Association	○	●	○	○
Association of Industrial Mining Suppliers (APRIMIN)	○	○	○	●
Aguas Blancas Indigenous Association	○	●	○	○
Juventud del Desierto Rural Aymara Indigenous Association	○	●	○	●
Pampa del Tamarugal Rural Indigenous Association	○	●	○	●
Celeste Indigenous Association	○	●	○	○
Tierra de Jehová Multicultural Indigenous Association	○	●	○	●
VILTI Toconao Fire and Rescue Brigade	○	●	○	○
San Pedro de Atacama Rural Drinking Water Committee (CAPRA)	○	●	○	●
Center for Public Studies	○	○	○	●

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Hijos de Pedro de Valdivia Center	○	●	○	○
Warakusi Andinas Traditions and Cultural Rescue Center, La Tirana	○	●	○	○
General Parent Association from Socaire School	○	●	○	○
General Parent Association from Toconao Education Complex	○	●	○	○
General Parent Association from Liceo A-16 Industrial Eulogio Gordo Moneo de Antofagasta	○	○	○	●
Puzzle Projection Women's Cultural and Social Center, Pozo Almonte	○	●	○	○
Simón Benítez Senior Center in San Pedro de Atacama	○	●	○	○
Achaches y Amautas de Séquitor Senior Center in San Pedro de Atacama	○	●	○	○
San Bartolomé Senior Center in San Pedro de Atacama	○	●	○	○
Antofagasta Sports Club	○	●	○	○
Iquique Sports Club	○	●	○	●
Tocopilla Sports Club	○	●	○	●
La Tortuga Sports Club	○	●	○	●
Maranata Cristo Viene Sports Club	○	●	○	○
Sporting Tocopilla Sports Club	○	●	○	○
SQM Salar Sports Club, Antofagasta	○	●	○	●
Unión Planta Sports Club, María Elena	○	●	○	○
Universidad Católica Sports Club	○	○	○	●
Villa Prat Sports Club	○	●	○	○

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Volleyball Sports Club of San Pedro de Atacama	○	●	○	○
Tomás Panirir Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Independent Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Lautaro Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Alto Jama de San Pedro y Ayllus Sports Club of San Pedro de Atacama	○	●	○	○
Uracán del Ayllu de Sequitor Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Chacarita del Ayllu de Solor Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Flamengo de Ayllus Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Oriente Coyo del Ayllu de Coyo Soccer Sports Club of San Pedro de Atacama	○	●	○	○
San Simón de Cucuter del Ayllu de Cucuter Soccer Sports Club of San Pedro de Atacama	○	●	○	○
San Antonio del Pueblo de Machuca Soccer Sports Club of San Pedro de Atacama	○	●	○	○
Norte Verde Sports Club of San Pedro de Atacama	○	●	○	○
Toconao Soccer Sports Club of San Pedro de Atacama	○	●	○	○
F.C. Soccer Sports Club Maracaná of San Pedro de Atacama	○	●	○	○
Bolívar Sports Club of San Pedro de Atacama	○	●	○	○
Gustavo Lepage Sports Club of San Pedro de Atacama	○	●	○	○
San Roque de Peine School	○	●	○	○
Sagrada Familia School - Tocopilla	○	●	○	○

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Don Bosco Industrial Technical High School in Calama	○	●	○	●
Don Bosco Industrial Technical High School in Antofagasta	○	●	○	●
Tocopilla District Civic Prevention and Emergency Committee	●	○	○	○
San Pedro de Atacama District Civic Prevention and Emergency Committee	○	●	○	○
Camar Atacameña Community	○	●	○	●
Catarpe Atacameña Community	○	●	○	
Rio Grande Atacameña Community	○	●	○	●
Socaire Atacameña Community	○	●	○	●
Talabre Atacameña Community	○	●	○	●
Toconao Atacameña Community	○	●	○	●
Cucuter Atacameña Community	○	●	○	○
Puna de Tocol, Alis, Cleste and Puques Atacameña Indigenous Community	○	●	○	○
Quillagua Aymara Community	○	●	○	●
Huatacondo Quechua Indigenous Community	○	●	○	●
Brotes de Mi Tierra Folk Group - María Elena	○	●	○	●
Quillagua Hydroponic Rural Farmers' Cooperative	○	●	○	●
Altura Lickanantay Winemakers' Cooperative	○	●	○	●
Corporación Acción Solidaria Tocopilla	○	●	○	●
The Cultural Corporation of the Chilean Chamber of Construction	○	○	○	●
La Toma Cultural Corporation	○	○	○	●
Antofagasta Region Mining Cluster Corporation	○	●	○	●

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Norte Grande Research and Development Corporation	○	○	○	●
G100 Support for Entrepreneurs Corporation	○	○	○	●
Alto Hospicio Athletics, Culture and Productive Development Municipal Corporation	○	○	○	●
Antofagasta Municipal Foundation for Social Development	○	●	○	○
Nitrates Museum Foundation	●	●	●	●
Chacabuco Nitrates Museum Foundation	●	●	●	●
Pedro de Valdivia Nitrates Museum Foundation	●	●	●	●
National Forestry Corporation (CONAF) Antofagasta	○	○	○	●
National Forestry Corporation (CONAF) Tarapacá	○	○	○	●
URAC Tocopilla Foundation	○	●	○	○
Proloa Corporation	○	●	○	○
Antofagasta Fire Department	○	●	○	○
Iquique Fire Department	○	●	○	○
Pozo Almonte Fire Department	○	●	○	○
Tocopilla Fire Department	○	●	○	○
Toconao Fire Department	○	●	○	○
Santiago Fire Department	○	●	○	○
Hydraulic Works Bureau (SSSR-DOH Antofagasta)	○	○	○	●
Arturo Prat Chacón School in Tocopilla	○	●	○	○
Casa del Sol Primary School, La Huayca	○	●	○	○
Ignacio Carrera Pinto Primary School in Quillagua	○	●	○	○

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
G-40 Primary School, Pisagua	○	●	○	○
La Tirana Primary School	○	●	○	○
Bernardo O´Higgins School in Tocopilla	○	●	○	○
Carlos Condell School in Tocopilla	○	●	○	○
Arturo Perez Canto School D-133 in María Elena	○	●	○	○
School E-21 in the Toconao Education Complex	○	●	○	○
School E-26 in San Pedro de Atacama	○	●	○	○
School G-15 in Solor	○	●	○	○
School G-22 in Camar	○	●	○	○
School G-27 in Peine	○	●	○	○
School G-29 in Talabre	○	●	○	○
School G-30 in Socaire	○	●	○	○
Gabriela Mistral School in Tocopilla	○	●	○	○
Oasis en el Desierto School in Pintados	○	●	○	○
Pablo Neruda School in Tocopilla	○	●	○	○
Río Grande School	○	●	○	○
Activación Laboral Foundation	○	○	○	●
Arturo López Pérez Foundation	○	○	○	●
Fundación Chile	○	●	○	○
Creando Valor y Apoyo Foundation	○	●	○	○
Crecer con Identidad Foundation	○	●	○	●
San Pedro de Atacama Cultural Foundation	○	●	○	○

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Tocopilla Municipal Cultural Foundation	○	●	○	○
Desafío Levantemos Chile Foundation	○	●	○	●
Beneficencia Pública y Educacional VOA Foundation	○	○	○	●
Fundación del Agua	○	○	○	●
Choshuenco Educational Foundation	○	○	○	●
Mining Region Educational Foundation	○	○	○	●
Eliseo Salazar Foundation	○	○	○	●
Emplea Foundation	○	○	○	●
Enseña Chile Foundation	○	●	○	●
Factor de Cambio Foundation	○	●	○	●
Fracción Foundation	○	●	○	●
Guadalupe Acoge Foundation	○	●	○	●
Hogar de Cristo Foundation	○	●	○	●
La Semilla Inspirada en la Obra de Don Bosco Foundation	○	●	○	●
María Elena Foundation	○	●	●	●
Miradas Compartidas Foundation	○	●	○	●
Mr. Barber Foundation	○	●	○	●
ONA Foundation	○	●	○	●
Emprendimiento Entrepreneur Foundation	○	○	○	●
Paz Ciudadana Foundation	○	○	○	●
Propaleo Foundation	○	○	○	●
Foundation for Ocean Protection	○	○	○	●

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Recrea Foundation	○	○	○	●
Recyclapolis Foundation	○	○	○	●
Huanchaca Ruins Foundation	○	●	●	●
Sonrisas Foundation	○	○	○	●
The Foundation for Overcoming Poverty	○	○	○	●
Teautismo Foundation Antofagasta	○	●	○	●
Traesol Foundation	○	○	○	●
Social Urbanism Foundation	○	○	○	●
Wayanay Foundation for Environmental Protection and Community Development	○	●	○	●
Chilean Engineering Institute	●	○	○	○
National Institute for Agricultural Development (INDAP)	○	●	○	○
Camaroncitos Preschool in Quillagua	○	●	○	○
Chañarcito Preschool in San Pedro de Atacama	○	●	○	○
Parinitas Preschool in Peine	○	●	○	○
Rio Grande Preschool	○	●	○	○
Estrellita del Pacífico Preschool, Tocopilla	○	●	○	○
Estrellita Mar Preschool, Pisagua	○	●	○	○
Hogar de Cristo Preschool	○	●	○	○
Javiera Carrera Preschool, Tocopilla	○	●	○	○
Lickananaty Preschool in Toconao	○	●	○	○
Lickananaty Preschool in San Pedro de Atacama	○	●	○	○
Miscanti Preschool in Socaire	○	●	○	○

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Paunna Lickan Preschool in San Pedro de Atacama	○	●	○	○
Sol del Norte Preschool in Camar	○	●	○	○
Sol del Desierto Inclusive School in María Elena	○	●	○	○
Alto Jama Neighborhood Council in San Pedro de Atacama	○	●	○	○
Peine Neighborhood Council No. 4	○	●	○	○
Altos del Mar Neighborhood Council	○	●	○	○
Ayllu de Solor Neighborhood Council in San Pedro de Atacama	○	●	○	○
Bajo Soga Norte Neighborhood Council, Huara	○	●	○	○
Colonia de Pintados Neighborhood Council	○	●	○	○
Conde Duque Neighborhood Council in San Pedro de Atacama	○	●	○	○
Juventud del Desierto Neighborhood Council, Pintados	○	●	○	○
María Elena Neighborhood Council	○	●	○	●
Victoria Neighborhood Council	○	●	○	○
El Algarrobal de Bajo Soga Neighborhood Council, Huara	○	●	○	○
El Carmen Neighborhood Council in San Pedro de Atacama	○	●	○	○
Los Algarrobos Neighborhood Council in San Pedro de Atacama	○	●	○	○
Lickanantay Neighborhood Council in San Pedro de Atacama	○	●	○	○
Licancabur Neighborhood Council in San Pedro de Atacama	○	●	○	○
Sequitor, Yaye and Checar Neighborhood Council in San Pedro de Atacama	○	●	○	○
Quillagua Neighborhood Council No. 1	○	●	○	●
San Pedro de Atacama Neighborhood Council No. 1	○	●	○	○
Huara Neighborhood Council No. 26	○	●	○	○

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Huara Neighborhood Council No. 3	○	●	○	○
Punta de Diamantes Neighborhood Council in San Pedro de Atacama	○	●	○	○
Toconao Neighborhood Council	○	●	○	○
Vilama Neighborhood Council in San Pedro de Atacama	○	●	○	○
Villa Prat Neighborhood Council	○	●	○	○
Lickan C-30 Agricultural High School in San Pedro de Atacama	○	●	○	●
Alcalde Sergio González Gutiérrez High School in Pozo Almonte	○	●	○	●
Domingo Latrille High School in Tocopilla	○	●	○	●
Eulogio Gordo Moneo Industrial High School in Antofagasta	○	●	○	○
William Taylor Methodist High School in Alto Hospicio	○	●	○	●
Oscar Bonilla High School in Antofagasta	○	●	○	●
Diego Portales Polytechnic High School in Tocopilla	○	●	○	●
Humanities and Science Professional Technical High School in María Elena	○	●	○	○
María Ayuda Charity Foundation	○	●	○	●
Municipality of Alto Hospicio	○	●	○	●
Municipality of Huara	○	●	○	●
Municipality of María Elena	○	●	○	●
Municipality of Pozo Almonte	○	●	○	●
Municipality of San Pedro de Atacama	○	●	○	○
Municipality of Tocopilla	○	●	○	●
Calama Museum of Natural and Cultural History	○	●	○	○
San Pedro de Atacama Municipal Labor Information Office (OMIL)	○	●	○	○

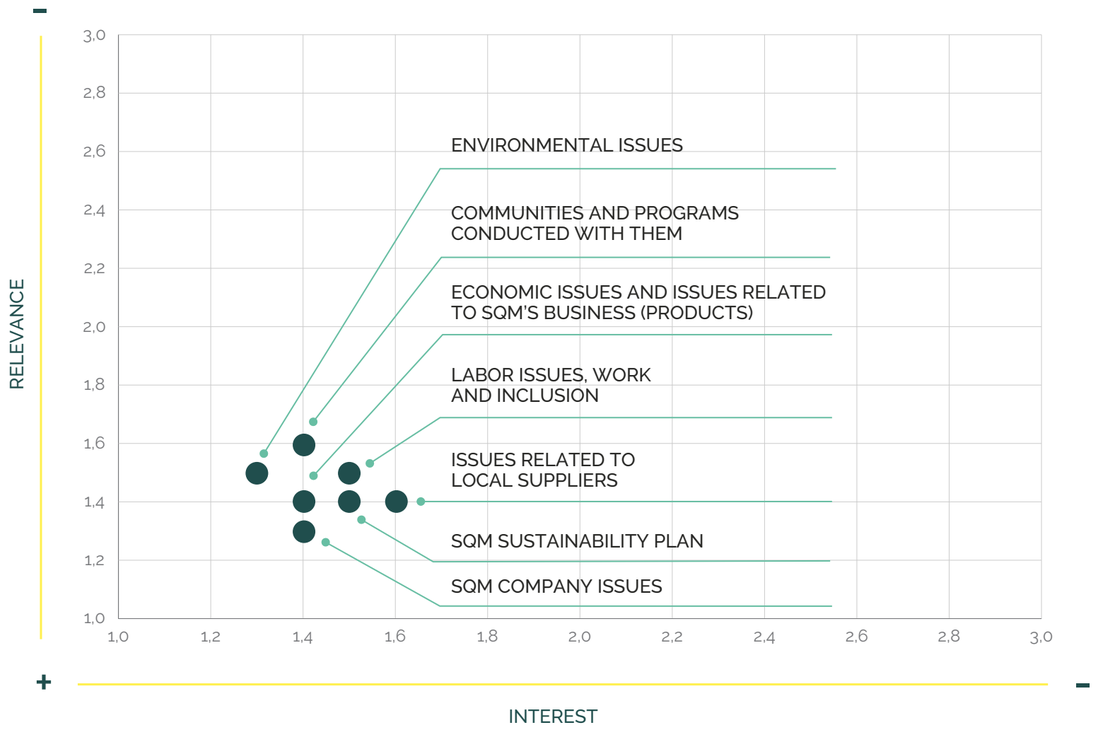
Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Simon of Cyrene Non-Governmental Development Organization	○	○	○	●
Papin Pahir in Talabre	○	●	○	○
San Pedro de Atacama Parish	○	●	○	○
“Nueva Esperanza” Independent Workers’ Union for Traditional Anglers, Divers, Shellfish Collectors, Shoreline Gatherers and Charterers of Chanavayita	○	○	○	●
“Nuevo Horizonte” Independent Workers’ Union for Seaweed Collectors, Shoreline Gatherers and/or Traditional Anglers of Chanavayita	○	○	○	●
Santiago Corte E. Independent Workers’ Union for Seaweed Collectors and Shoreline Gatherers of Chanavayita	○	○	○	●
Union No.1 for Independent Traditional Anglers and Shellfish Divers of Chanavayita Cove	○	○	○	●
Union No. 1 for Independent Coastal Freedivers of Caramucho Cove in Iquique	○	○	○	●
Union No. 2 for Independent Shoreline Gatherers and Traditional Anglers of Caramucho Cove	○	○	○	●
Union No. 1 of Independent Shellfish Divers and Workers in Similar Fields of Cáñamo Cove	○	○	○	●
Tocopilla Fishermen’s Union	○	●	○	●
Tocopilla Artisanal Miners’ Union	○	●	○	●
Society for the Aid of Disabled Children	○	○	○	●
Osada del Carmen Religious Society	○	●	○	○
Neighborhood Council Community Union, Tocopilla	○	●	○	●
Universidad Arturo Prat	○	●	○	●
Universidad Austral	○	●	○	●
Universidad Católica de Chile	○	●	○	●

Partner Institutions, Foundations and Corporations 2023	Associate / Member	Partner	Board Member	Agreement
Universidad Católica del Maule	○	●	○	○
Universidad Católica del Norte	○	●	○	●
Universidad de Antofagasta	○	●	○	●
Universidad de Chile	○	●	○	●
Universidad de Concepción	○	●	○	●
Universidad de la Frontera (UFRO)	○	●	○	●
Universidad del Desarrollo	○	○	○	●
Universidad de los Andes	○	○	○	●
Universidad de Tarapacá	○	●	○	○
Universidad Santa Tomás	○	●	○	●
Universidad Federico Santa María	○	●	○	●
Universidad Tecnológica de Chile, Professional Institute, Technical Training Center (INACAP)	○	●	○	●

10

Annexes

Community Evaluation, 2022 Sustainability Report



1
More important

3
Less important

Topics Addressed	Relevance	Interest
SQM corporate topics	1.3	1.4
Economic issues and issues related to SQM's business (products)	1.5	1.4
Labor, work and inclusion issues	1.5	1.4
Issues related to local suppliers	1.4	1.6
Environmental issues	1.5	1.3
SQM Sustainability Plan	1.4	1.5
Communities and programs implemented with them	1.6	1.4

Other material aspects mentioned (more than a mention)	No. of Mentions
Training programs and workshops in baking, pastry making, furniture making, digital marketing, education, weaving and curtain making, arts and crafts, technology and other fields.	11
Labor and productive development of the communities More employment with a focus on women	9
SQM Acknowledgments	5
Generating more assistance for older adults, distributing canes and wheelchairs, providing medical examinations and other services.	4
SQM does things well, interacting in a positive way with communities	3
Control, mitigation and safety measures in communities	2
Developing health including oral health with a focus on older adults	2
Addressing social issues	2
Organizing working groups	2

Material Aspects and Impacts

O CONTENT 3-2

Material Aspect: Fair Labor Practices

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Job creation	Employees	Employment	●	○	●	○
Increasing female workforce participation	Employees	Employment	●	○	●	○
Generating knowledge and job skills in women and men	Employees	Training	●	○	●	○
Creating and promoting labor diversity and gender equality	Employees	Employment	●	○	●	○
Decrease in traffic accidents	Employees/ Contracted workers/ Communities	Occupational Health and Safety	●	○	●	○
Improved occupational health and safety for employees and contracted workers	Employees/ Contracted workers	Occupational Health and Safety	●	○	●	○
Harm to people caused by occupational accidents and/or illnesses	Employees/ Contracted workers	Occupational Health and Safety	●	○	○	●
Non-compliance involving labor conditions	Employees	Employment	○	●	○	●
Discrimination and workplace harassment	Employees	Employment	●	○	○	●
Lack of respect for employee health and safety	Employees	Human Rights	○	●	○	●

Material Aspect: Community Relations

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Economic contribution to communities	Community / Shareholders and Investors	Economic Contribution	●	○	●	○
Enhancing student knowledge and job skills	Community	Training	●	○	●	○
Generation and promotion of economic and productive development in communities	Community / Contracted workers	Economic and Productive Development	●	○	●	○
Generation of knowledge and job skills in communities	Community	Training	●	○	●	○
Generation and promotion of social development in communities	Community	Social Development	●	○	●	○
Generation and promotion of knowledge and environmental skills in communities	Community	Training	●	○	●	○
Conserving natural and cultural heritage	Community	Conservation	●	○	●	○
Generation and promotion of inclusion in local communities	Community	Inclusiveness	●	○	●	○
Improving community health	Community	Health	●	○	●	○

Material Aspect: Community Relations

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Improving community quality of life	Community	Quality of Life	●	○	●	○
Generation and promotion of athletics in communities	Community	Quality of life / Sports	●	○	●	○
Decrease noise in communities	Community	Quality of Life	●	○	●	○
Improved planning for territories impacted by Company operations	Communities / Shareholders and Investors / Authorities	Economic and Productive Development	●	○	●	○
Improving community education	Community	Education	●	○	●	○
Decrease in community quality of life	Community	Quality of Life	○	●	○	●
Low economic contribution to communities	Community	Economic Contribution	○	●	○	●
Ignoring the concerns and questions raised by communities	Community	Engagement	○	●	○	●
Depriving communities of or failing to recognize ancestral rights to land and water	Community	Human Rights	○	●	○	●
Failing to respect free, prior and informed consultation conducted in good faith with Indigenous communities	Community	Human Rights	○	●	○	●
Damage to community infrastructure due to traffic accidents	Community	Quality of Life	○	●	○	●
Damage to natural, economic and cultural heritage	Community	Conservation	○	●	○	●

Material Aspect: Workforce Transformation and Challenges

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Increasing female workforce participation	Employees/ Community	Employment	●	○	●	○
Creating knowledge and job skills among men and women	Employees	Training	●	○	●	○
Creating and promoting labor diversity and gender equality	Employees	Employment	●	○	●	○
Decrease in traffic accidents	Employees/ Contracted workers/ Communities	Occupational Health and Safety	●	○	●	○
Creating and promoting inclusion in the mining industry	Employees/ Community	Inclusiveness	●	○	●	○
Discrimination and workplace harassment	Employees	Employment	●	○	○	●
Failure to respect affiliation to political parties, freedom of expression and thought and religious freedom	Employees	Human Rights	○	●	○	●

Material Aspect: Global Health and Nutrition Challenges

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Generation and Promotion of Innovation	Customers	Innovation	●	○	●	○
Positive societal contributions of our products	Customers / Community	Products	●	○	●	○
Generating and promoting scientific research	Customers	Scientific Research	●	○	●	○

Material Aspect: Human Rights and the Company

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Improving community health	Community	Health	●	○	●	○
Improving community quality of life	Community	Quality of Life	●	○	●	○
Improving community education	Community	Education	●	○	●	○
Creating and promoting labor diversity and gender equality	Employees	Employment	●	○	●	○
Improving the occupational health and safety of employees and contracted workers	Employees/ Contracted workers	Occupational Health and Safety	●	○	●	○
Creating and promoting inclusion in the mining industry	Employees/ Community	Inclusiveness	●	○	●	○
Decrease in communities' quality of life	Community	Quality of Life	○	●	○	●
Ignoring the concerns and questions raised by communities	Community	Engagement	○	●	○	●
Depriving communities of or failing to recognize ancestral rights to land and water	Community	Human Rights	○	●	○	●
Failure to respect free, prior and informed consultation conducted in good faith with Indigenous communities	Community	Human Rights	○	●	○	●
Failure to respect the right to affiliation to political parties, freedom of expression and thought and religious freedom	Employees	Human Rights	○	●	○	●
Lack of respect for employee health and safety	Employees	Human Rights	○	●	○	●

Material Aspect: Responsible Water Management

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Reduced water extraction	Community	Extraction	●	○	●	○
Availability of water in communities	Community	Availability	●	○	●	○
Decreased availability of natural resources such as water	Community	Availability	○	●	○	●
Depriving communities of or failing to recognize ancestral rights to land and water	Community	Human Rights	○	●	○	●
Pollution of water and/or groundwater	Community	Pollution	○	●	○	●

Material Aspect: Energy Management

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Development of energy efficiency	Employees/ Contracted workers/ Suppliers	Energy Efficiency	●	○	●	○

Material Aspect: Air Emissions

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Air pollution	Community/ Employees/ Contracted workers	Pollution	○	●	○	●

Material Aspect: Biodiversity

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Conserving natural and cultural heritage	Community	Conservation	●	○	●	○
Damage to natural, economic or cultural heritage	Community	Conservation	○	●	○	●
Impact on the use, management and conservation of natural resources in communities	Community	Impact	○	●	○	●
Impact on territorial biodiversity (flora and fauna)	Community	Impact	○	●	○	●
Soil pollution	Community	Pollution	○	●	○	●

Material Aspect: Climate Change

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Reduction of GHG emissions	Community/ Employees/ Contracted workers	Generation of GHG Emissions	●	○	●	○
Decrease in waste generation	Community/ Employees/ Contracted workers	Waste Generation	●	○	●	○
Promotion of recycling, development and promotion of the circular economy	Community/ Employees/ Contracted workers	Recycling and Circular Economy	●	○	●	○
Air pollution	Community/ Contracted workers	Pollution	○	●	○	●

Material Aspect: Product Responsibility and Innovation

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Generation and promotion of innovation	Customers	Innovation	●	○	●	○
The products' positive contributions to society	Customers / Community	Products	●	○	●	○

Material Aspect: Environmental Compliance

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Decrease in waste generation	Community/ Employees/ Contracted workers	Waste Generation	●	○	●	○
Pollution of the environment	Community	Pollution	○	●	○	●
Decreased availability of natural resources like water	Community	Availability	○	●	○	●
Low interest in protecting the environment	Community	Environmental Protection	○	●	○	●
Damage to natural, economic and cultural heritage	Community	Conservation	○	●	○	●
Impact on the use, management and conservation of natural resources in communities	Community	Impact	○	●	○	●
Pollution of water and/or groundwater	Community	Pollution	○	●	○	●
Impact on territorial biodiversity (flora and fauna)	Community	Impact	○	●	○	●
Air pollution	Community/ Employees/ Contracted workers	Pollution	○	●	○	●
Soil pollution	Community	Pollution	○	●	○	●

Material Aspect: Responsible Business Management

Impacts	Group Affected	Type of Impact	Real	Potential	Positive	Negative
Economic contribution to communities	Community / Shareholders and Investors	Economic Contribution	●	○	●	○
Generation and promotion of innovation	Customers	Innovation	●	○	●	○
The products' positive contributions to society	Customers / Community	Products	●	○	●	○
Creating and promoting scientific research	Customers	Scientific Research	●	○	●	○
Contributing to Chile's economic development	Communities / Shareholders and Investors / Authorities	Economic and Productive Development	●	○	●	○
Creating and promoting economic and productive development in communities	Community / Contracted workers	Economic and Productive Development	●	○	●	○
Conserving natural and cultural heritage	Community	Conservation	●	○	●	○
Improving planning in territories impacted by Company operations	Communities / Shareholders and Investors / Authorities	Economic and Productive Development	●	○	●	○
Improving the distribution of mining resources	Community	Economic and Productive Development	●	○	●	○
Developing and promoting local suppliers	Suppliers	Economic and Productive Development	●	○	●	○
Low economic contribution to communities	Community	Economic Contribution	○	●	○	●
Retaliation for filing complaints using the complaint channel	Employees	Employment	○	●	○	●

ESG Factor and Business Management

O CONTENT 3-3

We understand that the Environmental, Social and Governance (ESG) factor is related to SQM's business management and is integrated into the Company's risk management.



Fair Labor Practices

Why is it important to SQM?

It is important that SQM be a good employer and provide the necessary conditions for its employees' work and development, respecting human rights.

Relationship with risks

This is a strategic risk for SQM. Intellectual capital is the basis for our business based on development, innovation and product quality targets. Experience and competency are highly valuable for executing the business plan.

How we respond to it and actions -relationship to the business strategy

- Human resources areas that are highly specialized in managing people
- Development and retention plan and caring for our staff in regard to gender equity and equality.
- Compliance with current labor regulations

Our Goals (Medium- to Long-term)

- To reach the goal of having 25% female staff by 2025.
- To maintain operations that are free of accidents and generate conditions that provide daily safety for all workers. Furthermore, to promote a culture of self-care and responsible behavior with other people who work at SQM.
- To promote local work, offering an inclusive work environment and guaranteeing safe labor conditions for everyone.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-7/ 2-8/ 2-30/ 202-2/ 201-3/ 401-1/ 401-2/ 401-3/ 402-1/ 403-1 (2018)/ 403-2 (2018)/ 403-3 (2018)/ 403-4 (2018)/ 403-5 (2018)/ 403-6 (2018)/ 403-7 (2018)/ 403-8 (2018)/ 403-9 (2018)/ 403-10 (2018)/ 404-1/ 404-2/ 404-3/ 405-1/ 405-2/ 406-1/ 407-1/ 408-1/ 409-1/ Global Compact Principles 1, 2, 3, 4, 5 and 6/ SDG 1/ SDG 3/ SDG 4/ SDG 5/ SDG 8/ SDG 10/ SDG 11/ SDG 16/ SDG 17.

Community Relations

Why is it important to SQM?

SQM operations are located near towns with an Indigenous presence as well as farming, port and mining service communities. Due to the magnitude of its operations, SQM has interactions with neighboring communities. This generates expectations that it must manage through its community commitments and management plans.

Relationship with risks

A poor relationship with local communities could place the operational continuity of SQM's sites at risk.

How we respond to it and actions -relationship to the business strategy

- SQM has community relations programs as well as agreements and memoranda of understanding with most local communities. We engage with them through direct contact, working groups and other spaces.
- SQM makes commitments to the community through the RCA, which it must report on regularly.

Our Goals (Medium- to Long-term)

- To maintain and strengthen our relationship with neighboring communities on an ongoing basis.
- To support the development of communities through programs that give them tools based on four pillars: Education and Culture, Social Development, Cultural and Historical Heritage and Community Wellbeing, Health and Safety.
- To participate in development programs for local economies and sustainable development initiatives for neighboring communities.
- To be recognized as contributing to the creation of shared social value, building sustainable development and a good quality of life in partnership with the communities.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

411-1/ 413-1/ 413-2/ Global Compact Principles 1 and 2 / SDG 1 / SDG 2/ SDG 3/ SDG 4/ SDG 6/ SDG 7/ SDG 8/ SDG 9/ SDG 10/ SDG 11/ SDG 12/ SDG 13/ SDG 14/ SDG 15/ SDG 17/ Performance indicator (zero social conflicts)

Workforce Transformation and Challenges

Why is it important to SQM?

At SQM, we face the challenge of producing items in a sustainable and effective manner, constantly adapting to new ways of operating. We use innovation and technology to maintain our global leadership in health, nutrition and renewable energies, all of which are key for addressing climate change.

Relationship with risks

Over the past few years, we have faced unexpected changes in our operations and the global supply chain. This has led us to forge collaborative and resilient relationships with employees, critical suppliers and communities. Our relationships with each one of these parties are fundamental to ensuring the continuity of the business and our ability to provide consistent responses to a context that presents constant uncertainty.

How we respond to it and actions -relationship to the business strategy

- Human resources, supply chain and highly specialized communities.
- Employee development and retention plan and caring for our staff and their health, inclusion policy.
- Development programs for local suppliers in order to improve transportation times for sourcing and generate local capacities and employment, thus strengthening a local supply chain.
- SQM has community engagement programs as well as agreements and memoranda of understanding with most local communities. We engage with them through direct contact, working groups SQM and other spaces.
- SQM makes commitments to the community through the RCA, which it must report on regularly.
- To conduct supplier and supply chain assessments.
- To implement a website that allows for direct interaction with suppliers.

Our Goals (Medium- to Long-term)

- To maintain and strengthen our relationship with neighboring communities on an ongoing basis, promoting a development program with local suppliers who meet industry standards.
- To maintain operations that are free of accidents and healthy and that generate conditions that provide daily safety for all workers. Furthermore, to promote a culture of self-care and responsible behavior with other people who work at SQM.
- To promote local work, offering an inclusive work environment and guaranteeing safe labor conditions for all.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-6/ 2-7/ 2-8/ 2-30/ 201-3/ 202-2/ 204-1/ 401-1/ 401-2/ 401-3/ 402-1/ 403-1 (2018)/ 403-2 (2018)/ 403-3 (2018)/ 403-4 (2018)/ 403-5 (2018)/ 403-6 (2018)/ 403-7 (2018)/ 403-8 (2018)/ 403-9 (2018)/ 403-10 (2018)/ 404-1/ 404-2/ 404-3/ 405-1/ 405-2/ 406-1/ 407-1/ 408-1/ 409-1/ 413-1/ Global Compact Principles 1, 2, 3, 4, 5 and 6/ SDG 1/ SDG 3/ SDG 4/ SDG 5/ SDG 6/ SDG 8/ SDG 9/ SDG 10/ SDG 11/ SDG 12/ SDG 16/ SDG 17.

Global Health and Nutrition Challenges

Why is it important to SQM?

At SQM, we must produce our products sustainably and effectively while adapting to new codes around the world, innovation and technology on an ongoing basis. This allows us to continue to be global leaders in health, nutrition and renewable energy, which are key for addressing climate change.

Relationship with risks

- Direct impact on our employees' and partners' health and that of neighboring communities, operational continuity.
- It could have a significant negative impact on our revenue, profit and business if it affects the markets in which we operate, our customers or our suppliers.
- Innovation, technology and continuous improvement are fundamental to maintaining our global leadership position in industries such as healthcare and nutrition that are essential to facing climate change and the climate crisis.

How we respond to it and actions -relationship to the business strategy

- Implementation of technological tools to adapt the work to the specific characteristics of each area.
- We play a leading role in research, development and the application of green technologies that have an important impact on sustainability in production.
- Ensuring operational continuity makes SQM a technical specialist and preferred partner of its customers. We develop new products with characteristics and quality levels that push the boundaries of the unknown, giving us a window onto future scenarios.
- Continuing the company-customer relationship, adapting to the new reality of remote interaction and market requirements related to certifications, quality and public health regulations.
- Customer management, optimizing the experience using monitoring and post-sales software.
- Innovating to develop skills and abilities that allow us to deliver solutions that add value and generate impact over time.
- Assistance for communities based on their level of need by providing medical equipment, cleaning supplies, food and other items.

Our Goals (Medium- to Long-term)

- To promote innovation using our own management indicators and implementing innovation initiatives so that we can maintain our global leadership.
- To continue to manage our customers and meet high standards and international certifications such as: IRMA, ECOVADIS, Responsible Care, ISO Standards, ECOPORTS, etc.
- To care for the health of our workers, partners and communities.
- To support communities near our operations so that they can overcome the consequences of the pandemic in the areas of health, economic reactivation and direct support to the neediest families.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-6/ 403-3 (2018)/ 403-6 (2018)/ 413-1/ 413-2/ 416-1/ 416-2/ Global Compact Principles 1, 2, 7, 8 and 9 / SDG 3/ SDG 7/ SDG 8/ SDG 9/ SDG 11/ SDG 12/ SDG 13.

Human Rights and the Company

Why is it important to SQM?

SQM believes that it is fundamental to be a good neighbor and employer, providing adequate labor conditions and contributing to its employees' development as well as that of everyone that is part of its supply chain and its customers, always respecting individuals' human rights. Given that its operations are located close to Indigenous communities and other groups with which it interacts, SQM seeks to establish relationships based on trust and respect for human rights both nationally and internationally and on creating social value together.

We strive to make progress in the area of corporate responsibility, strengthening our ethical and legal commitments and promoting shared value creation and long-term sustainable development. We also promote a corporate culture of due diligence in human rights in accordance with the United Nations Global Compact Sustainable Development Goals.

Relationship with risks

- Direct violation of human rights related to access to water, ecologically sensitive areas, Indigenous community engagement and their right to prior consultation, the labor rights of at-risk groups, related parties and corporate governance practices.
- A poor relationship with local communities could place the operational continuity of SQM's sites at risk. Generating hostilities or failing to respect human rights may hurt people or lead to national and international sanctions as well as serious issues related to our reputation.

How we respond to it and actions -relationship to the business strategy

- Development of a Sustainability, Ethics and Human Rights Policy based on ethics and corporate governance, employees, the value chain, the environment and sustainable development, and communities.
- Management of human resources, supplier and communities by specialized areas based on the type of stakeholder.
- Ensuring compliance with all laws applicable to each jurisdiction regarding labor conditions, wages, work schedules, workplace safety, fair pay, the right to association, prohibition of child and forced labor, and other topics. Respecting and protecting our employees' labor rights.
- Development and retention plan and caring for our staff in regard to gender equity and equality.
- Providing a complaint channel and community portal.
- We have community relations programs as well as agreements and memoranda of understanding and commitments based on environmental permits (RCA) with the majority of the communities present in the territory. We engage with them through direct contact, working groups and other spaces.
- Establishing fair and just relationships and extending our sustainability commitments, best labor practices and human rights with our supply chain in order to promote responsible and sustainable sourcing.
- Evaluating the supply chain using a survey application based on human rights and other issues related to sustainable development.
- Applying due diligence in the Salar de Atacama operation and beginning the process at the Lithium Chemical Plant.

Our Goals (Medium- to Long-term)

- To continue to disseminate and provide training on the Sustainability, Ethics and Human Rights Policy on an ongoing basis.
- To perform periodic controls to determine whether the company is fulfilling its role and respecting human rights, as established following the Due Diligence exercise, based on corporate best practices in human rights.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-30/ 201-3/ 401-1/ 401-2/ 401-3/ 402-1/ 403-1 (2018)/ 403-2 (2018)/ 403-3 (2018)/ 403-4 (2018)/ 403-5 (2018)/ 403-6 (2018)/ 403-7 (2018)/ 403-8 (2018)/ 403-9 (2018)/ 403-10 (2018)/ 404-1/ 404-2/ 404-3/ 405-2/ 406-1/ 407-1/ 408-1/ 409-1/ 410-1/ 411-1/ 413-1/ 413-2/ Global Compact Principles 1, 2, 3, 4, 5 and 6/ SDG 1/ SDG 3/ SDG 4/ SDG 5/ SDG 8/ SDG 10/ SDG 11/ SDG 16/ SDG 17.

Responsible Water Management

Why is it important to SQM?

It is a necessary resource for the production of our products. Our operations are located in areas that experience hydric stress, so it is fundamental to care for this resource and manage it responsibly. It is a resource of interest to our communities.

Relationship with risks

- It is considered a strategic risk in the context of climate change risk.
- Water is necessary for our operations, and it is considered to be shared with nearby communities in hydric stress areas.
- Direct impact on the achievement of capture and consumption targets.

How we respond to it and actions -relationship to the business strategy

- A report is submitted to authorities on consumption and use compliance, and monitoring processes and indicator monitoring are developed. We have implemented municipal waste water and seawater supply use in some plants.
- We innovate in our operations in order to optimize water use, recycling or reusing this resource.
- We conduct awareness activities regarding responsible use and conservation of water and participate in projects that support communities' water supplies.

Our Goals (Medium- to Long-term)

- To decrease our consumption of fresh water by 65% by 2040 (on a BAU basis) and by 40% for all operations by 2030. This is based on projections for 2020.
- To have responsible and sustainable operations, minimizing the use of water and contributing to care of the environment.
- To use seawater in new projects associated with our operations in the Tarapacá Region.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

303-1/ 303-2/ 303-3/ 303-4/ Global Compact Principles 7, 8 and 9/ SDG 1/ SDG 6/ SDG 12.

Energy Management

Why is it important to SQM?

Energy management allows us to design sustainable processes that include clean energies, are innovative and decrease costs in the long-term.

Relationship with risks

- Our customers have increasingly demanding energy efficiency goals. Furthermore, consumers prefer sustainable and organic products.
- The industries in which SQM participates have long-term zero emissions expectations.
- The Company is committed to ensuring sustainable production of our products, which is backed by several certifications. We are working to decrease our socio-environmental footprint, preventing and mitigating our impacts in regard to emissions.

How we respond to it and actions -relationship to the business strategy

- We promote initiatives that consider energy savings in all of our operations. The Sustainability Committee reviews the status of reduction initiatives every six months.
- We measure the products' carbon footprint on an ongoing basis for internal management purposes. The carbon price is added for implementing projects.
- We are implementing an Energy Management System in our operations that is certified under ISO 50001.

Our Goals (Medium- to Long-term)

- SQM is committed to being carbon neutral in all of its products by 2040 and in lithium and potassium chloride by 2030 from the source to the client.
- SQM is committed to operating responsibly and sustainably, minimizing its emissions and water use and helping care for the environment.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

302-1/ 302-2/ 302-3/ 302-4/ Global Compact Principles 7, 8 and 9 / SDG 7/ SDG 8/ SDG 9/ SDG 11/ SDG 12/ SDG 13.

Air Emissions

Why is it important to SQM?

The health and wellbeing of Company employees and the community is fundamental to SQM, as is creating jobs in a safe environment.

Relationship with risks

- The health and safety of our employees and community are one of the Company's core values. We carry out exhaustive controls of health impacts on individuals.
- The generation of PM10 at high levels places the health of employees and neighbors at risk.

How we respond to it and actions -relationship to the business strategy

- We constantly monitor air quality in María Elena and Tocopilla in order to maintain and improve our current emissions.
- We conduct monitoring with community representatives, reporting air quality levels for PM10 particulate matter in María Elena to the authorities and publishing data in the sustainability report.

Our Goals (Medium- to Long-term)

- To minimize and measure PM10 emissions related to Company operations in María Elena and Tocopilla.
- In the context of the Tocopilla Air Decontamination Plan, we continue to fulfill our commitments and take all measures necessary to mitigate emissions in the Port of Tocopilla.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

305-7/ Global Compact Principles 7, 8 and 9/ SDG 9/ SDG 11/ SDG 12/ SDG 13.

Biodiversity

Why is it important to SQM?

We are located in areas that are considered to be important in terms of biodiversity. Salar de Atacama and Pampa del Taramarugal are part of an important ecosystem for birds and other animals, and are considered part of the cultural heritage of the Indigenous groups that are our neighbors.

Relationship with risks

- Our operations are located in desert areas near ecosystems with significant ecological value that should be preserved and that we should not impact through our operations. Furthermore, several of these ecosystems are part of the heritage of local Indigenous communities which interact with the flora, fauna and resources located there.
- Our operation maintains regulatory compliance commitments related to this area through environmental licenses that may change or become more restrictive.

How we respond to it and actions -relationship to the business strategy

- We incorporate environmental variables early on in the design of our projects in order to avoid, prevent and implement control and mitigation measures necessary with appropriate management of waste and emissions.
- We have installed systems for monitoring variables such as the extraction of water and brine in Salar de Atacama. This information is public and is available online.
- In the cases of Nueva Victoria and Coya Sur, we have information online that is reported directly to regulatory officials.
- We promote participatory community monitoring for variables in ecosystems that are considered to be of interest.

Our Goals (Medium- to Long-term)

- To strengthen the understanding of ecosystems, enhancing internal measurements and allocating funds to third-party research.
- To operate in a harmonious manner and control impacts that could result from our actions and affect the environment and neighboring communities.
- To safeguard the use and sustainability of natural resources and production inputs.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

304-1/ 304-2/ 304-3/ 304-4/ Global Compact Principles 7, 8 and 9/ SDG 15.

Climate Change

Why is it important to SQM?

SQM views climate change as a strategic risk and as an opportunity. We recognize that Chile is highly vulnerable to this phenomena based on our experience as a company that extracts raw materials and operates in areas sensitive to climate change. According to the United Nations Framework Convention on Climate Change, Chile presents seven of the nine established risk criteria. These include low altitude coastal areas, arid and semi-arid areas, ares with forest deterioration, territories that are subject to natural disasters, urban areas with air pollution, mountain ecosystems and areas at risk for drought and desertification.

Relationship with risks

Climate change is a strategic risk related to the availability of resources, the adaptation of our business and mitigation through corporate commitments.

How we respond to it and actions -relationship to the business strategy

- We identify and manage climate change-related risks.
- We constantly measure our products' carbon footprint in compliance with the goals that we have set.
- Management, recognition of, accounting for and implementing various initiatives to reduce and reuse industrial and domestic waste in our production sites.
- Implementation of recycling programs for communities located near our operations.
- Use of renewable energies at our operations.

Our Goals (Medium- to Long-term)

- To continue to participate in the SDG 13 working group for the Global Compact Network Chile.
- To decrease emissions 60% by 2030 and reach carbon neutrality of our products by 2040.
- To manage and reduce waste in SQM operations, offer education campaigns for recycling for employees, and expand these initiatives to neighboring communities.
- We evaluate ourselves based on international standards that consider risks derived from climate change.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

201-2/ 302-1/ 302-2/ 302-3/ 302-4/ 305-1/ 305-2/ 305-3/ 305-4/ 305-5/ 305-6/ 305-7/ 306-1 (2020)/ 306-2 (2020)/ 306-3 (2020)/ 306-4 (2020)/ 306-5 (2020)/ Global Compact Principles 7, 8 and 9 / SDG 7/ SDG 9/ SDG 11/ SDG 12/ SDG 13./ SDG 17.

Environmental Compliance

Why is it important to SQM?

Environmental compliance is a key foundation for guaranteeing operational continuity and is based on our commitment to our community and other stakeholders.

Relationship with risks

Failing to meet the commitments set out in the RCAs may have a negative impact on the environment or ecosystems and could result in fines or penalties, which would in turn impact our results and operational continuity.

How we respond to it and actions -relationship to the business strategy

- Ongoing monitoring of applicable legislation and compliance with it through each technical area.
- The Company has a system of lines of defense to control and ensure that regulatory compliance controls are applied.
- Environmental management system certification audits, internal and external sustainability audits and responsible product standard certifications.
- Reporting to officials on RCA commitments such as water extraction and the status of nearby ecosystems.

Our Goals (Medium- to Long-term)

- To ensure compliance with environmental commitments.
- To maintain its extensive environmental monitoring network and prevent deviations derived from the established systems approved in the RCAs.
- To submit all projects or expansions for environmental impact assessment or impact statements, complying with community consultations and current regulations.
- To conduct external audits of environmental compliance for all operations for the year 2023.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-27/ Global Compact Principles 7, 8 and 9/ SDG 16.

Responsible Business Management

Why is it important to SQM?

Efficiency in processes and operations is fundamental to SQM because some of its production processes are developed internally in order to stay on the cutting edge in the industry. We also strive to be perceived as an organization that is responsible for its surroundings and transparent in its actions, particularly after the crisis related to our reputation that occurred in 2009.

Relationship with risks

Being perceived as an inefficient and unreliable company increases distrust among investors and places SQM's operations at risk, weakening its leadership position in the various industries in which it has a presence.

How we respond to it and actions -relationship to the business strategy

- Strict corporate governance rules.
- Compliance Department with a program that includes audits, controls and training for employees and directors on matters of ethics.
- Self-assessment for certifications like IRMA and CDP as well as ongoing work with Responsible Care and Ecovadis.
- Developing and conducting surveys for suppliers in order to introduce labor standards related to safety and human rights in the medium term.
- Ongoing monitoring of applicable legislation and compliance with it through each technical area.

Our Goal (Medium- to Long-term)

- To be considered a sustainable company supplying industries that are strategic for human development.
- To be recognized as a transparent company that is not linked to controversies.
- To conduct evaluations and certifications such as IRMA, CDP, Responsible Care and Ecovadis that speak to the responsible management of the business in all areas.
- Implementation of Responsible Sourcing Policy to create protocols and practices for supplier companies to ensure a responsible supply chain.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-9/ 2-10/ 2-11/ 2-12/ 2-13/ 2-14/ 2-15/ 2-16/ 2-17/ 2-18/ 2-23/ 2-24/ 2-25/ 2-26/ 2-27/ 201-1/ 205-1/ 205-2/ 205-3/ 206-1/ 406-1/ 407-1/ 408-1/ 409-1/ 411-1/ 413-1/ 413-2/ 416-1/ 416-2/ 417-1/ 417-2/ 418-1/ Global Compact Principles 1, 2, 3, 4, 5, 6, 7, 8, 9 and 10 / SDG 16/ SDG 17.

Product Responsibility and Innovation

Why is it important to SQM?

SQM maintains an important competitive position in all of its products at the global level and provides them at the lowest cost. We strive to deliver high-quality products on time and make considerable investments in order to guarantee product availability.

Relationship with risks

Sustainability of production and its relationship to the environment and communities is a priority issue for the customers that purchase lithium from SQM because they are part of cutting-edge industries like clean energies, car batteries, technology and the pharmaceutical industry.

How we respond to it and actions -relationship to the business strategy

We constantly innovate in the production of all of our products, especially lithium, so that it is increasingly green, setting important goals such as reducing the extraction of water and brine in its production process.

Our Aspiration

- SQM is committed to being carbon neutral in all of its products by 2040 and in lithium and potassium chloride by 2030.
- We will reduce the use of brine by 50% by 2028.
- Over the next few years, we will gain a reputation of trust and credibility among our main stakeholders.
- We will have a brand that is publicly associated with green industries around the world.

Indicators (GRI/ Global Compact Principles/ SDG/ Others)

2-6/ 416-1/ 416-2/ 417-1/ 417-2/ Global Compact Principles 1, 7, 8 and 9/ SDG 3/ SDG 7/ SDG 8/ SDG 9/ SDG 11/ SDG 12/ SDG 13.

Business Responsibility, Sustainability, Ethics and Human Rights

O CONTENT 2-9 / 405-1

Board by Gender and Age Group

Age Group	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Under 30	0	0.0%	0	0.0%	0	0.0	0	0.0%	0	0.0%	0	0.0%
30 to 40	1	16.7%	1	50.0%	2	25.0%	2	28.5%	0	0.0%	2	25.0%
41 to 50	2	33.3%	0	0.0	2	25.0%	1	14.3%	0	0.0%	1	12.5%
51 to 60	1	16.7%	1	50.0%	2	25.0%	2	28.5%	0	0.0%	2	25.0%
61 to 70	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	12.5%
Over 70	2	33.3%	0	0.0%	2	25.0%	2	28.5%	0	0.0%	2	25.0%
Total	6	75.0%	2	25.0%	8	100.0%	7	87.5%	1	12.5%	8	100.0%

Board by Gender and Years of Service

Years of Service	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than 3 years	3	50.0%	2	100.0%	5	62.5%	4	57.1%	1	100.0%	5	62.5%
3 to 6 years	1	16.7%	0	0.0%	1	12.5%	1	14.3%	0	0.0%	1	12.5%
6 to 9 years	2	33.3%	0	0.0%	2	25.5%	2	28.6%	0	0.0%	2	25.0%
9 to 12 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
More than 12 years	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	6	75.0%	2	25.0%	8	100.0%	7	87.5%	1	12.5%	8	100.0%

Board by Gender and Nationality

Nationality	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Chilean	3	50.0%	1	50.0%	4	50.0%	3	42.9%	1	100.0%	4	50.0%
Foreign nationals	3	50.0%	1	50.0%	4	50.0%	4	57.1%	0	0.0%	4	50.0%
Total	6	75.0%	2	25.0%	8	100.0%	7	87.5%	1	12.5%	8	100.0%

Ethicspoint Complaints by Division

LITHIUM DIVISION

Topic	No. of cases received	No. of cases closed	No. of cases proven	Corrective measures
Corruption or bribery	0	0	0	-
Discrimination or harassment	13	11	3	2 Training 1 Reprimand
Customer privacy	2	2	0	-
Conflicts of interest	4	4	0	-
Money laundering or use of insider information	0	0	0	-
Other	67	48	3	1 Reprimand 1 Termination
Total	**86**	**65**	**6**	

IODINE AND PLANT NUTRITION DIVISION

Topic	No. of cases received	No. of cases closed	No. of cases proven	Corrective measures
Corruption or bribery	0	0	0	
Discrimination or harassment	18	18	3	3 training and education
Customer Privacy	0	0	0	
Conflicts of interest	2	2	0	
Money laundering or use of insider information	0	0	0	
Other	78	78	14	4 terminations 3 trainings 7 administrative sanctions
Total	**98**	**98**	**14**	

Complaints can be submitted through Ethicspoint in accordance with Dow Jones Sustainability Index (DJSI) criteria.

Our Employees

O CONTENT 2-7 / 405-1

Workforce Statistics

SQM CONSOLIDATED

Employees by Gender and Type of Contract

Gender	2022			2023		
	Open-term	Fixed-term	Total	Open-term	Fixed-term	Total
Men	5,353	273	5,626	5,949	175	6,124
Women	1,257	114	1,371	1,494	64	1,558
Total	6,610	387	6,997	7,443	239	7,682

Employees by Work Region and Type of Contract

Region	2022			2023		
	Open-term	Fixed-term	Total	Open-term	Fixed-term	Total
Tarapacá Region	1,159	68	1,227	1,256	51	1,307
Antofagasta Region	4,249	302	4,551	4,736	162	4,898
Metropolitan Region	707	14	721	774	20	794
Other regions*/	34	0	34	35	0	35
Overseas	461	3	464	642	6	648
Total	6,610	387	6,997	7,443	239	7,682

*/ Corresponds to other regions of Chile.

Employees by Job Category, Gender and Type of Contract

Job Category		2022			2023		
		Open-term	Fixed-term	Total	Open-term	Fixed-term	Total
Senior Executives	Men	16	0	16	16	0	16
	Women	2	0	2	2	0	2
Management	Men	104	0	104	162	0	162
	Women	18	0	18	34	0	34
Department Heads	Men	554	11	565	580	3	583
	Women	126	1	127	145	0	145
Operators	Men	2,477	138	2,615	2,612	106	2,718
	Women	193	37	230	235	16	251
Sales Force	Men	34	0	34	39	0	39
	Women	38	1	39	46	1	47
Administrative Staff	Men	38	2	40	43	0	43
	Women	74	7	81	77	4	81
Support Staff	Men	6	0	6	4	0	4
	Women	1	0	1	3	0	3
Other Professionals	Men	1,122	52	1,174	1,324	36	1,360
	Women	692	56	748	817	35	852
Other Technicians	Men	1,002	70	1,072	1,169	30	1,199
	Women	113	12	125	135	8	143
Subtotal	Men	5,353	273	5,626	5,949	175	6,124
	Women	1,257	114	1,371	1,494	64	1,558
Total		6,610	387	6,997	7,443	239	7,682

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Employees by Job Category, Gender and Work Region 2022

Job Category		Region					Total
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	Men	1	1	12	0	2	16
	Women	0	0	2	0	0	2
Management	Men	2	12	60	1	29	104
	Women	0	3	14	0	1	18
Department Heads	Men	85	371	81	4	24	565
	Women	8	64	32	2	21	127
Operators	Men	636	1,853	25	0	101	2,615
	Women	37	178	0	0	15	230
Sales Force	Men	0	0	2	0	32	34
	Women	0	0	6	0	33	39
Administrative Staff	Men	7	22	6	0	5	40
	Women	8	42	22	1	8	81
Support Staff	Men	0	0	4	0	2	6
	Women	0	0	0	0	1	1
Other Professionals	Men	146	708	227	13	80	1,174
	Women	58	404	187	11	88	748
Other Technicians	Men	232	796	20	2	22	1,072
	Women	7	97	21	0	0	125
Subtotal	**Men**	**1,109**	**3,763**	**437**	**20**	**297**	5,626
	Women	**118**	**788**	**284**	**14**	**167**	1,371
Total		**1,227**	**4,551**	**721**	**34**	**464**	6,997

*/ Corresponds to other regions of Chile.

Employees by Job Category, Gender and Work Region 2023

Job Category		Region					Total
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	Men	1	1	13	0	1	16
	Women	0	0	2	0	0	2
Management	Men	12	34	77	1	38	162
	Women	1	9	22	0	2	34
Department Heads	Men	79	399	68	6	31	583
	Women	9	69	43	2	22	145
Operators	Men	649	1,916	31	0	122	2,718
	Women	40	194	3	0	14	251
Sales Force	Men	0	0	0	0	39	39
	Women	0	0	3	0	44	47
Administrative Staff	Men	9	21	9	0	4	43
	Women	10	48	17	1	5	81
Support Staff	Men	0	0	1	0	3	4
	Women	0	0	1	0	2	3
Other Professionals	Men	175	758	256	12	159	1,360
	Women	61	443	219	11	118	852
Other Technicians	Men	250	897	17	2	33	1,199
	Women	11	109	12	0	11	143
Subtotal	**Men**	**1,175**	**4,026**	**472**	**21**	**430**	6,124
	Women	**132**	**872**	**322**	**14**	**218**	1,558
Total		**1,307**	**4,898**	**794**	**35**	**648**	7,682

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Employees by Job Category, Gender, Work Region and Contract Type 2022

Job Category		Tarapacá Region		Antofagasta Region		Metropolitan Region		Other regions*/		Foreign nationals		Total
		Open-term	Fixed-term	Open-term	Fixed-term	Open-term	Fixed-term	Open-term	Fixed-term	Open-term	Fixed-term	
Senior Executives	Men	1	0	1	0	12	0	0	0	2	0	16
	Women	0	0	0	0	2	0	0	0	0	0	2
Management	Men	2	0	12	0	60	0	1	0	29	0	104
	Women	0	0	3	0	14	0	0	0	1	0	18
Department Heads	Men	84	1	361	10	81	0	4	0	24	0	565
	Women	8	0	63	1	32	0	2	0	21	0	127
Operators	Men	608	28	1,744	109	25	0	0	0	100	1	2,615
	Women	22	15	156	22	0	0	0	0	15	0	230
Sales Force	Men	0	0	0	0	2	0	0	0	32	0	34
	Women	0	0	0	0	6	0	0	0	32	1	39
Administrative Staff	Men	6	1	21	1	6	0	0	0	5	0	40
	Women	7	1	39	3	19	3	1	0	8	0	81
Support Staff	Men	0	0	0	0	4	0	0	0	2	0	6
	Women	0	0	0	0	0	0	0	0	1	0	1
Other Professionals	Men	138	8	667	41	224	3	13	0	80	0	1,174
	Women	57	1	356	48	181	6	11	0	87	1	748
Other Technicians	Men	220	12	738	58	20	0	2	0	22	0	1,072
	Women	6	1	88	9	19	2	0	0	0	0	125
Subtotal	**Men**	**1,059**	**50**	**3,544**	**219**	**434**	**3**	**20**	**0**	**296**	**1**	5,626
	Women	**100**	**18**	**705**	**83**	**273**	**11**	**14**	**0**	**165**	**2**	1,371
Total		1,159	68	4,249	302	707	14	34	0	461	3	6,997

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Employees with a Disability by Job Category and Gender

Job Category	2022			2023		
	Men	Women	Total	Men	Women	Total
Senior Executives	0	0	0	0	0	0
Management	0	0	0	0	0	0
Department Heads	6	0	6	7	0	7
Operators	12	1	13	12	1	13
Sales Force	0	0	0	0	0	0
Administrative Staff	3	0	3	3	0	3
Support Staff	0	0	0	0	0	0
Other Professionals	8	2	10	12	1	13
Other Technicians	10	0	10	8	0	8
Total	39	3	42	42	2	44

*/ Corresponds to other regions of Chile.

% Employees by Age Group, Gender and Region of Residence 2023

Age Group		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	80.5%	75.1%	54.3%	76.0%	59.3%	72.0%
	Women	19.5%	24.9%	45.7%	24.0%	40.7%	28.0%
30 to 40	Men	85.5%	73.7%	65.5%	90.1%	69.4%	77.6%
	Women	14.5%	26.3%	34.5%	9.9%	30.6%	22.4%
41 to 50	Men	89.9%	77.9%	69.7%	95.7%	63.8%	83.2%
	Women	10.1%	22.1%	30.3%	4.3%	36.2%	16.8%
51 to 60	Men	97.0%	89.3%	67.9%	94.1%	66.2%	87.7%
	Women	3.0%	10.7%	32.1%	5.9%	33.8%	12.3%
61 to 70	Men	100.0%	91.4%	75.0%	96.3%	38.5%	89.2%
	Women	0.0%	8.6%	25.0%	3.7%	61.5%	10.8%
Over 70	Men	0.0%	100.0%	100.0%	100.0%	0.0%	100.0%
	Women	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Subtotal	Men	87.7%	78.0%	65.0%	90.6%	65.4%	79.7%
	Women	12.3%	22.0%	35.0%	9.4%	34.6%	20.3%
Total		9.3%	43.2%	12.2%	27.2%	8.1%	100.0%

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Workforce by Age Group, Gender and Region of Residence 2022

Age Group		Tarapacá Region		Antofagasta Region		Metropolitan Region		Other regions*/		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%
Under 30	Men	108	78.26%	548	75.48%	85	55.56%	251	74.04%	992	14.18%
	Women	30	21.74%	178	24.52%	68	44.44%	88	25.96%	364	5.20%
30 to 40	Men	240	85.71%	845	73.16%	239	65.66%	834	85.10%	2,158	30.84%
	Women	40	14.29%	310	26.84%	125	34.34%	146	14.90%	621	8.88%
41 to 50	Men	153	92.73%	475	80.10%	137	72.49%	616	89.02%	1,381	19.74%
	Women	12	7.27%	118	19.90%	52	27.51%	76	10.98%	258	3.69%
51 to 60	Men	90	96.77%	401	89.91%	75	73.53%	301	90.12%	867	12.39%
	Women	3	3.23%	45	10.09%	27	26.47%	33	9.88%	108	1.54%
61 to 70	Men	18	100.0%	144	94.74%	12	66.67%	45	88.24%	219	3.13%
	Women	0	0.0%	8	5.26%	6	33.33%	6	11.76%	20	0.29%
Over 70	Men	0	0.0%	6	100.0%	2	100.0%	1	100.0%	9	0.12%
	Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Subtotal	**Men**	**609**	**87.75%**	**2,419**	**78.59%**	**550**	**66.43%**	**2,048**	**85.44%**	5,626	80.40%
	Women	**85**	**12.25%**	**659**	**21.41%**	**278**	**33.57%**	**349**	**14.56%**	1,371	19.60%
Total		694	9.92%	3,078	43.99%	828	11.83%	2,397	34.26%	6,997	100.0%

*/ Corresponds to other regions of Chile and abroad.

SQM CONSOLIDATED

Employees by Job Category, Gender and Age Group 2022

Job Category		Age Group												Total	
		Under 30		30 to 40		41 to 50		51 to 60		61 to 70		Over 70			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	Men	0	0.0%	0	0.0%	9	90.0%	7	87.5%	0	0.0%	0	0.0%	**16**	**88.9%**
	Women	0	0.0%	0	0.0%	1	10.0%	1	12.5%	0	0.0%	0	0.0%	**2**	**11.1%**
Management	Men	1	100.0%	35	92.1%	36	80.0%	27	90.0%	5	62.5%	0	0.0%	**104**	**85.2%**
	Women	0	0.0%	3	7.9%	9	20.0%	3	10.0%	3	37.5%	0	0.0%	**18**	**14.8%**
Department Heads	Men	30	78.9%	211	77.3%	183	81.7%	111	88.8%	29	93.5%	1	100.0%	**565**	**81.6%**
	Women	8	21.1%	62	22.7%	41	18.3%	14	11.2%	2	6.5%	0	0.0%	**127**	**18.4%**
Operators	Men	483	86.1%	931	90.5%	625	94.4%	454	96.6%	117	99.2%	5	100.0%	**2,615**	**91.9%**
	Women	78	13.9%	98	9.5%	37	5.6%	16	3.4%	1	0.8%	0	0.0%	**230**	**8.1%**
Sales Force	Men	3	37.5%	15	44.1%	7	46.7%	8	57.1%	1	50.0%	0	0.0%	**34**	**46.6%**
	Women	5	62.5%	19	55.9%	8	53.3%	6	42.9%	1	50.0%	0	0.0%	**39**	**53.4%**
Administrative Staff	Men	12	48.0%	10	30.3%	7	22.6%	5	21.7%	5	62.5%	1	100.0%	**40**	**33.1%**
	Women	13	52.0%	23	69.7%	24	77.4%	18	78.3%	3	37.5%	0	0.0%	**81**	**66.9%**
Support Staff	Men	0	0.0%	2	66.7%	2	100.0%	0	0.0%	2	100.0%	0	0.0%	**6**	**85.7%**
	Women	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	**1**	**14.3%**
Other Professionals	Men	256	53.7%	509	58.0%	260	69.0%	115	76.7%	32	82.1%	2	100.0%	**1,174**	**61.1%**
	Women	221	46.3%	368	42.0%	117	31.0%	35	23.3%	7	17.9%	0	0.0%	**748**	**38.9%**
Other Technicians	Men	207	84.1%	445	90.4%	252	92.3%	140	90.3%	28	90.3%	0	0.0%	**1,072**	**89.6%**
	Women	39	15.9%	47	9.6%	21	7.7%	15	9.7%	3	9.7%	0	0.0%	**125**	**10.4%**
Subtotal	**Men**	**992**	**73.2%**	**2,158**	**77.7%**	**1,381**	**84.3%**	**867**	**88.9%**	**219**	**91.6%**	**9**	**100.0%**	5,626	**80.4%**
	Women	**364**	**26.8%**	**621**	**22.3%**	**258**	**15.7%**	**108**	**11.1%**	**20**	**8.4%**	**0**	**0.0%**	1,371	**19.6%**
Total		**1,356**	**19.4%**	**2,779**	**39.7%**	**1,639**	**23.4%**	**975**	**13.9%**	**239**	**3.4%**	**9**	**0.1%**	6,997	**100.0%**

SQM CONSOLIDATED

% Distribution Employees by Job Category, Gender and Age Group 2023

Job Category		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
		%	%	%	%	%	%	%
Senior Executives	Men	0.0%	0.0%	90.9%	85.7%	0.0%	0.0%	**88.9%**
	Women	0.0%	0.0%	9.1%	14.3%	0.0%	0.0%	**11.1%**
Management	Men	100.0%	88.3%	76.1%	86.4%	76.5%	100.0%	**82.7%**
	Women	0.0%	11.7%	23.9%	13.6%	23.5%	0.0%	**17.3%**
Department Heads	Men	74.4%	76.6%	79.8%	88.1%	90.6%	100.0%	**80.1%**
	Women	25.6%	23.4%	20.2%	11.9%	9.4%	0.0%	**19.9%**
Operators	Men	85.9%	90.1%	93.9%	95.8%	98.6%	100.0%	**91.5%**
	Women	14.1%	9.9%	6.1%	4.2%	1.4%	0.0%	**8.5%**
Sales Force	Men	36.4%	39.5%	52.6%	64.3%	25.0%	0.0%	**45.3%**
	Women	63.6%	60.5%	47.4%	35.7%	75.0%	0.0%	**54.7%**
Administrative Staff	Men	50.0%	36.6%	22.7%	16.0%	55.6%	100.0%	**34.7%**
	Women	50.0%	63.4%	77.3%	84.0%	44.4%	0.0%	**65.3%**
Support Staff	Men	50.0%	50.0%	100.0%	0.0%	50.0%	0.0%	**57.1%**
	Women	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	**42.9%**
Other Professionals	Men	53.7%	60.5%	66.9%	73.8%	75.6%	100.0%	**61.5%**
	Women	46.3%	39.5%	33.1%	26.2%	24.4%	0.0%	**38.5%**
Other Technicians	Men	81.9%	90.9%	91.5%	91.0%	91.3%	100.0%	**89.3%**
	Women	18.1%	9.1%	8.5%	9.0%	8.7%	0.0%	**10.7%**
Subtotal	**Men**	**72.0%**	**77.6%**	**83.2%**	**87.7%**	**89.2%**	**100.0%**	**79.7%**
	Women	**28.0%**	**22.4%**	**16.8%**	**12.3%**	**10.8%**	**0.0%**	**20.3%**
Total		**18.4%**	**41.0%**	**23.1%**	**13.5%**	**3.8%**	**0.2%**	**100.0%**

SQM CONSOLIDATED

Employees by Job Category, Gender and Years of Service 2022

Job Category		Years of Service										Total	
		Less than 3 years		3 to 6 years		6 to 9 years		9 to 12 years		More than 12 years			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	Men	1	100.0%	3	100.0%	0	0.0%	3	100.0%	9	81.8%	**16**	**88.9%**
	Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	18.2%	**2**	**11.1%**
Management	Men	23	85.2%	25	83.3%	10	100.0%	9	90.0%	37	82.2%	**104**	**85.2%**
	Women	4	14.8%	5	16.7%	0	0.0%	1	10.0%	8	17.8%	**18**	**14.8%**
Department Heads	Men	167	80.3%	140	83.8%	53	89.8%	77	79.4%	128	79.5%	**565**	**81.6%**
	Women	41	19.7%	27	16.2%	6	10.2%	20	20.6%	33	20.5%	**127**	**18.4%**
Operators	Men	947	85.7%	747	93.6%	287	95.7%	330	98.8%	304	98.7%	**2,615**	**91.9%**
	Women	158	14.3%	51	6.4%	13	4.3%	4	1.2%	4	1.3%	**230**	**8.1%**
Sales Force	Men	10	43.5%	10	45.5%	1	50.0%	6	66.7%	7	41.2%	**34**	**46.6%**
	Women	13	56.5%	12	54.5%	1	50.0%	3	33.3%	10	58.8%	**39**	**53.4%**
Administrative Staff	Men	15	36.6%	11	30.6%	3	33.3%	2	16.7%	9	39.1%	**40**	**33.1%**
	Women	26	63.4%	25	69.4%	6	66.7%	10	83.3%	14	60.9%	**81**	**66.9%**
Support Staff	Men	0	0.0%	1	50.0%	0	0.0%	3	100.0%	2	100.0%	**6**	**85.7%**
	Women	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	**1**	**14.3%**
Other Professionals	Men	602	57.3%	300	64.1%	82	70.1%	98	66.2%	92	66.2%	**1,174**	**61.1%**
	Women	448	42.7%	168	35.9%	35	29.9%	50	33.8%	47	33.8%	**748**	**38.9%**
Other Technicians	Men	360	87.8%	327	90.6%	119	91.5%	144	90.0%	122	89.7%	**1,072**	**89.6%**
	Women	50	12.2%	34	9.4%	11	8.5%	16	10.0%	14	10.3%	**125**	**10.4%**
Subtotal	**Men**	**2,125**	**74.2%**	**1,564**	**82.9%**	**555**	**88.5%**	**672**	**86.6%**	**710**	**84.3%**	**5,626**	**80.4%**
	Women	**740**	**25.8%**	**323**	**17.1%**	**72**	**11.5%**	**104**	**13.4%**	**132**	**15.7%**	**1,371**	**19.6%**
Total		**2,865**	**40.9%**	**1,887**	**27.0%**	**627**	**9.0%**	**776**	**11.1%**	**842**	**12.0%**	**6,997**	**100.0%**

*/ Corresponds to other regions of Chile and overseas.

SQM CONSOLIDATED

Employees by Job Category, Gender and Years of Service 2023

Job Category		Years of Service										Total	
		Less than 3 years		3-6 years		6-9 years		9-12 years		More than 12 years			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	Men	2	100.0%	1	100.0%	2	100.0%	4	100.0%	7	77.8%	**16**	**88.9%**
	Women	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	22.2%	**2**	**11.1%**
Management	Men	44	83.0%	28	77.8%	12	92.3%	16	80.0%	62	83.8%	**162**	**82.7%**
	Women	9	17.0%	8	22.2%	1	7.7%	4	20.0%	12	16.2%	**34**	**17.3%**
Department Heads	Men	183	77.9%	128	79.0%	67	89.3%	81	84.4%	124	77.5%	**583**	**80.1%**
	Women	52	22.1%	34	21.0%	8	10.7%	15	15.6%	36	22.5%	**145**	**19.9%**
Operators	Men	1,059	86.5%	545	89.3%	415	97.2%	356	98.9%	343	98.6%	**2,718**	**91.5%**
	Women	165	13.5%	65	10.7%	12	2.8%	4	1.1%	5	1.4%	**251**	**8.5%**
Sales Force	Men	10	31.3%	12	57.1%	3	42.9%	6	60.0%	8	50.0%	**39**	**45.3%**
	Women	22	68.8%	9	42.9%	4	57.1%	4	40.0%	8	50.0%	**47**	**54.7%**
Administrative Staff	Men	19	38.8%	7	26.9%	5	35.7%	7	41.2%	5	27.8%	**43**	**34.7%**
	Women	30	61.2%	19	73.1%	9	64.3%	10	58.8%	13	72.2%	**81**	**65.3%**
Support Staff	Men	1	33.3%	1	50.0%	0	0.0%	0	0.0%	2	100.0%	**4**	**57.1%**
	Women	2	66.7%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	**3**	**42.9%**
Other Professionals	Men	774	58.9%	278	62.5%	84	64.6%	111	70.3%	113	68.1%	**1,360**	**61.5%**
	Women	539	41.1%	167	37.5%	46	35.4%	47	29.7%	53	31.9%	**852**	**38.5%**
Other Technicians	Men	429	86.0%	278	91.1%	212	96.8%	142	86.1%	138	89.6%	**1,199**	**89.3%**
	Women	70	14.0%	27	8.9%	7	3.2%	23	13.9%	16	10.4%	**143**	**10.7%**
Subtotal	**Men**	**2,521**	**73.9%**	**1,278**	**79.5%**	**800**	**90.2%**	**723**	**87.1%**	**802**	**84.7%**	6,124	79.7%
	Women	**889**	**26.1%**	**330**	**20.5%**	**87**	**9.8%**	**107**	**12.9%**	**145**	**15.3%**	1,558	20.3%
Total		**3,410**	**44.4%**	**1,608**	**20.9%**	**887**	**11.5%**	**830**	**10.8%**	**947**	**12.3%**	7,682	100.0%

SQM CONSOLIDATED

Employees by Years of Service and Gender

Ranges of Years of Service	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than 1 year	1,070	71.8%	420	28.2%	**1,490**	**21.3%**	882	72.5%	334	27.5%	**1,216**	**15.8%**
1-3 years	1,499	77.3%	439	22.7%	**1,938**	**27.7%**	1,899	74.8%	639	25.2%	**2,538**	**33.0%**
3-5 years	363	78.2%	101	21.8%	**464**	**6.6%**	427	79.2%	112	20.8%	**539**	**7.0%**
5-10 years	1,633	87.5%	234	12.5%	**1,867**	**26.7%**	1,701	86.3%	270	13.7%	**1,971**	**25.7%**
10-20 years	759	85.2%	132	14.8%	**891**	**12.7%**	879	85.0%	155	15.0%	**1,034**	**13.5%**
More than 20 years	302	87.0%	45	13.0%	**347**	**5.0%**	336	87.5%	48	12.5%	**384**	**5.0%**
Total	**5,626**	**80.4%**	**1,371**	**19.6%**	6,997	**100.0%**	**6,124**	**79.7%**	**1,558**	**20.3%**	7,682	**100.0%**

Note: Ranges for years of service defined internally by the Company.

SQM CONSOLIDATED

Employees by Nationality and Gender

Nationality	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Chilean	5,178	82.05%	1,133	17.95%	**6,311**	**90.20%**	5,523	81.44%	1,259	18.56%	**6,782**	**88.28%**
Mexican	115	74.19%	40	25.81%	**155**	**2.22%**	123	73.65%	44	26.35%	**167**	**2.17%**
Venezuelan	42	59.15%	29	40.85%	**71**	**1.01%**	48	58.54%	34	41.46%	**82**	**1.07%**
Belgian	31	46.27%	36	53.73%	**67**	**0.96%**	31	46.27%	36	53.73%	**67**	**0.87%**
Bolivian	44	73.33%	16	26.67%	**60**	**0.86%**	52	76.47%	16	23.53%	**68**	**0.89%**
Colombian	44	80.00%	11	20.00%	**55**	**0.79%**	53	80.30%	13	19.70%	**66**	**0.86%**
Spanish	33	64.71%	18	35.29%	**51**	**0.73%**	37	61.67%	23	38.33%	**60**	**0.78%**
Chinese	21	42.00%	29	58.00%	**50**	**0.71%**	110	65.48%	58	34.52%	**168**	**2.19%**
South African	32	80.00%	8	20.00%	**40**	**0.57%**	32	76.19%	10	23.81%	**42**	**0.55%**
Peruvian	27	77.14%	8	22.86%	**35**	**0.50%**	33	71.74%	13	28.26%	**46**	**0.60%**
American	20	60.61%	13	39.39%	**33**	**0.47%**	21	60.00%	14	40.00%	**35**	**0.46%**
Ecuadorean	11	61.11%	7	38.89%	**18**	**0.26%**	17	62.96%	10	37.04%	**27**	**0.35%**
Dutch	8	80.00%	2	20.00%	**10**	**0.14%**	8	80.00%	2	20.00%	**10**	**0.13%**
Australian	6	85.71%	1	14.29%	**7**	**0.10%**	15	71.43%	6	28.57%	**21**	**0.27%**
Brazilian	3	42.86%	4	57.14%	**7**	**0.10%**	3	37.50%	5	62.50%	**8**	**0.10%**
	2	33.33%	4	66.67%	**6**	**0.09%**	4	44.44%	5	55.56%	**9**	**0.12%**
Italian	2	40.00%	3	60.00%	**5**	**0.07%**	4	57.14%	3	42.86%	**7**	**0.09%**
Japanese	0	0.00%	5	100.00%	**5**	**0.07%**	1	20.00%	4	80.00%	**5**	**0.07%**
German	1	33.33%	2	66.67%	**3**	**0.04%**	2	50.00%	2	50.00%	**4**	**0.05%**
Argentinean	2	100.00%	0	0.00%	**2**	**0.03%**	2	100.00%	0	0.00%	**2**	**0.03%**
Indian	2	100.00%	0	0.00%	**2**	**0.03%**	2	100.00%	0	0.00%	**2**	**0.03%**
French	0	0.00%	0	0.00%	**0**	**0.00%**	2	100.00%	0	0.00%	**2**	**0.03%**
Cuban	0	0.00%	2	100.00%	**2**	**0.03%**	0	0.00%	1	100.00%	**1**	**0.01%**
Paraguayan	1	100.00%	0	0.00%	**1**	**0.01%**	1	100.00%	0	0.00%	**1**	**0.01%**
Moroccan	1	100.00%	0	0.00%	**1**	**0.01%**	0	0.00%	0	0.00%	**0**	**0.00%**
Total	**5,626**	**80.4%**	**1,371**	**19.6%**	**6,997**	**100.0%**	**6,124**	**79.7%**	**1,558**	**20.3%**	**7,682**	**100.00%**

LITHIUM DIVISION

Employees by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	%	No.	%	No.	%
Senior Executives	6	85.7%	1	14.3%	**7**	**0.2%**
Management	71	80.7%	17	19.3%	**88**	**2.5%**
Department Heads	286	79.7%	73	20.3%	**359**	**10.3%**
Operators	1,014	87.9%	139	12.1%	**1,153**	**33.0%**
Sales Force	5	20.0%	20	80.0%	**25**	**0.7%**
Administrative Staff	12	30.0%	28	70.0%	**40**	**1.1%**
Support Staff	1	50.0%	1	50.0%	**2**	**0.1%**
Other Professionals	720	63.1%	421	36.9%	**1,141**	**32.7%**
Other Technicians	614	90.7%	63	9.3%	**677**	**19.4%**
Total	**2,729**	**78.2%**	**763**	**21.8%**	3,492	**100.0%**

Employees by Job Category, Gender and Type of Contract 2023

Job Category		Contract Type		Total
		Open-term	Fixed-term	
Senior Executives	Men	6	0	**6**
	Women	1	0	**1**
Management	Men	71	0	**71**
	Women	17	0	**17**
Department Heads	Men	283	3	**286**
	Women	73	0	**73**
Operators	Men	976	38	**1,014**
	Women	128	11	**139**
Sales Force	Men	5	0	**5**
	Women	20	0	**20**
Administrative Staff	Men	12	0	**12**
	Women	24	4	**28**
Support Staff	Men	1	0	**1**
	Women	1	0	**1**
Other Professionals	Men	695	25	**720**
	Women	400	21	**421**
Other Technicians	Men	595	19	**614**
	Women	58	5	**63**
Total		**3,366**	**126**	3,492

LITHIUM DIVISION

Employees by Job Category, Gender and Workday Type 2023

Job Category		Workday Type		Total
		Regular full-time schedule	Special schedule	
Senior Executives	Men	6	0	6
	Women	1	0	1
Management	Men	71	0	71
	Women	17	0	17
Department Heads	Men	94	192	286
	Women	47	26	73
Operators	Men	12	1,002	1,014
	Women	2	137	139
Sales Force	Men	5	0	5
	Women	20	0	20
Administrative Staff	Men	4	8	12
	Women	23	5	28
Support Staff	Men	1	0	1
	Women	1	0	1
Other Professionals	Men	327	393	720
	Women	222	199	421
Other Technicians	Men	36	578	614
	Women	21	42	63
Total		910	2,582	3,492

Employees by Job Category, Gender and Age Group 2023

Job Category		Age Group						Total
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	Men	0	0	4	2	0	0	6
	Women	0	0	1	0	0	0	1
Management	Men	0	29	23	14	4	1	71
	Women	0	5	9	3	0	0	17
Department Heads	Men	21	134	97	28	6	0	286
	Women	9	41	19	3	1	0	73
Operators	Men	229	450	223	103	9	0	1,014
	Women	44	66	22	6	1	0	139
Sales Force	Men	1	4	0	0	0	0	5
	Women	4	13	1	2	0	0	20
Administrative Staff	Men	3	3	3	1	2	0	12
	Women	7	7	4	8	2	0	28
Support Staff	Men	0	0	0	0	1	0	1
	Women	0	0	0	0	1	0	1
Other Professionals	Men	161	384	122	46	6	1	720
	Women	126	223	58	11	3	0	421
Other Technicians	Men	151	288	114	52	9	0	614
	Women	31	22	9	1	0	0	63
Total		787	1,669	709	280	45	2	3,492

LITHIUM DIVISION

Employees by Job Category, Gender and Age Group 2023

Job Category		Age Group					Total
		Less than 3 years	3-6 years	6-9 years	9-12 years	More than 12 years	
Senior Executives	Men	1	1	0	1	3	6
	Women	0	0	0	0	1	1
Management	Men	20	16	7	5	23	71
	Women	7	3	1	2	4	17
Department Heads	Men	96	57	32	47	54	286
	Women	31	21	3	6	12	73
Operators	Men	458	203	145	136	72	1,014
	Women	96	42	0	1	0	139
Sales Force	Men	3	0	0	2	0	5
	Women	11	4	2	0	3	20
Administrative Staff	Men	3	0	2	5	2	12
	Women	18	4	0	2	4	28
Support Staff	Men	0	0	0	0	1	1
	Women	1	0	0	0	0	1
Other Professionals	Men	475	135	33	42	35	720
	Women	296	74	21	20	10	421
Other Technicians	Men	252	149	91	78	44	614
	Women	43	16	2	2	0	63
Total		1,811	725	339	349	268	3,492

Employees by Job Category, Gender and Region of Origin 2023

Job Category		Region of Origin					Total
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Overseas	
Senior Executives	Men	0	0	6	0	0	6
	Women	0	0	1	0	0	1
Management	Men	2	18	37	5	9	71
	Women	0	8	9	0	0	17
Department Heads	Men	10	140	41	89	6	286
	Women	0	36	20	10	7	73
Operators	Men	29	578	16	381	10	1,014
	Women	2	122	1	14	0	139
Sales Force	Men	0	0	2	0	3	5
	Women	0	0	2	0	18	20
Administrative Staff	Men	2	5	2	3	0	12
	Women	0	16	11	0	1	28
Support Staff	Men	0	0	1	0	0	1
	Women	0	0	1	0	0	1
Other Professionals	Men	12	280	171	179	78	720
	Women	5	192	118	63	43	421
Other Technicians	Men	27	298	27	237	25	614
	Women	3	35	8	10	7	63
Total		92	1,728	474	991	207	3,492

*/ Corresponds to other regions of Chile.

LITHIUM DIVISION

Employees by Job Category, Gender and Work Region 2023

Job Category		Region			Total
		Antofagasta Region	Metropolitan Region	Abroad	
Senior Executives	Men	0	6	0	6
	Women	0	1	0	1
Management	Men	23	33	15	71
	Women	7	9	1	17
Department Heads	Men	252	26	8	286
	Women	47	19	7	73
Operators	Men	1,003	1	10	1,014
	Women	139	0	0	139
Sales Force	Men	0	0	5	5
	Women	0	2	18	20
Administrative Staff	Men	10	2	0	12
	Women	16	11	1	28
Support Staff	Men	0	1	0	1
	Women	0	1	0	1
Other Professionals	Men	497	144	79	720
	Women	264	114	43	421
Other Technicians	Men	580	9	25	614
	Women	48	8	7	63
Total		2,886	387	219	3,492

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	%	No.	%	No.	%
Senior Executives	9	90.0%	1	10.0%	10	0.3%
Management	84	83.2%	17	16.8%	101	2.5%
Department Heads	281	80.5%	68	19.5%	349	8.7%
Operators	1,589	93.6%	109	6.4%	1,698	42.6%
Sales Force	34	55.7%	27	44.3%	61	1.5%
Administrative Staff	26	33.8%	51	66.2%	77	1.9%
Support Staff	3	60.0%	2	40.0%	5	0.1%
Other Professionals	619	59.7%	418	40.3%	1,037	26.0%
Other Technicians	574	88.0%	78	12.0%	652	16.3%
Total	3,219	80.7%	771	19.3%	3,990	100.0%

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category, Gender and Type of Contract 2023

Job Category		Type of Contract		Total
		Open-term	Fixed-term	
Senior Executives	Men	9	0	9
	Women	1	0	1
Management	Men	84	0	84
	Women	17	0	17
Department Heads	Men	281	0	281
	Women	68	0	68
Operators	Men	1,528	61	1,589
	Women	105	4	109
Sales Force	Men	34	0	34
	Women	26	1	27
Administrative Staff	Men	26	0	26
	Women	51	0	51
Support Staff	Men	3	0	3
	Women	2	0	2
Other Professionals	Men	608	11	619
	Women	404	14	418
Other Technicians	Men	563	11	574
	Women	75	3	78
Total		3,885	105	3,990

Employees by Job Category, Gender and Workday Type 2023

Job Category		Workday Type			Total
		Regular full-time schedule	Special schedule	Part-time	
Senior Executives	Men	9	0	0	9
	Women	1	0	0	1
Management	Men	84	0	0	84
	Women	17	0	0	17
Department Heads	Men	154	127	0	281
	Women	57	11	0	68
Operators	Men	126	1,462	1	1,589
	Women	17	92	0	109
Sales Force	Men	34	0	0	34
	Women	27	0	0	27
Administrative Staff	Men	16	10	0	26
	Women	30	21	0	51
Support Staff	Men	3	0	0	3
	Women	2	0	0	2
Other Professionals	Men	347	271	1	619
	Women	271	147	0	418
Other Technicians	Men	44	530	0	574
	Women	21	56	1	78
Total		1,260	2,727	3	3,990

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category, Gender and Age Group 2023

Job Category		Age Group						Total
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	Men	0	0	6	3	0	0	9
	Women	0	0	0	1	0	0	1
Management	Men	1	21	30	22	9	1	84
	Women	0	2	8	3	4	0	17
Department Heads	Men	10	91	86	71	21	2	281
	Women	2	27	28	9	2	0	68
Operators	Men	219	502	399	340	127	2	1,589
	Women	33	42	20	13	1	0	109
Sales Force	Men	3	11	10	9	1	0	34
	Women	3	10	8	3	3	0	27
Administrative Staff	Men	10	10	0	2	3	1	26
	Women	6	18	12	13	2	0	51
Support Staff	Men	1	1	1	0	0	0	3
	Women	1	1	0	0	0	0	2
Other Professionals	Men	110	252	156	73	27	1	619
	Women	109	188	80	33	8	0	418
Other Technicians	Men	62	207	160	108	33	4	574
	Women	15	27	17	15	4	0	78
Total		585	1,410	1,021	718	245	11	3,990

Employees by Job Category, Gender and Years of Service 2023

Job Category		Ranges of Years of Service					Total
		Less than 3 years	3 to 6 years	6 to 9 years	9 to 12 years	More than 12 years	
Senior Executives	Men	1	0	2	3	3	9
	Women	0	0	0	0	1	1
Management	Men	21	12	4	10	37	84
	Women	2	5	0	2	8	17
Department Heads	Men	82	69	34	33	63	281
	Women	19	13	5	9	22	68
Operators	Men	534	318	263	216	258	1,589
	Women	68	22	12	3	4	109
Sales Force	Men	7	12	3	4	8	34
	Women	11	5	2	4	5	27
Administrative Staff	Men	14	6	3	2	1	26
	Women	12	13	9	8	9	51
Support Staff	Men	1	1	0	0	1	3
	Women	1	1	0	0	0	2
Other Professionals	Men	289	141	47	67	75	619
	Women	231	92	25	27	43	418
Other Technicians	Men	175	127	118	62	92	574
	Women	25	11	5	21	16	78
Total		1,493	848	532	471	646	3,990

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category, Gender and Region of Origin 2023

Job Category		Region of Origin					Total
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Abroad	
Senior Executives	Men	0	0	7	1	1	9
	Women	0	0	1	0	0	1
Management	Men	5	13	40	8	18	84
	Women	0	3	11	2	1	17
Department Heads	Men	46	104	46	63	22	281
	Women	7	19	20	7	15	68
Operators	Men	337	647	13	480	112	1,589
	Women	24	56	0	15	14	109
Sales Force	Men	0	0	2	0	32	34
	Women	0	0	1	0	26	27
Administrative Staff	Men	4	11	2	5	4	26
	Women	6	32	2	7	4	51
Support Staff	Men	0	0	0	0	3	3
	Women	0	0	0	0	2	2
Other Professionals	Men	65	178	131	168	77	619
	Women	33	149	105	57	74	418
Other Technicians	Men	83	252	15	216	8	574
	Women	8	52	5	9	4	78
Total		618	1,516	401	1,038	417	3,990

*/ Corresponds to other regions of Chile.

Employees by Job Category, Gender and Work Region 2023

Job Category		Work Region					Total
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Abroad	
Senior Executives	Men	1	1	6	0	1	9
	Women	0	0	1	0	0	1
Management	Men	12	11	37	1	23	84
	Women	1	2	13	0	1	17
Department Heads	Men	79	136	37	6	23	281
	Women	9	20	22	2	15	68
Operators	Men	649	826	2	0	112	1,589
	Women	40	55	0	0	14	109
Sales Force	Men	0	0	0	0	34	34
	Women	0	0	1	0	26	27
Administrative Staff	Men	9	11	2	0	4	26
	Women	10	32	4	1	4	51
Support Staff	Men	0	0	0	0	3	3
	Women	0	0	0	0	2	2
Other Professionals	Men	175	243	109	12	80	619
	Women	61	166	105	11	75	418
Other Technicians	Men	250	306	8	2	8	574
	Women	11	59	4	0	4	78
Total		1,307	1,868	351	35	429	3,990

*/ Corresponds to other regions of Chile.

O CONTENT 401-1

New Hires and Turnover

Hires

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New Hires by Job Category and Gender

Job Category	2022			2023		
	Men	Women	Total	Men	Women	Total
Senior Executives	1	0	**1**	1	0	**1**
Management	12	2	**14**	22	6	**28**
Department Heads	92	19	**111**	53	177	**70**
Operators	470	93	**563**	402	55	**457**
Sales Force	1	8	**9**	6	13	**19**
Administrative Staff	7	19	**26**	7	17	**24**
Support Staff	0	0	**0**	0	0	**0**
Other Professionals	380	285	**665**	330	223	**553**
Other Technicians	213	35	**248**	178	36	**214**
Total	**1,176**	**461**	**1,637**	**999**	**367**	**1,366**

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New Hires by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0	0	1	0	0	0	**1**	0	0	1	0	0	0	**1**
	Women	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
Management	Men	0	8	4	0	0	0	**12**	1	12	6	2	1	0	**22**
	Women	0	1	1	0	0	0	**2**	0	2	4	0	0	0	**6**
Department Heads	Men	12	38	29	9	4	0	**92**	8	23	19	3	0	0	**53**
	Women	3	10	5	1	0	0	**19**	2	9	5	0	1	0	**17**
Operators	Men	191	189	69	20	1	0	**470**	147	173	56	22	4	0	**402**
	Women	38	42	11	2	0	0	**93**	18	21	14	2	0	0	**55**
Sales Force	Men	0	1	0	0	0	0	**1**	1	3	2	0	0	0	**6**
	Women	6	1	1	0	0	0	**8**	4	8	1	0	0	0	**13**
Administrative Staff	Men	6	1	0	0	0	0	**7**	5	2	0	0	0	0	**7**
	Women	5	9	2	2	1	0	**19**	7	5	2	2	1	0	**17**
Support Staff	Men	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
	Women	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
Other Professionals	Men	130	187	53	8	2	0	**380**	110	174	37	8	1	0	**330**
	Women	129	119	31	5	1	0	**285**	93	94	28	6	2	0	**223**
Other Technicians	Men	90	92	23	7	1	0	**213**	59	97	19	3	0	0	**178**
	Women	17	16	1	0	0	1	**35**	25	8	3	0	0	0	**36**
Subtotal	**Men**	**429**	**516**	**179**	**44**	**8**	**0**	1,176	**331**	**484**	**140**	**38**	**6**	**0**	999
	Women	**198**	**198**	**52**	**10**	**2**	**1**	461	**149**	**147**	**57**	**10**	**4**	**0**	367
Total		**627**	**714**	**231**	**54**	**10**	**1**	1,637	**480**	**631**	**197**	**48**	**10**	**0**	1,366

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Rate of New Hires by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0%	0%	11%	0%	0%	0%	**7%**	0%	0%	11%	0%	0%	0%	**6%**
	Women	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	29%	13%	0%	0%	0%	**13%**	100%	28%	13%	6%	11%	0%	**17%**
	Women	0%	33%	11%	0%	0%	0%	**12%**	0%	40%	31%	0%	0%	0%	**23%**
Department Heads	Men	52%	19%	17%	9%	15%	0%	**18%**	26%	11%	10%	3%	0%	0%	**9%**
	Women	46%	18%	13%	8%	0%	0%	**17%**	21%	14%	11%	0%	40%	0%	**13%**
Operators	Men	42%	21%	12%	5%	1%	0%	**19%**	31%	18%	9%	5%	3%	0%	**15%**
	Women	52%	50%	32%	14%	0%	0%	**45%**	23%	20%	35%	11%	0%	0%	**23%**
Sales Force	Men	0%	7%	0%	0%	0%	0%	**3%**	29%	21%	24%	0%	0%	0%	**17%**
	Women	120%	6%	14%	0%	0%	0%	**22%**	67%	38%	12%	0%	0%	0%	**30%**
Administrative Staff	Men	67%	10%	0%	0%	0%	0%	**21%**	40%	16%	0%	0%	0%	0%	**18%**
	Women	40%	46%	10%	13%	33%	0%	**27%**	56%	21%	10%	11%	29%	0%	**22%**
Support Staff	Men	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	60%	40%	22%	7%	7%	0%	**36%**	41%	30%	14%	7%	3%	0%	**26%**
	Women	70%	35%	29%	15%	15%	0%	**43%**	41%	24%	22%	15%	22%	0%	**28%**
Other Technicians	Men	47%	22%	9%	5%	4%	0%	**21%**	28%	21%	7%	2%	0%	0%	**16%**
	Women	52%	37%	5%	0%	0%	100%	**31%**	58%	16%	13%	0%	0%	0%	**27%**
Subtotal	**Men**	**48%**	**25%**	**14%**	**5%**	**4%**	**0%**	**22%**	**33%**	**21%**	**10%**	**4%**	**3%**	**0%**	**17%**
	Women	**63%**	**35%**	**22%**	**10%**	**11%**	**100%**	**37%**	**39%**	**22%**	**21%**	**9%**	**15%**	**0%**	**25%**
Total		**52%**	**27%**	**15%**	**6%**	**5%**	**14%**	**25%**	**35%**	**21%**	**12%**	**5%**	**4%**	**0%**	**19%**

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New Hires Rate by Job Category and Age Group

Job Category	2022							2023						
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	0%	0%	10%	0%	0%	0%	6%	0%	0%	10%	0%	0%	0%	6%
Management	0%	29%	12%	0%	0%	0%	13%	100%	29%	17%	5%	8%	0%	18%
Department Heads	51%	19%	16%	9%	14%	0%	18%	25%	11%	10%	3%	3%	0%	10%
Operators	43%	24%	13%	5%	1%	0%	21%	30%	18%	10%	5%	3%	0%	16%
Sales Force	75%	6%	7%	0%	0%	0%	13%	53%	31%	18%	0%	0%	0%	24%
Administrative Staff	51%	33%	8%	10%	13%	0%	25%	48%	19%	8%	9%	12%	0%	20%
Support Staff	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Professionals	65%	38%	24%	9%	8%	0%	38%	41%	28%	16%	9%	7%	0%	27%
Other Technicians	48%	23%	9%	5%	4%	100%	22%	33%	20%	8%	2%	0%	0%	17%
Total	52%	27%	15%	6%	5%	14%	25%	35%	21%	12%	5%	4%	0%	19%

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New Hires by Job Category, Gender and Work Region

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0	0	1	0	0	**1**	0	0	1	0	0	**1**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Management	Men	0	0	8	0	4	**12**	1	1	8	0	12	**22**
	Women	0	0	2	0	0	**2**	0	0	3	0	3	**6**
Department Heads	Men	14	63	13	0	2	**92**	5	36	4	3	5	**53**
	Women	2	8	7	0	2	**19**	1	7	7	0	2	**17**
Operators	Men	111	324	0	0	35	**470**	98	276	0	0	28	**402**
	Women	23	61	0	0	9	**93**	8	45	0	0	2	**55**
Sales Force	Men	0	0	0	0	1	**1**	0	0	0	0	6	**6**
	Women	0	0	1	0	7	**8**	0	0	2	0	11	**13**
Administrative Staff	Men	2	3	0	0	2	**7**	2	5	0	0	0	**7**
	Women	2	11	5	0	1	**19**	2	10	3	0	2	**17**
Support Staff	Men	0	0	0	0	0	**0**	0	0	0	0	0	**0**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Other Professionals	Men	45	232	82	0	21	**380**	33	137	73	2	85	**330**
	Women	15	162	75	0	33	**285**	14	101	69	1	38	**223**
Other Technicians	Men	51	157	3	0	2	**213**	34	111	1	0	32	**178**
	Women	4	23	7	0	1	**35**	6	17	2	0	11	**36**
Subtotal	**Men**	**223**	**779**	**107**	**0**	67	1,176	**173**	**566**	**87**	**5**	168	999
	Women	**46**	**265**	**97**	**0**	53	461	**31**	**180**	**86**	**1**	69	367
Total		**269**	**1,044**	**204**	**0**	**120**	**1,637**	**204**	**746**	**173**	**6**	**237**	**1,366**

*/ Corresponds to other regions of Chile.

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New Hires by Job Category, Gender and Work Region 2023

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0%	0%	9%	0%	0%	**7%**	0%	0%	8%	0%	0%	**6%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	0%	15%	0%	15%	**13%**	14%	4%	12%	0%	36%	**17%**
	Women	0%	0%	15%	0%	0%	**12%**	0%	0%	17%	0%	200%	**23%**
Department Heads	Men	17%	19%	18%	0%	9%	**18%**	6%	9%	6%	60%	18%	**9%**
	Women	27%	14%	23%	0%	11%	**17%**	12%	11%	19%	0%	9%	**13%**
Operators	Men	18%	18%	0%	0%	35%	**19%**	15%	15%	0%	0%	25%	**15%**
	Women	75%	37%	0%	0%	82%	**45%**	21%	24%	0%	0%	14%	**23%**
Sales Force	Men	0%	0%	0%	0%	3%	**3%**	0%	0%	0%	0%	17%	**17%**
	Women	0%	0%	18%	0%	23%	**22%**	0%	0%	44%	0%	29%	**30%**
Administrative Staff	Men	31%	14%	0%	0%	50%	**21%**	25%	23%	0%	0%	0%	**18%**
	Women	25%	29%	33%	0%	11%	**27%**	22%	22%	18%	0%	31%	**22%**
Support Staff	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	35%	36%	39%	0%	27%	**36%**	21%	19%	30%	16%	71%	**26%**
	Women	28%	45%	45%	0%	42%	**43%**	24%	24%	34%	9%	37%	**28%**
Other Technicians	Men	23%	21%	15%	0%	10%	**21%**	14%	13%	5%	0%	116%	**16%**
	Women	57%	26%	39%	0%	100%	**31%**	67%	17%	12%	0%	200%	**27%**
Subtotal	**Men**	**21%**	**22%**	**29%**	**0%**	**23%**	**22%**	**15%**	**15%**	**20%**	**24%**	**46%**	**17%**
	Women	**43%**	**37%**	**38%**	**0%**	**35%**	**37%**	**25%**	**22%**	**29%**	**7%**	**36%**	**25%**
Total		**23%**	**25%**	**33%**	**0%**	**27%**	**25%**	**16%**	**16%**	**24%**	**17%**	**43%**	**19%**

*/ Corresponds to other regions of Chile.

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New Hires by Job Category and Work Region

Job Category	2022						2023					
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	0%	0%	8%	0%	0%	**6%**	0%	0%	7%	0%	0%	**6%**
Management	0%	0%	15%	0%	15%	**13%**	13%	3%	13%	0%	43%	**18%**
Department Heads	18%	18%	20%	0%	10%	**18%**	7%	10%	10%	43%	14%	**10%**
Operators	21%	20%	0%	0%	40%	**21%**	16%	16%	0%	0%	24%	**16%**
Sales Force	0%	0%	15%	0%	13%	**13%**	0%	0%	40%	0%	23%	**24%**
Administrative Staff	28%	24%	30%	0%	23%	**25%**	24%	23%	14%	0%	18%	**20%**
Support Staff	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	33%	40%	42%	0%	34%	**38%**	21%	21%	32%	13%	55%	**27%**
Other Technicians	24%	22%	26%	0%	15%	**22%**	16%	13%	9%	0%	130%	**17%**
Total	**23%**	**25%**	**33%**	**0%**	**27%**	**25%**	**16%**	**16%**	**24%**	**17%**	**43%**	**19%**

*/ Corresponds to other regions of Chile.

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New Hires by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	71	296	41	0	21	**429**	57	209	35	0	30	**331**
	Women	21	124	34	0	19	**198**	19	72	34	0	24	**149**
30 to 40	Men	92	341	45	0	38	**516**	80	249	38	2	115	**484**
	Women	23	110	43	0	22	**198**	8	75	31	1	32	**147**
41 to 50	Men	47	108	18	0	6	**179**	29	77	11	3	20	**140**
	Women	2	27	14	0	9	**52**	3	27	15	0	12	**57**
51 to 60	Men	11	28	3	0	2	**44**	7	26	2	0	3	**38**
	Women	0	3	4	0	3	**10**	1	3	6	0	0	**10**
61 to 70	Men	2	6	0	0	0	**8**	0	5	1	0	0	**6**
	Women	0	0	2	0	0	**2**	0	3	0	0	1	**4**
Over 70	Men	0	0	0	0	0	**0**	0	0	0	0	0	**0**
	Women	0	1	0	0	0	**1**	0	0	0	0	0	**0**
Subtotal	**Men**	**223**	**779**	**107**	**0**	**67**	1,176	**173**	**566**	**87**	**5**	**168**	**999**
	Women	**46**	**265**	**97**	**0**	**53**	**461**	**31**	**180**	**86**	**1**	**69**	**367**
Total		**269**	**1,044**	**204**	**0**	**120**	1,637	**204**	**746**	**173**	**6**	**237**	1,366

*/ Corresponds to other regions of Chile.

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Rate of New Hires by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	52%	44%	69%	0%	75%	**48%**	38%	29%	48%	0%	60%	**33%**
	Women	68%	60%	62%	0%	83%	**63%**	49%	30%	50%	0%	67%	**39%**
30 to 40	Men	23%	26%	28%	0%	25%	**25%**	19%	17%	21%	20%	62%	**21%**
	Women	43%	33%	40%	0%	35%	**35%**	13%	19%	24%	20%	40%	**22%**
41 to 50	Men	15%	13%	20%	0%	9%	**14%**	9%	9%	11%	50%	25%	**10%**
	Women	12%	23%	24%	0%	23%	**22%**	16%	19%	24%	0%	25%	**21%**
51 to 60	Men	6%	5%	6%	0%	6%	**5%**	4%	4%	3%	0%	7%	**4%**
	Women	0%	7%	16%	0%	14%	**10%**	15%	6%	16%	0%	0%	**9%**
61 to 70	Men	7%	4%	0%	0%	0%	**4%**	0%	3%	7%	0%	0%	**3%**
	Women	0%	0%	31%	0%	0%	**11%**	0%	27%	0%	0%	17%	**15%**
Over 70	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	100%	100%	0%	0%	**100%**	0%	0%	0%	0%	0%	**0%**
Subtotal	**Men**	**21%**	**22%**	**29%**	**0%**	**23%**	**22%**	**15%**	**15%**	**20%**	**24%**	**46%**	**17%**
	Women	**43%**	**37%**	**38%**	**0%**	**35%**	**37%**	**25%**	**22%**	**29%**	**7%**	**36%**	**25%**
Total		**23%**	**25%**	**33%**	**0%**	**27%**	**25%**	**16%**	**16%**	**24%**	**17%**	**43%**	**19%**

*/ Corresponds to other regions of Chile.

LITHIUM DIVISION

No. of People and Rate of New Hires by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	0	0%	0	0%	**0**	**0%**
Management	15	30%	5	53%	**20**	**34%**
Department Heads	29	11%	12	19%	**41**	**12%**
Operators	156	16%	28	22%	**184**	**17%**
Sales Force	3	86%	8	43%	**11**	**50%**
Administrative Staff	1	13%	11	71%	**12**	**52%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	218	35%	131	37%	**349**	**36%**
Other Technicians	108	19%	23	47%	**131**	**21%**
Total	**530**	**21%**	**218**	**34%**	748	24%

LITHIUM DIVISION

No. of People by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	0	0	0	**0**
Management	0	12	7	1	0	0	**20**
Department Heads	8	17	15	1	0	0	**41**
Operators	67	88	21	8	0	0	**184**
Sales Force	4	7	0	0	0	0	**11**
Administrative Staff	5	3	1	2	1	0	**12**
Support Staff	0	0	0	0	0	0	**0**
Other Professionals	122	179	41	4	3	0	**349**
Other Technicians	59	61	10	1	0	0	**131**
Total	**265**	**367**	**95**	**17**	**4**	**0**	**748**

New Hire Rate by Job Category and Age Group

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	0%	0%	0%	**0%**
Management	0%	52%	33%	8%	0%	0%	**34%**
Department Heads	32%	11%	14%	3%	0%	0%	**12%**
Operators	24%	19%	9%	8%	0%	0%	**17%**
Sales Force	114%	50%	0%	0%	0%	0%	**50%**
Administrative Staff	100%	50%	22%	36%	50%	0%	**52%**
Support Staff	0%	0%	0%	0%	0%	0%	**0%**
Other Professionals	46%	36%	28%	8%	43%	0%	**36%**
Other Technicians	36%	22%	9%	2%	0%	0%	**21%**
Total	**35%**	**25%**	**15%**	**7%**	**12%**	**0%**	**24%**

LITHIUM DIVISION

No. of People by Job Category and Work Region 2023

Job Category	Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0	0	0	**0**
Management	1	7	12	**20**
Department Heads	29	7	5	**41**
Operators	173	0	11	**184**
Sales Force	0	2	9	**11**
Administrative Staff	8	2	2	**12**
Support Staff	0	0	0	**0**
Other Professionals	161	100	88	**349**
Other Technicians	95	2	34	**131**
Total	**467**	**120**	**161**	748

Rate of New Hires by Job Category and Work Region 2023

Job Category	Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0%	0%	0%	**0%**
Management	5%	23%	126%	**34%**
Department Heads	10%	18%	45%	**12%**
Operators	16%	0%	220%	**17%**
Sales Force	0%	100%	45%	**50%**
Administrative Staff	50%	31%	400%	**52%**
Support Staff	0%	0%	0%	**0%**
Other Professionals	23%	50%	114%	**36%**
Other Technicians	16%	18%	189%	**21%**
Total	**17%**	**40%**	**114%**	24%

LITHIUM DIVISION

No. of People and Rate of New Hires by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	187	209	57	11	3	0	**467**
Metropolitan Region	46	51	17	6	0	0	**120**
Foreign nationals	32	107	21	0	1	0	**161**
Total	**265**	**367**	**95**	**17**	**4**	**0**	**748**

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	29%	17%	10%	5%	10%	0%	**17%**
Metropolitan Region	67%	36%	32%	18%	0%	0%	**40%**
Foreign nationals	131%	120%	88%	0%	200%	0%	**114%**
Total	**35%**	**25%**	**15%**	**7%**	**12%**	**0%**	**24%**

IODINE AND PLANT NUTRITION DIVISION

No. of People and Rates of New Hires by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	1	13%	0	0%	**1**	**12%**
Management	7	11%	1	8%	**8**	**10%**
Department Heads	23	9%	5	9%	**28**	**9%**
Operators	210	13%	27	25%	**237**	**14%**
Sales Force	3	9%	5	20%	**8**	**14%**
Administrative Staff	6	33%	6	17%	**12**	**23%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	105	19%	88	25%	**193**	**21%**
Other Technicians	70	13%	12	18%	**82**	**14%**
Total	**425**	**14%**	**144**	**22%**	569	**15%**

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	1	0	0	0	1
Management	1	2	3	1	1	0	8
Department Heads	2	14	9	2	1	0	28
Operators	84	93	40	16	4	0	237
Sales Force	1	4	3	0	0	0	8
Administrative Staff	7	4	1	0	0	0	12
Support Staff	0	0	0	0	0	0	0
Other Professionals	76	85	24	8	0	0	193
Other Technicians	25	43	12	2	0	0	82
Total	196	245	93	29	6	0	569

New Hire Rate by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	22%	0%	0%	0%	12%
Management	100%	11%	10%	5%	13%	0%	10%
Department Heads	14%	13%	9%	3%	5%	0%	9%
Operators	34%	17%	10%	5%	4%	0%	14%
Sales Force	17%	19%	20%	0%	0%	0%	14%
Administrative Staff	61%	22%	11%	0%	0%	0%	23%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	39%	23%	11%	9%	0%	0%	21%
Other Technicians	30%	20%	8%	2%	0%	0%	14%
Total	35%	19%	10%	4%	3%	0%	15%

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category and Work Region 2023

Job Categories	Work Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0	0	1	0	0	1
Management	1	0	4	0	3	8
Department Heads	6	13	4	3	2	28
Operators	106	112	0	0	19	237
Sales Force	0	0	0	0	8	8
Administrative Staff	4	7	1	0	0	12
Support Staff	0	0	0	0	0	0
Other Professionals	47	67	41	3	35	193
Other Technicians	40	32	1	0	9	82
Total	204	231	52	6	76	569

*/ Corresponds to other regions of Chile.

Rate of New Hires by Job Category and Age Group 2023

Job Category	Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0%	0%	20%	0%	0%	12%
Management	13%	0%	10%	0%	14%	10%
Department Heads	7%	9%	9%	43%	6%	9%
Operators	16%	13%	0%	0%	16%	14%
Sales Force	0%	0%	0%	0%	15%	14%
Administrative Staff	29%	28%	20%	0%	0%	23%
Support Staff	0%	0%	0%	0%	0%	0%
Other Professionals	23%	18%	25%	13%	28%	21%
Other Technicians	16%	10%	7%	0%	60%	14%
Total	16%	13%	19%	17%	20%	15%

*/ Corresponds to other regions of Chile.

IODINE AND PLANT NUTRITION DIVISION

No. of People by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	76	88	32	8	0	0	204
Antofagasta Region	76	96	38	16	5	0	231
Metropolitan Region	22	18	9	2	1	0	52
Other regions*/	0	3	3	0	0	0	6
Foreign nationals	22	40	11	3	0	0	76
Total	196	245	93	29	6	0	569

*/ Corresponds to other regions of Chile.

Rate of New Hires by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	41%	18%	9%	4%	0%	0%	16%
Antofagasta Region	29%	18%	9%	4%	3%	0%	13%
Metropolitan Region	44%	17%	12%	5%	13%	0%	19%
Other regions*/	0%	20%	25%	0%	0%	0%	17%
Foreign nationals	37%	24%	12%	5%	0%	0%	20%
Total	35%	19%	10%	4%	3%	0%	15%

*/ Corresponds to other regions of Chile.

Total Turnover

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Turnover by Job Category and Gender

Job Category	2022			2023		
	Men	Women	Total	Men	Women	Total
Senior Executives	3	0	**3**	1	0	**1**
Management	5	2	**7**	9	3	**12**
Department Heads	51	13	**64**	45	12	**57**
Operators	182	24	**206**	130	19	**149**
Sales Force	5	3	**8**	3	3	**6**
Administrative Staff	2	6	**8**	3	2	**5**
Support Staff	0	0	**0**	0	0	**0**
Other Professionals	116	99	**215**	113	85	**198**
Other Technicians	83	13	**96**	58	12	**70**
Total	**447**	**160**	607	**362**	**136**	498

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Turnover by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0	0	2	0	1	0	3	0	0	0	1	0	0	1
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	Men	0	1	2	2	0	0	5	0	5	1	2	1	0	9
	Women	0	1	1	0	0	0	2	0	0	3	0	0	0	3
Department Heads	Men	1	22	19	8	1	0	51	2	22	12	8	1	0	45
	Women	1	7	4	1	0	0	13	0	6	4	2	0	0	12
Operators	Men	50	90	36	4	2	0	182	32	52	23	16	6	1	130
	Women	11	10	3	0	0	0	24	6	9	4	0	0	0	19
Sales Force	Men	0	2	2	0	0	1	5	0	1	2	0	0	0	3
	Women	2	0	0	1	0	0	3	0	1	1	1	0	0	3
Administrative Staff	Men	0	2	0	0	0	0	2	2	1	0	0	0	0	3
	Women	4	2	0	0	0	0	6	0	1	0	1	0	0	2
Support Staff	Men	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Professionals	Men	19	60	28	9	0	0	116	36	42	21	12	2	0	113
	Women	24	57	13	3	2	0	99	23	49	13	0	0	0	85
Other Technicians	Men	17	38	14	10	4	0	83	15	25	9	6	3	0	58
	Women	4	7	0	1	0	1	13	6	2	3	1	0	0	12
Subtotal	**Men**	**87**	**215**	**103**	**33**	**8**	**1**	447	**87**	**148**	**68**	**45**	**13**	**1**	362
	Women	**46**	**84**	**21**	**6**	**2**	**1**	160	**35**	**68**	**28**	**5**	**0**	**0**	136
Total		**133**	**299**	**124**	**39**	**10**	**2**	607	**122**	**216**	**96**	**50**	**13**	**1**	498

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Turnover Rate by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0%	0%	21%	0%	100%	0%	**21%**	0%	0%	0%	17%	0%	0%	**6%**
	Women	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	4%	6%	8%	0%	0%	**5%**	0%	11%	2%	6%	11%	0%	**7%**
	Women	0%	33%	11%	0%	0%	0%	**12%**	0%	0%	23%	0%	0%	0%	**12%**
Department Heads	Men	4%	11%	11%	8%	4%	0%	**10%**	6%	10%	6%	8%	3%	0%	**8%**
	Women	15%	13%	10%	8%	0%	0%	**11%**	0%	9%	9%	14%	0%	0%	**9%**
Operators	Men	11%	10%	6%	1%	2%	0%	**7%**	7%	5%	4%	4%	5%	33%	**5%**
	Women	15%	12%	9%	0%	0%	0%	**12%**	8%	9%	10%	0%	0%	0%	**8%**
Sales Force	Men	0%	13%	27%	0%	0%	200%	**14%**	0%	7%	24%	0%	0%	0%	**8%**
	Women	40%	0%	0%	15%	0%	0%	**8%**	0%	5%	12%	18%	0%	0%	**7%**
Administrative Staff	Men	0%	19%	0%	0%	0%	0%	**6%**	16%	8%	0%	0%	0%	0%	**8%**
	Women	32%	10%	0%	0%	0%	0%	**8%**	0%	4%	0%	5%	0%	0%	**3%**
Support Staff	Men	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	9%	13%	11%	8%	0%	0%	**11%**	14%	7%	8%	10%	6%	0%	**9%**
	Women	13%	17%	12%	9%	31%	0%	**15%**	10%	12%	10%	0%	0%	0%	**11%**
Other Technicians	Men	9%	9%	6%	7%	16%	0%	**8%**	7%	5%	3%	4%	9%	0%	**5%**
	Women	12%	16%	0%	7%	0%	100%	**11%**	14%	4%	13%	6%	0%	0%	**9%**
Subtotal	**Men**	**10%**	**11%**	**8%**	**4%**	**4%**	**14%**	**8%**	**9%**	**6%**	**5%**	**5%**	**5%**	**9%**	**6%**
	Women	**15%**	**15%**	**9%**	**6%**	**11%**	**100%**	**13%**	**9%**	**10%**	**10%**	**4%**	**0%**	**0%**	**9%**
Total		**11%**	**12%**	**8%**	**4%**	**5%**	**29%**	**9%**	**9%**	**7%**	**6%**	**5%**	**5%**	**9%**	**7%**

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Turnover Rate by Job Category and Age Group

Job Category	2022							2023						
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	0%	0%	20%	0%	100%	0%	**18%**	0%	0%	0%	14%	0%	0%	**6%**
Management	0%	6%	7%	7%	0%	0%	**6%**	0%	10%	7%	5%	8%	0%	**8%**
Department Heads	7%	12%	11%	8%	4%	0%	**10%**	5%	10%	7%	8%	3%	0%	**8%**
Operators	12%	10%	6%	1%	2%	0%	**8%**	7%	6%	4%	3%	5%	33%	**5%**
Sales Force	25%	6%	14%	7%	0%	200%	**11%**	0%	6%	18%	7%	0%	0%	**8%**
Administrative Staff	19%	13%	0%	0%	0%	0%	**8%**	8%	5%	0%	4%	0%	0%	**4%**
Support Staff	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Other Professionals	11%	15%	12%	8%	6%	0%	**12%**	12%	9%	9%	8%	5%	0%	**10%**
Other Technicians	9%	10%	5%	7%	15%	100%	**9%**	8%	5%	4%	4%	8%	0%	**6%**
Total	**11%**	**12%**	**8%**	**4%**	**5%**	**29%**	9%	**9%**	**7%**	**6%**	**5%**	**5%**	**9%**	**7%**

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Turnover by Job Category, Gender and Work Region

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0	0	2	0	1	**3**	0	0	0	0	1	**1**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Management	Men	0	0	4	0	1	**5**	3	3	2	0	1	**9**
	Women	0	0	2	0	0	**2**	0	1	2	0	0	**3**
Department Heads	Men	7	34	7	2	1	**51**	6	27	9	0	3	**45**
	Women	1	5	7	0	0	**13**	0	5	4	0	3	**12**
Operators	Men	43	108	0	0	31	**182**	37	87	0	0	6	**130**
	Women	5	18	0	0	1	**24**	1	15	0	0	3	**19**
Sales Force	Men	0	0	0	1	4	**5**	0	0	0	0	3	**3**
	Women	0	0	0	1	2	**3**	0	0	0	0	3	**3**
Administrative Staff	Men	0	1	1	0	0	**2**	0	3	0	0	0	**3**
	Women	2	3	0	0	1	**6**	0	1	1	0	0	**2**
Support Staff	Men	0	0	0	0	0	**0**	0	0	0	0	0	**0**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Other Professionals	Men	11	61	38	0	6	**116**	13	47	35	1	17	**113**
	Women	8	48	29	1	13	**99**	9	40	29	1	6	**85**
Other Technicians	Men	29	51	3	0	0	**83**	13	40	2	0	3	**58**
	Women	0	10	3	0	0	**13**	2	7	1	0	2	**12**
Subtotal	**Men**	**90**	**255**	**55**	**3**	**44**	**447**	**72**	**207**	**48**	**1**	**34**	**362**
	Women	**16**	**84**	**41**	**2**	**17**	**160**	**12**	**69**	**37**	**1**	**17**	**136**
Total		**106**	**339**	**96**	**5**	**61**	**607**	**84**	**276**	**85**	**2**	**51**	**498**

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Turnover Rate by Job Category, Gender and Work Region 2023

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0%	0%	18%	0%	67%	**21%**	0%	0%	0%	0%	67%	**6%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	0%	8%	0%	4%	**5%**	43%	13%	3%	0%	3%	**7%**
	Women	0%	0%	15%	0%	0%	**12%**	0%	17%	11%	0%	0%	**12%**
Department Heads	Men	9%	10%	10%	40%	4%	**10%**	7%	7%	13%	0%	11%	**8%**
	Women	13%	9%	23%	0%	0%	**11%**	0%	8%	11%	0%	14%	**9%**
Operators	Men	7%	6%	0%	0%	31%	**7%**	6%	5%	0%	0%	5%	**5%**
	Women	16%	11%	0%	0%	9%	**12%**	3%	8%	0%	0%	21%	**8%**
Sales Force	Men	0%	0%	0%	200%	12%	**14%**	0%	0%	0%	0%	8%	**8%**
	Women	0%	0%	0%	200%	7%	**8%**	0%	0%	0%	0%	8%	**7%**
Administrative Staff	Men	0%	5%	67%	0%	0%	**6%**	0%	14%	0%	0%	0%	**8%**
	Women	25%	8%	0%	0%	11%	**8%**	0%	2%	6%	0%	0%	**3%**
Support Staff	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	8%	10%	18%	0%	8%	**11%**	8%	6%	14%	8%	14%	**9%**
	Women	15%	13%	17%	8%	16%	**15%**	15%	9%	14%	9%	6%	**11%**
Other Technicians	Men	13%	7%	15%	0%	0%	**8%**	5%	5%	11%	0%	11%	**5%**
	Women	0%	11%	17%	0%	0%	**11%**	22%	7%	6%	0%	36%	**9%**
Subtotal	**Men**	**8%**	**7%**	**15%**	**14%**	**15%**	**8%**	**6%**	**5%**	**11%**	**5%**	**9%**	**6%**
	Women	**15%**	**12%**	**16%**	**13%**	**11%**	**13%**	**10%**	**8%**	**12%**	**7%**	**9%**	**9%**
Total		**9%**	**8%**	**15%**	**14%**	**14%**	**9%**	**7%**	**6%**	**12%**	**6%**	**9%**	**7%**

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Turnover Rate by Job Category and Work Region

Job Category	2022						2023					
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	0%	0%	15%	0%	67%	**18%**	0%	0%	0%	0%	67%	**6%**
Management	0%	0%	9%	0%	4%	**6%**	40%	14%	5%	0%	3%	**8%**
Department Heads	9%	10%	14%	31%	2%	**10%**	7%	7%	12%	0%	12%	**8%**
Operators	7%	7%	0%	0%	29%	**8%**	6%	5%	0%	0%	7%	**5%**
Sales Force	0%	0%	0%	200%	10%	**11%**	0%	0%	0%	0%	8%	**8%**
Administrative Staff	14%	7%	6%	0%	8%	**8%**	0%	6%	5%	0%	0%	**4%**
Support Staff	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	10%	11%	18%	4%	12%	**12%**	10%	8%	14%	9%	10%	**10%**
Other Technicians	12%	7%	16%	0%	0%	**9%**	6%	5%	9%	0%	15%	**6%**
Total	**9%**	**8%**	**15%**	**14%**	**14%**	9%	**7%**	**6%**	**12%**	**6%**	**9%**	7%

*/ Corresponds to other regions of Chile.

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Turnover by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	12	63	2	0	10	**87**	14	49	17	0	7	**87**
	Women	3	31	5	1	6	**46**	3	18	10	0	4	**35**
30 to 40	Men	37	119	30	2	27	**215**	26	90	18	0	14	**148**
	Women	10	43	25	0	6	**84**	6	36	17	1	8	**68**
41 to 50	Men	29	53	16	0	5	**103**	14	41	9	0	4	**68**
	Women	3	7	8	0	3	**21**	3	14	7	0	4	**28**
51 to 60	Men	11	15	6	0	1	**33**	13	20	3	1	8	**45**
	Women	0	2	1	1	2	**6**	0	1	3	0	1	**5**
61 to 70	Men	1	5	1	0	1	**8**	5	6	1	0	1	**13**
	Women	0	0	2	0	0	**2**	0	0	0	0	0	**0**
Over 70	Men	0	0	0	1	0	**1**	0	1	0	0	0	**1**
	Women	0	1	0	0	0	**1**	0	0	0	0	0	**0**
Subtotal	**Men**	**90**	**255**	**55**	**3**	**44**	447	**72**	**207**	**48**	**1**	**34**	362
	Women	**16**	**84**	**41**	**2**	**17**	160	**12**	**69**	**37**	**1**	**17**	136
Total		106	339	96	5	61	607	84	276	85	2	51	498

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Total Turnover Rate by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	9%	9%	3%	0%	36%	**10%**	9%	7%	23%	0%	14%	**9%**
	Women	10%	15%	9%	100%	26%	**15%**	8%	8%	15%	0%	11%	**9%**
30 to 40	Men	9%	9%	19%	19%	18%	**11%**	6%	6%	10%	0%	8%	**6%**
	Women	19%	13%	23%	0%	10%	**15%**	10%	9%	13%	20%	10%	**10%**
41 to 50	Men	9%	6%	18%	0%	7%	**8%**	4%	5%	9%	0%	5%	**5%**
	Women	18%	6%	13%	0%	8%	**9%**	16%	10%	11%	0%	8%	**10%**
51 to 60	Men	6%	3%	12%	0%	3%	**4%**	7%	3%	5%	22%	19%	**5%**
	Women	0%	5%	4%	50%	9%	**6%**	0%	2%	8%	0%	4%	**4%**
61 to 70	Men	3%	3%	10%	0%	22%	**4%**	14%	3%	7%	0%	22%	**5%**
	Women	0%	0%	31%	0%	0%	**11%**	0%	0%	0%	0%	0%	**0%**
Over 70	Men	0%	0%	0%	200%	0%	**14%**	0%	11%	0%	0%	0%	**9%**
	Women	0%	100%	0%	0%	0%	**100%**	0%	0%	0%	0%	0%	**0%**
Subtotal	**Men**	**8%**	**7%**	**15%**	**14%**	**15%**	8%	**6%**	**5%**	**11%**	**5%**	**9%**	6%
	Women	**15%**	**12%**	**16%**	**13%**	**11%**	13%	**10%**	**8%**	**12%**	**7%**	**9%**	9%
Total		9%	8%	15%	14%	14%	9%	7%	6%	12%	6%	9%	7%

*/ Corresponds to other regions of Chile.

LITHIUM DIVISION

No. and Total Turnover Rate by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	0	0%	0	0%	**0**	**0%**
Management	5	10%	2	21%	**7**	**12%**
Department Heads	24	9%	11	17%	**35**	**11%**
Operators	47	5%	7	5%	**54**	**5%**
Sales Force	0	0%	3	16%	**3**	**14%**
Administrative Staff	3	40%	1	6%	**4**	**17%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	58	9%	42	12%	**100**	**10%**
Other Technicians	24	4%	5	10%	**29**	**5%**
Total	**161**	**6%**	**71**	**11%**	**232**	**7%**

LITHIUM DIVISION

No. of People by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	0	0	0	0
Management	0	4	3	0	0	0	7
Department Heads	1	20	11	3	0	0	35
Operators	11	27	13	3	0	0	54
Sales Force	0	1	1	1	0	0	3
Administrative Staff	2	2	0	0	0	0	4
Support Staff	0	0	0	0	0	0	0
Other Professionals	34	47	16	3	0	0	100
Other Technicians	14	9	3	3	0	0	29
Total	62	110	47	13	0	0	232

Turnover Rate by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	0%	0%	0%	0%
Management	0%	17%	14%	0%	0%	0%	12%
Department Heads	4%	12%	10%	10%	0%	0%	11%
Operators	4%	6%	6%	3%	0%	0%	5%
Sales Force	0%	7%	50%	40%	0%	0%	14%
Administrative Staff	40%	33%	0%	0%	0%	0%	17%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	13%	9%	11%	6%	0%	0%	10%
Other Technicians	9%	3%	3%	6%	0%	0%	5%
Total	8%	8%	7%	5%	0%	0%	7%

LITHIUM DIVISION

No. of Employees by Job Category and Work Region 2023

Job Category	Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0	0	0	0
Management	4	2	1	7
Department Heads	23	8	4	35
Operators	54	0	0	54
Sales Force	0	0	3	3
Administrative Staff	4	0	0	4
Support Staff	0	0	0	0
Other Professionals	53	37	10	100
Other Technicians	26	1	2	29
Total	164	48	20	232

Turnover Rate by Job Category and Work Region 2023

Job Category	Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0%	0%	0%	0%
Management	22%	6%	11%	12%
Department Heads	8%	20%	36%	11%
Operators	5%	0%	0%	5%
Sales Force	0%	0%	15%	14%
Administrative Staff	25%	0%	0%	17%
Support Staff	0%	0%	0%	0%
Other Professionals	8%	18%	13%	10%
Other Technicians	4%	9%	11%	5%
Total	6%	16%	14%	7%

LITHIUM DIVISION

No. of Employees by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	41	80	33	10	0	0	164
Metropolitan Region	17	18	11	2	0	0	48
Foreign nationals	4	12	3	1	0	0	20
Total	62	110	47	13	0	0	232

Total Turnover Rate by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	6%	6%	6%	5%	0%	0%	6%
Metropolitan Region	25%	13%	21%	6%	0%	0%	16%
Foreign nationals	16%	13%	13%	29%	0%	0%	14%
Total	8%	8%	7%	5%	0%	0%	7%

IODINE AND PLANT NUTRITION DIVISION

No. of Employees and Total Turnover Rate by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	1	13%	0	0%	**1**	**12%**
Management	4	6%	1	8%	**5**	**6%**
Department Heads	21	8%	1	2%	**22**	**7%**
Operators	77	5%	12	11%	**89**	**5%**
Sales Force	3	9%	0	0%	**3**	**5%**
Administrative Staff	0	0%	1	3%	**1**	**2%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	54	10%	42	12%	**96**	**11%**
Other Technicians	33	6%	7	10%	**40**	**7%**
Total	**193**	**6%**	**64**	**10%**	**257**	**7%**

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	1	0	0	1
Management	0	1	1	2	1	0	5
Department Heads	1	8	5	7	1	0	22
Operators	24	33	13	12	6	1	89
Sales Force	0	1	2	0	0	0	3
Administrative Staff	0	0	0	1	0	0	1
Support Staff	0	0	0	0	0	0	0
Other Professionals	25	42	18	9	2	0	96
Other Technicians	7	18	8	4	3	0	40
Total	57	103	47	36	13	1	257

Turnover Rate by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	25%	0%	0%	12%
Management	0%	5%	3%	10%	13%	0%	6%
Department Heads	7%	8%	5%	10%	5%	0%	7%
Operators	10%	6%	3%	3%	5%	40%	5%
Sales Force	0%	5%	13%	0%	0%	0%	5%
Administrative Staff	0%	0%	0%	11%	0%	0%	2%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	13%	11%	8%	10%	7%	0%	11%
Other Technicians	9%	8%	5%	4%	11%	0%	7%
Total	10%	8%	5%	5%	6%	12%	7%

IODINE AND PLANT NUTRITION DIVISION

Employees by Job Category and Work Region 2023

Job Category	Work Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0	0	0	0	1	1
Management	3	0	2	0	0	5
Department Heads	6	9	5	0	2	22
Operators	38	42	0	0	2	89
Sales Force	0	0	0	0	9	3
Administrative Staff	0	0	1	0	3	1
Support Staff	0	0	0	0	0	0
Other Professionals	22	32	27	2	13	96
Other Technicians	15	20	2	0	3	40
Total	**84**	**103**	**37**	**2**	**31**	**257**

*/ Corresponds to other regions of Chile.

Turnover Rate by Job Category and Work Region 2023

Job Category	Work Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0%	0%	0%	0%	67%	12%
Management	40%	0%	5%	0%	0%	6%
Department Heads	7%	6%	11%	0%	6%	7%
Operators	6%	5%	0%	0%	7%	5%
Sales Force	0%	0%	0%	0%	6%	5%
Administrative Staff	0%	0%	20%	0%	0%	2%
Support Staff	0%	0%	0%	0%	0%	0%
Other Professionals	11%	8%	16%	9%	10%	11%
Other Technicians	6%	6%	15%	0%	20%	7%
Total	**7%**	**6%**	**13%**	**6%**	**8%**	**7%**

*/ Corresponds to other regions of Chile.

IODINE AND PLANT NUTRITION DIVISION

Employees by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	17	32	17	13	5	0	84
Antofagasta Region	23	43	20	10	6	1	103
Metropolitan Region	10	17	5	4	1	0	37
Other regions*/	0	1	0	1	0	0	2
Foreign nationals	7	10	5	8	1	0	31
Total	**57**	**103**	**47**	**36**	**14**	**1**	**257**

*/ Corresponds to other regions of Chile.

Total Turnover Rate by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	9%	7%	5%	7%	14%	0%	7%
Antofagasta Region	9%	8%	5%	3%	4%	13%	6%
Metropolitan Region	20%	16%	7%	9%	13%	0%	13%
Other regions*/	0%	7%	0%	18%	0%	0%	6%
Foreign nationals	12%	6%	5%	15%	11%	0%	8%
Total	**10%**	**8%**	**5%**	**5%**	**6%**	**12%**	**7%**

*/ Corresponds to other regions of Chile.

Voluntary Turnover

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Voluntary Turnover Number and Rate by Job Category and Gender

Job Category	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	0	0%	0	0%	**0**	**0%**	0	0%	0	0%	**0**	**0%**
Management	3	3%	0	0%	**3**	**3%**	4	3%	2	8%	**6**	**4%**
Department Heads	22	4%	8	7%	**30**	**5%**	23	4%	4	3%	**27**	**4%**
Operators	79	3%	13	6%	**92**	**3%**	45	2%	12	5%	**57**	**2%**
Sales Force	2	6%	1	3%	**3**	**4%**	2	6%	1	2%	**3**	**4%**
Administrative Staff	2	6%	3	4%	**5**	**5%**	3	8%	1	1%	**4**	**3%**
Support Staff	0	0%	0	0%	**0**	**0%**	0	0%	0	0%	**0**	**0%**
Other Professionals	74	7%	65	10%	**139**	**8%**	71	6%	52	7%	**123**	**6%**
Other Technicians	39	4%	6	5%	**45**	**4%**	25	2%	8	6%	**33**	**3%**
Total	**221**	**4%**	**96**	**8%**	**317**	**5%**	**173**	**3%**	**80**	**5%**	**253**	**3%**

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Voluntary Departures by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
	Women	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
Management	Men	0	1	1	1	0	0	**3**	0	2	1	1	0	0	**4**
	Women	0	0	0	0	0	0	**0**	0	0	2	0	0	0	**2**
Department Heads	Men	1	9	10	2	0	0	**22**	2	13	4	4	0	0	**23**
	Women	1	6	1	0	0	0	**8**	0	4	0	0	0	0	**4**
Operators	Men	22	42	13	1	1	0	**79**	18	16	10	1	0	0	**45**
	Women	7	4	2	0	0	0	**13**	6	3	3	0	0	0	**12**
Sales Force	Men	0	1	1	0	0	0	**2**	0	0	2	0	0	0	**2**
	Women	1	0	0	0	0	0	**1**	0	0	0	1	0	0	**1**
Administrative Staff	Men	0	2	0	0	0	0	**2**	2	1	0	0	0	0	**3**
	Women	2	1	0	0	0	0	**3**	0	0	0	1	0	0	**1**
Support Staff	Men	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
	Women	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
Other Professionals	Men	18	41	14	1	0	0	**74**	28	28	11	4	0	0	**71**
	Women	20	36	9	0	0	0	**65**	17	31	4	0	0	0	**52**
Other Technicians	Men	9	21	7	2	0	0	**39**	6	14	3	2	0	0	**25**
	Women	4	1	0	0	0	1	**6**	5	1	2	0	0	0	**8**
Subtotal	**Men**	**50**	**117**	**46**	**7**	**1**	**0**	**221**	**56**	**74**	**31**	**12**	**0**	**0**	**173**
	Women	**35**	**48**	**12**	**0**	**0**	**1**	**96**	**28**	**39**	**11**	**2**	**0**	**0**	**80**
Total		**85**	**165**	**58**	**7**	**1**	**1**	**317**	**84**	**113**	**42**	**14**	**0**	**0**	**253**

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Voluntary Turnover Rate by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Women	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Management	Men	0%	4%	3%	4%	0%	0%	3%	0%	5%	2%	3%	0%	0%	3%
	Women	0%	0%	0%	0%	0%	0%	0%	0%	0%	15%	0%	0%	0%	8%
Department Heads	Men	4%	5%	6%	2%	0%	0%	4%	6%	6%	2%	4%	0%	0%	4%
	Women	15%	11%	3%	0%	0%	0%	7%	0%	6%	0%	0%	0%	0%	3%
Operators	Men	5%	5%	2%	0%	1%	0%	3%	4%	2%	2%	0%	0%	0%	2%
	Women	10%	5%	6%	0%	0%	0%	6%	8%	3%	8%	0%	0%	0%	5%
Sales Force	Men	0%	7%	13%	0%	0%	0%	6%	0%	0%	24%	0%	0%	0%	6%
	Women	20%	0%	0%	0%	0%	0%	3%	0%	0%	0%	18%	0%	0%	2%
Administrative Staff	Men	0%	19%	0%	0%	0%	0%	6%	16%	8%	0%	0%	0%	0%	8%
	Women	16%	5%	0%	0%	0%	0%	4%	0%	0%	0%	5%	0%	0%	1%
Support Staff	Men	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Women	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Professionals	Men	8%	9%	6%	1%	0%	0%	7%	11%	5%	4%	3%	0%	0%	6%
	Women	11%	11%	9%	0%	0%	0%	10%	7%	8%	3%	0%	0%	0%	7%
Other Technicians	Men	5%	5%	3%	1%	0%	0%	4%	3%	3%	1%	1%	0%	0%	2%
	Women	12%	2%	0%	0%	0%	100%	5%	12%	2%	9%	0%	0%	0%	6%
Subtotal	**Men**	**6%**	**6%**	**4%**	**1%**	**1%**	**0%**	4%	**6%**	**3%**	**2%**	**1%**	**0%**	**0%**	3%
	Women	**11%**	**9%**	**5%**	**0%**	**0%**	**100%**	8%	**7%**	**6%**	**4%**	**2%**	**0%**	**0%**	5%
Total		7%	6%	4%	1%	0%	14%	5%	6%	4%	2%	1%	0%	0%	3%

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Voluntary Turnover Rate by Job Category and Age Group

Job Category	2022							2023						
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Management	0%	3%	2%	4%	0%	0%	3%	0%	4%	5%	3%	0%	0%	4%
Department Heads	7%	6%	5%	2%	0%	0%	5%	5%	6%	2%	3%	0%	0%	4%
Operators	6%	5%	2%	0%	1%	0%	3%	4%	2%	2%	0%	0%	0%	2%
Sales Force	13%	3%	7%	0%	0%	0%	4%	0%	0%	12%	7%	0%	0%	4%
Administrative Staff	9%	10%	0%	0%	0%	0%	5%	8%	3%	0%	4%	0%	0%	3%
Support Staff	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Professionals	9%	10%	7%	1%	0%	0%	8%	9%	6%	4%	3%	0%	0%	6%
Other Technicians	6%	5%	3%	1%	0%	100%	4%	4%	3%	2%	1%	0%	0%	3%
Total	7%	6%	4%	1%	0.5%	14%	5%	6%	4%	2%	1%	0%	0%	3%

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Voluntary Departures by Job Category, Gender and Work Region

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0	0	0	0	0	**0**	0	0	0	0	0	**0**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Management	Men	0	0	2	0	1	**3**	1	1	1	0	1	**4**
	Women	0	0	0	0	0	**0**	0	1	1	0	0	**2**
Department Heads	Men	3	12	6	0	1	**22**	3	13	5	0	2	**23**
	Women	1	3	4	0	0	**8**	0	4	0	0	0	**4**
Operators	Men	24	44	0	0	11	**79**	11	32	0	0	2	**45**
	Women	5	8	0	0	0	**13**	1	11	0	0	0	**12**
Sales Force	Men	0	0	0	0	2	**2**	0	0	0	0	2	**2**
	Women	0	0	0	0	1	**1**	0	0	0	0	1	**1**
Administrative Staff	Men	0	1	1	0	0	**2**	0	3	0	0	0	**3**
	Women	1	1	0	0	1	**3**	0	0	1	0	0	**1**
Support Staff	Men	0	0	0	0	0	**0**	0	0	0	0	0	**0**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Other Professionals	Men	6	38	27	0	3	**74**	4	30	24	0	13	**71**
	Women	6	30	21	0	8	**65**	6	23	19	1	3	**52**
Other Technicians	Men	15	24	0	0	0	**39**	7	16	0	0	2	**25**
	Women	0	4	2	0	0	**6**	2	4	1	0	1	**8**
Subtotal	**Men**	**48**	**119**	**36**	**0**	**18**	**221**	**26**	**95**	**30**	**0**	**22**	**173**
	Women	**13**	**46**	**27**	**0**	**10**	**96**	**9**	**43**	**22**	**1**	**5**	**80**
Total		**61**	**165**	**63**	**0**	**28**	**317**	**35**	**138**	**52**	**1**	**27**	**253**

*/ Corresponds to other regions of Chile.

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Voluntary Turnover Rate by Job Category, Gender and Work Region

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	0%	4%	0%	4%	**3%**	14%	4%	1%	0%	3%	**3%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	17%	6%	0%	0%	**8%**
Department Heads	Men	4%	4%	9%	0%	4%	**4%**	4%	3%	7%	0%	7%	**4%**
	Women	13%	5%	13%	0%	0%	**7%**	0%	6%	0%	0%	0%	**3%**
Operators	Men	4%	2%	0%	0%	11%	**3%**	2%	2%	0%	0%	2%	**2%**
	Women	16%	5%	0%	0%	0%	**6%**	3%	6%	0%	0%	0%	**5%**
Sales Force	Men	0%	0%	0%	0%	6%	**6%**	0%	0%	0%	0%	6%	**6%**
	Women	0%	0%	0%	0%	3%	**3%**	0%	0%	0%	0%	3%	**2%**
Administrative Staff	Men	0%	5%	67%	0%	0%	**6%**	0%	14%	0%	0%	0%	**8%**
	Women	13%	3%	0%	0%	11%	**4%**	0%	0%	6%	0%	0%	**1%**
Support Staff	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	5%	6%	13%	0%	4%	**7%**	2%	4%	10%	0%	11%	**6%**
	Women	11%	8%	13%	0%	10%	**10%**	10%	5%	9%	9%	3%	**7%**
Other Technicians	Men	7%	3%	0%	0%	0%	**4%**	3%	2%	0%	0%	7%	**2%**
	Women	0%	5%	11%	0%	0%	**5%**	22%	4%	6%	0%	18%	**6%**
Subtotal	Men	**5%**	**3%**	**10%**	**0%**	**6%**	4%	**2%**	**2%**	**7%**	**0%**	**6%**	**3%**
	Women	**12%**	**6%**	**11%**	**0%**	**7%**	8%	**7%**	**5%**	**7%**	**7%**	**3%**	**5%**
Total		5%	4%	10%	0%	6%	5%	3%	3%	7%	3%	5%	3%

*/ Corresponds to other regions of Chile.

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Voluntary Turnover Rate by Job Category and Work Region

Job Category	2022						2023					
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Management	0%	0%	3%	0%	4%	3%	13%	7%	2%	0%	3%	4%
Department Heads	4%	4%	10%	0%	2%	5%	3%	4%	5%	0%	4%	4%
Operators	4%	3%	0%	0%	10%	3%	2%	2%	0%	0%	2%	2%
Sales Force	0%	0%	0%	0%	5%	4%	0%	0%	0%	0%	4%	4%
Administrative Staff	7%	3%	6%	0%	8%	5%	0%	5%	5%	0%	0%	3%
Support Staff	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Professionals	7%	7%	13%	0%	7%	8%	5%	5%	10%	4%	7%	6%
Other Technicians	6%	3%	5%	0%	0%	4%	4%	2%	3%	0%	9%	3%
Total	5%	4%	10%	0%	6%	5%	3%	3%	7%	3%	5%	3%

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Voluntary Departures by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	9	37	2	0	2	**50**	8	31	14	0	3	**56**
	Women	3	24	4	0	4	**35**	2	17	7	0	2	**28**
30 to 40	Men	22	60	22	0	13	**117**	11	42	10	0	11	**74**
	Women	7	18	19	0	4	**48**	5	20	11	1	2	**39**
41 to 50	Men	15	18	10	0	3	**46**	3	21	5	0	2	**31**
	Women	3	3	4	0	2	**12**	2	6	3	0	0	**11**
51 to 60	Men	2	3	2	0	0	**7**	4	1	1	0	6	**12**
	Women	0	0	0	0	0	**0**	0	0	1	0	1	**20**
61 to 70	Men	0	1	0	0	0	**1**	0	0	0	0	0	**0**
	Women	0	0	0	0	0	**0**	0	0	0	0	0	**0**
Over 70	Men	0	0	0	0	0	**0**	0	0	0	0	0	**0**
	Women	0	1	0	0	0	**1**	0	0	0	0	0	**0**
Subtotal	**Men**	**48**	**119**	**36**	**0**	**18**	221	**26**	**95**	**30**	**0**	**22**	173
	Women	**13**	**46**	**27**	**0**	**10**	96	**9**	**43**	**22**	**1**	**5**	80
Total		61	165	63	0	28	317	35	138	52	1	27	253

*/ Corresponds to other regions of Chile.

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Voluntary Turnover Rate by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	7%	6%	3%	0%	7%	**6%**	5%	4%	19%	0%	6%	**6%**
	Women	10%	12%	7%	0%	17%	**11%**	5%	7%	10%	0%	6%	**7%**
30 to 40	Men	5%	5%	14%	0%	9%	**6%**	3%	3%	6%	0%	6%	**3%**
	Women	13%	5%	18%	0%	6%	**9%**	8%	5%	9%	20%	3%	**6%**
41 to 50	Men	5%	2%	11%	0%	4%	**4%**	1%	2%	5%	0%	2%	**2%**
	Women	18%	3%	7%	0%	5%	**5%**	11%	4%	5%	0%	0%	**4%**
51 to 60	Men	1%	1%	4%	0%	0%	**1%**	2%	0%	2%	0%	14%	**1%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	3%	0%	4%	**2%**
61 to 70	Men	0%	1%	0%	0%	0%	**1%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Over 70	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	100%	0%	0%	0%	**100%**	0%	0%	0%	0%	0%	**0%**
Subtotal	**Men**	**5%**	**3%**	**10%**	**0%**	**6%**	4%	**2%**	**2%**	**7%**	**0%**	**6%**	3%
	Women	**12%**	**6%**	**11%**	**0%**	**7%**	8%	**7%**	**5%**	**7%**	**7%**	**3%**	5%
Total		**5%**	**4%**	**10%**	**0%**	**6%**	5%	**3%**	**3%**	**7%**	**3%**	**5%**	3%

*/ Corresponds to other regions of Chile.

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Turnover Rate by Work Region and Age Group

Work Region	2022							2023						
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Tarapacá Region	7%	6%	6%	1%	0%	0%	5%	5%	3%	1%	2%	0%	0%	3%
Antofagasta Region	7%	5%	2%	1%	1%	18%	4%	5%	3%	3%	0%	0%	0%	3%
Metropolitan Region	5%	15%	9%	3%	0%	0%	10%	15%	7%	5%	2%	0%	0%	7%
Other regions*/	0%	0%	0%	0%	0%	0%	0%	0%	7%	0%	0%	0%	0%	3%
Foreign nationals	12%	8%	5%	0%	0%	0%	6%	6%	5%	2%	11%	0%	0%	5%
Total	7%	6%	4%	1%	0.5%	14%	5%	6%	4%	2%	1%	0%	0%	3%

*/ Corresponds to other regions of Chile.

LITHIUM DIVISION

No. of Employees and Voluntary Turnover Rate by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	0	0%	0	0%	**0**	**0%**
Management	3	6%	1	11%	**4**	**7%**
Department Heads	13	5%	4	6%	**17**	**5%**
Operators	18	2%	4	3%	**22**	**2%**
Sales Force	0	0%	1	5%	**1**	**5%**
Administrative Staff	3	40%	0	0%	**3**	**13%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	38	6%	30	8%	**68**	**7%**
Other Technicians	8	1%	5	10%	**13**	**2%**
Total	**83**	**3%**	**45**	**7%**	**128**	**4%**

LITHIUM DIVISION

No. of Employees by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	0	0	0	0
Management	0	2	2	0	0	0	4
Department Heads	1	14	2	0	0	0	17
Operators	7	8	7	0	0	0	22
Sales Force	0	0	0	1	0	0	1
Administrative Staff	2	1	0	0	0	0	3
Support Staff	0	0	0	0	0	0	0
Other Professionals	29	30	9	0	0	0	68
Other Technicians	6	5	2	0	0	0	13
Total	45	60	22	1	0	0	128

Voluntary Turnover Rate by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	0%	0%	0%	0%
Management	0%	9%	10%	0%	0%	0%	7%
Department Heads	4%	9%	2%	0%	0%	0%	5%
Operators	2%	2%	3%	0%	0%	0%	2%
Sales Force	0%	0%	0%	40%	0%	0%	5%
Administrative Staff	40%	17%	0%	0%	0%	0%	13%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	11%	6%	6%	0%	0%	0%	7%
Other Technicians	4%	2%	2%	0%	0%	0%	2%
Total	6%	4%	3%	0.4%	0%	0%	4%

LITHIUM DIVISION

No. of Employees by Job Category and Work Region 2023

Job Category	Work Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0	0	0	**0**
Management	2	1	1	**4**
Department Heads	13	3	1	**17**
Operators	22	0	0	**22**
Sales Force	0	0	1	**1**
Administrative Staff	3	0	0	**3**
Support Staff	0	0	0	**0**
Other Professionals	35	25	8	**68**
Other Technicians	11	0	2	**13**
Total	**86**	**29**	**13**	**128**

Voluntary Turnover Rate by Job Category and Work Region 2023

Job Category	Work Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0%	0%	0%	**0%**
Management	11%	3%	11%	**7%**
Department Heads	5%	8%	9%	**5%**
Operators	2%	0%	0%	**2%**
Sales Force	0%	0%	5%	**5%**
Administrative Staff	19%	0%	0%	**13%**
Support Staff	0%	0%	0%	**0%**
Other Professionals	5%	12%	10%	**7%**
Other Technicians	2%	0%	11%	**2%**
Total	**3%**	**10%**	**9%**	**4%**

LITHIUM DIVISION

No. of Employees by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	29	40	17	0	0	0	86
Metropolitan Region	12	12	5	0	0	0	29
Foreign nationals	4	8	0	1	0	0	13
Total	45	60	22	1	0	0	128

Voluntary Turnover Rate by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	4%	3%	3%	0%	0%	0%	3%
Metropolitan Region	18%	8%	10%	0%	0%	0%	10%
Foreign nationals	16%	9%	0%	29%	0%	0%	9%
Total	6%	4%	3%	0.4%	0%	0%	4%

IODINE AND PLANT NUTRITION DIVISION

No. of Employees and Voluntary Turnover Rate by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	0	0%	0	0%	**0**	**0%**
Management	1	2%	1	8%	**2**	**3%**
Department Heads	10	4%	0	0%	**10**	**3%**
Operators	24	2%	8	7%	**32**	**2%**
Sales Force	2	6%	0	0%	**2**	**4%**
Administrative Staff	0	0%	1	3%	**1**	**2%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	33	6%	21	6%	**54**	**6%**
Other Technicians	17	3%	3	4%	**20**	**3%**
Total	**87**	**3%**	**34**	**5%**	**121**	**3%**

IODINE AND PLANT NUTRITION DIVISION

No. of Employees by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	0	0	0	0
Management	0	0	1	1	0	0	2
Department Heads	1	3	2	4	0	0	10
Operators	16	10	5	1	0	0	32
Sales Force	0	0	2	0	0	0	2
Administrative Staff	0	0	0	1	0	0	1
Support Staff	0	0	0	0	0	0	0
Other Professionals	16	28	6	4	0	0	54
Other Technicians	5	10	3	2	0	0	20
Total	38	51	19	13	0	0	121

Turnover Rate by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	0%	0%	0%	0%
Management	0%	0%	3%	5%	0%	0%	3%
Department Heads	7%	3%	2%	6%	0%	0%	3%
Operators	6%	2%	1%	0%	0%	0%	2%
Sales Force	0%	0%	13%	0%	0%	0%	4%
Administrative Staff	0%	0%	0%	11%	0%	0%	2%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	8%	7%	3%	4%	0%	0%	6%
Other Technicians	6%	5%	2%	2%	0%	0%	3%
Total	7%	4%	2%	2%	0%	0%	3%

IODINE AND PLANT NUTRITION DIVISION

No. of Employees by Job Category and Work Region 2023

Job Category	Work Region					Total
	Tarapacá	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0	0	0	0	0	0
Management	1	0	1	0	0	2
Department Heads	3	4	2	0	1	10
Operators	12	18	0	0	2	32
Sales Force	0	0	0	0	2	2
Administrative Staff	0	0	1	0	0	1
Support Staff	0	0	0	0	0	0
Other Professionals	10	17	18	1	8	54
Other Technicians	9	9	1	0	1	20
Total	35	48	21	1	14	121

*/ Corresponds to other regions of Chile.

Voluntary Turnover Rate by Job Category and Work Region 2023

Job Category	Work Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0%	0%	0%	0%	0%	0%
Management	13%	0%	3%	0%	0%	3%
Department Heads	3%	3%	4%	0%	3%	3%
Operators	2%	2%	0%	0%	2%	2%
Sales Force	0%	0%	0%	0%	4%	4%
Administrative Staff	0%	0%	20%	0%	0%	2%
Support Staff	0%	0%	0%	0%	0%	0%
Other Professionals	5%	4%	11%	4%	6%	6%
Other Technicians	4%	3%	7%	0%	7%	3%
Total	3%	3%	8%	3%	4%	3%

*/ Corresponds to other regions of Chile.

IODINE AND PLANT NUTRITION DIVISION

No. of Employees by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	10	16	5	4	0	0	35
Antofagasta Region	18	20	9	1	0	0	48
Metropolitan Region	9	9	3	2	0	0	23
Other regions*/	0	1	0	0	0	0	1
Foreign nationals	1	5	2	6	0	0	14
Total	**38**	**51**	**19**	**13**	**0**	**0**	**121**

*/ Corresponds to other regions of Chile.

Voluntary Turnover Rate by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	5%	3%	1%	2%	0%	0%	3%
Antofagasta Region	7%	4%	2%	0%	0%	0%	3%
Metropolitan Region	18%	9%	4%	5%	0%	0%	8%
Other regions*/	0%	7%	0%	0%	0%	0%	3%
Foreign nationals	2%	3%	2%	11%	0%	0%	4%
Total	**7%**	**4%**	**2%**	**2%**	**0%**	**0%**	**3%**

*/ Corresponds to other regions of Chile.

Turnover Rate for Employees with Open-term Contracts

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No. of Employees and Turnover Rate for Employees with Open-term Contracts by Job Category and Gender

Job Category	2022						2023					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Executives	3	21%	0	0%	**3**	**18%**	1	6%	0	0%	**1**	**6%**
Management	5	5%	2	12%	**7**	**6%**	9	7%	3	12%	**12**	**8%**
Department Heads	49	10%	13	11%	**62**	**10%**	43	8%	12	9%	**55**	**8%**
Operators	151	6%	17	8%	**168**	**6%**	99	4%	11	5%	**110**	**4%**
Sales Force	5	14%	3	8%	**8**	**11%**	3	8%	3	7%	**6**	**8%**
Administrative Staff	2	6%	4	6%	**6**	**6%**	2	5%	1	1%	**3**	**3%**
Support Staff	0	0%	0	0%	**0**	**0%**	0	0%	0	0%	**0**	**0%**
Other Professionals	104	10%	89	13%	**193**	**11%**	104	9%	79	10%	**183**	**9%**
Other Technicians	68	7%	10	9%	**78**	**7%**	44	4%	10	8%	**54**	**4%**
Total	**387**	**7%**	**138**	**11%**	**525**	**8%**	**305**	**5%**	**119**	**9%**	**424**	**6%**

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Fixed-term Employees who Left the Company by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0	0	2	0	1	0	3	0	0	0	1	0	0	1
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Management	Men	0	1	2	2	0	0	5	0	5	1	2	1	0	9
	Women	0	1	1	0	0	0	2	0	0	3	0	0	0	3
Department Heads	Men	1	21	18	8	1	0	49	1	22	12	7	1	0	43
	Women	1	7	4	1	0	0	13	0	6	4	2	0	0	12
Operators	Men	37	79	29	4	2	0	151	17	41	18	16	6	1	99
	Women	8	7	2	0	0	0	17	1	7	3	0	0	0	11
Sales Force	Men	0	2	2	0	0	1	5	0	1	2	0	0	0	3
	Women	2	0	0	1	0	0	3	0	1	1	1	0	0	3
Administrative Staff	Men	0	2	0	0	0	0	2	2	0	0	0	0	0	2
	Women	3	1	0	0	0	0	4	0	1	0	0	0	0	1
Support Staff	Men	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Professionals	Men	16	53	26	9	0	0	104	32	39	20	11	2	0	104
	Women	16	56	12	3	2	0	89	20	46	13	0	0	0	9
Other Technicians	Men	14	29	13	8	4	0	68	10	18	8	5	3	0	44
	Women	4	5	0	1	0	0	10	4	2	3	1	0	0	10
Subtotal	**Men**	**68**	**187**	**92**	**31**	**8**	**1**	387	**62**	**126**	**61**	**42**	**13**	**1**	305
	Women	**34**	**77**	**19**	**6**	**2**	**0**	138	**25**	**63**	**27**	**4**	**0**	**0**	119
Total		**102**	**264**	**111**	**37**	**10**	**1**	525	**87**	**189**	**88**	**46**	**13**	**1**	424

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Turnover Rate for Employees with Open-term Contracts by Job Category, Gender and Age Group

Job Category		2022							2023						
		Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	Men	0%	0%	21%	0%	100%	0%	**21%**	0%	0%	0%	17%	0%	0%	**6%**
	Women	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	4%	6%	8%	0%	0%	**5%**	0%	11%	2%	6%	11%	0%	**7%**
	Women	0%	33%	11%	0%	0%	0%	**12%**	0%	0%	23%	0%	0%	0%	**12%**
Department Heads	Men	4%	11%	11%	8%	4%	0%	**10%**	3%	10%	7%	7%	4%	0%	**8%**
	Women	15%	13%	10%	8%	0%	0%	**11%**	0%	9%	9%	14%	0%	0%	**9%**
Operators	Men	8%	9%	5%	1%	2%	0%	**6%**	4%	5%	3%	4%	5%	33%	**4%**
	Women	11%	8%	6%	0%	0%	0%	**8%**	1%	8%	8%	0%	0%	0%	**5%**
Sales Force	Men	0%	13%	27%	0%	0%	200%	**14%**	0%	7%	24%	0%	0%	0%	**8%**
	Women	40%	0%	0%	15%	0%	0%	**8%**	0%	5%	12%	18%	0%	0%	**7%**
Administrative Staff	Men	0%	19%	0%	0%	0%	0%	**6%**	17%	0%	0%	0%	0%	0%	**5%**
	Women	24%	5%	0%	0%	0%	0%	**6%**	0%	5%	0%	0%	0%	0%	**1%**
Support Staff	Men	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	7%	11%	11%	8%	0%	0%	**10%**	13%	7%	8%	9%	6%	0%	**9%**
	Women	9%	16%	11%	9%	31%	0%	**13%**	10%	12%	10%	0%	0%	0%	**10%**
Other Technicians	Men	7%	7%	5%	6%	16%	0%	**7%**	5%	4%	3%	3%	9%	0%	**4%**
	Women	12%	11%	0%	7%	0%	0%	**9%**	11%	5%	13%	6%	0%	0%	**8%**
Subtotal	**Men**	**8%**	**9%**	**7%**	**4%**	**4%**	**14%**	**7%**	**7%**	**6%**	**4%**	**5%**	**5%**	**9%**	**5%**
	Women	**11%**	**14%**	**8%**	**6%**	**11%**	**0%**	**11%**	**7%**	**10%**	**10%**	**3%**	**0%**	**0%**	**9%**
Total		**8%**	**10%**	**7%**	**4%**	**5%**	**14%**	**8%**	**7%**	**7%**	**5%**	**5%**	**5%**	**9%**	**6%**

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Turnover Rate for Workers with an Open-term Contract by Job Category and Age Group

Job Category	2022							2023						
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Senior Executives	0%	0%	20%	0%	100%	0%	18%	0%	0%	0%	14%	0%	0%	6%
Management	0%	6%	7%	7%	0%	0%	6%	0%	10%	7%	5%	8%	0%	8%
Department Heads	7%	11%	11%	8%	4%	0%	10%	3%	10%	7%	8%	3%	0%	8%
Operators	9%	9%	5%	1%	2%	0%	6%	4%	5%	3%	3%	5%	33%	4%
Sales Force	25%	6%	14%	7%	0%	200%	11%	0%	6%	18%	7%	0%	0%	8%
Administrative Staff	14%	10%	0%	0%	0%	0%	6%	9%	3%	0%	0%	0%	0%	3%
Support Staff	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Professionals	8%	14%	11%	8%	6%	0%	11%	12%	9%	8%	7%	5%	0%	9%
Other Technicians	8%	7%	5%	6%	15%	0%	7%	6%	4%	4%	4%	8%	0%	4%
Total	8%	10%	7%	4%	5%	14%	8%	7%	7%	5%	5%	5%	9%	6%

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People who Left the Company with an Open-term Contract by Job Category, Gender and Work Region

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0	0	2	0	1	3	0	0	0	0	1	1
	Women	0	0	0	0	0	0	0	0	0	0	0	0
Management	Men	0	0	4	0	1	5	3	3	2	0	1	9
	Women	0	0	2	0	0	2	0	1	2	0	0	3
Department Heads	Men	6	33	7	2	1	49	6	25	9	0	3	43
	Women	1	5	7	0	0	13	0	5	4	0	3	12
Operators	Men	32	88	0	0	31	151	31	62	0	0	6	99
	Women	3	13	0	0	1	17	0	8	0	0	3	11
Sales Force	Men	0	0	0	1	4	5	0	0	0	0	3	3
	Women	0	0	0	1	2	3	0	0	0	0	3	3
Administrative Staff	Men	0	1	1	0	0	2	0	2	0	0	0	2
	Women	1	2	0	0	1	4	0	1	0	0	0	1
Support Staff	Men	0	0	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0	0	0
Other Professionals	Men	10	52	36	0	6	104	13	39	35	1	16	104
	Women	8	39	28	1	13	89	9	35	28	1	6	79
Other Technicians	Men	23	42	3	0	0	68	8	31	2	0	3	44
	Women	0	7	3	0	0	10	2	5	1	0	2	10
Subtotal	**Men**	**71**	**216**	**53**	**3**	**44**	387	**61**	**162**	**48**	**1**	**33**	305
	Women	**13**	**66**	**40**	**2**	**17**	138	**11**	**55**	**35**	**1**	**17**	119
Total		84	282	93	5	61	525	72	217	83	2	50	424

*/ Corresponds to other regions of Chile.

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Turnover Rate for Employees with Open-term Contracts by Job Category, Gender and Work Region

Job Category		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	Men	0%	0%	18%	0%	67%	**21%**	0%	0%	0%	0%	67%	**6%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Management	Men	0%	0%	8%	0%	4%	**5%**	43%	13%	3%	0%	3%	**7%**
	Women	0%	0%	15%	0%	0%	**12%**	0%	17%	11%	0%	0%	**12%**
Department Heads	Men	7%	10%	10%	40%	4%	**10%**	7%	7%	13%	0%	11%	**8%**
	Women	13%	9%	23%	0%	0%	**11%**	0%	8%	11%	0%	14%	**9%**
Operators	Men	5%	5%	0%	0%	31%	**6%**	5%	3%	0%	0%	5%	**4%**
	Women	10%	8%	0%	0%	9%	**8%**	0%	5%	0%	0%	21%	**5%**
Sales Force	Men	0%	0%	0%	200%	12%	**14%**	0%	0%	0%	0%	8%	**8%**
	Women	0%	0%	0%	200%	7%	**8%**	0%	0%	0%	0%	8%	**7%**
Administrative Staff	Men	0%	5%	67%	0%	0%	**6%**	0%	10%	0%	0%	0%	**5%**
	Women	13%	5%	0%	0%	11%	**6%**	0%	2%	0%	0%	0%	**1%**
Support Staff	Men	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	Men	8%	8%	17%	0%	8%	**10%**	8%	6%	15%	8%	14%	**9%**
	Women	15%	11%	17%	8%	16%	**13%**	15%	9%	14%	9%	6%	**10%**
Other Technicians	Men	10%	6%	15%	0%	0%	**7%**	3%	4%	11%	0%	11%	**4%**
	Women	0%	8%	17%	0%	0%	**9%**	25%	5%	7%	0%	40%	**8%**
Subtotal	**Men**	**7%**	**6%**	**14%**	**14%**	**15%**	**7%**	**6%**	**4%**	**11%**	**5%**	**9%**	**5%**
	Women	**12%**	**9%**	**16%**	**13%**	**11%**	**11%**	**10%**	**7%**	**12%**	**7%**	**9%**	**9%**
Total		**7%**	**7%**	**15%**	**14%**	**14%**	**8%**	**6%**	**5%**	**12%**	**6%**	**9%**	**6%**

*/ Corresponds to other regions of Chile.

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Turnover Rate for Employees with Open-term Contracts by Job Category and Work Region

Job Category	2022						2023					
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Senior Executives	0%	0%	15%	0%	67%	**18%**	0%	0%	0%	0%	67%	**6%**
Management	0%	0%	9%	0%	4%	**6%**	40%	14%	5%	0%	3%	**8%**
Department Heads	8%	10%	14%	31%	2%	**10%**	7%	7%	12%	0%	12%	**8%**
Operators	5%	5%	0%	0%	29%	**6%**	5%	4%	0%	0%	7%	**4%**
Sales Force	0%	0%	0%	200%	10%	**11%**	0%	0%	0%	0%	8%	**8%**
Administrative Staff	7%	5%	6%	0%	8%	**6%**	0%	5%	0%	0%	0%	**3%**
Support Staff	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Other Professionals	10%	9%	17%	4%	12%	**11%**	10%	7%	15%	9%	10%	**9%**
Other Technicians	10%	6%	16%	0%	0%	**7%**	4%	4%	9%	0%	15%	**4%**
Total	**7%**	**7%**	**15%**	**14%**	**14%**	**8%**	**6%**	**5%**	**12%**	**6%**	**9%**	**6%**

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Employees with Open-term Contracts who Left the Company by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	7	50	1	0	10	68	8	30	17	0	7	62
	Women	1	21	5	1	6	34	2	10	9	0	4	25
30 to 40	Men	30	98	30	2	27	187	22	72	18	0	14	126
	Women	10	37	24	0	6	77	6	31	17	1	8	63
41 to 50	Men	23	49	15	0	5	92	14	34	9	0	4	61
	Women	2	6	8	0	3	19	3	13	7	0	4	27
51 to 60	Men	10	14	6	0	1	31	12	19	3	1	7	42
	Women	0	2	1	1	2	6	0	1	2	0	1	4
61 to 70	Men	1	5	1	0	1	8	5	6	1	0	1	13
	Women	0	0	2	0	0	2	0	0	0	0	0	0
Over 70	Men	0	0	0	1	0	1	0	1	0	0	0	1
	Women	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	**Men**	**71**	**216**	**53**	**3**	**44**	387	**61**	**162**	**48**	**1**	**33**	305
	Women	**13**	**66**	**40**	**2**	**17**	138	**11**	**55**	**35**	**1**	**17**	119
Total		84	282	93	5	61	525	72	217	83	2	50	424

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Turnover Rate for Employees with Open-term Contracts by Age Group, Gender and Work Region

Age Group		2022						2023					
		Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	Total
Under 30	Men	5%	7%	2%	0%	36%	**8%**	6%	5%	24%	0%	14%	**7%**
	Women	3%	10%	9%	100%	26%	**11%**	6%	5%	14%	0%	11%	**7%**
30 to 40	Men	7%	7%	19%	19%	18%	**9%**	5%	5%	10%	0%	8%	**6%**
	Women	19%	11%	23%	0%	10%	**14%**	11%	8%	14%	20%	10%	**10%**
41 to 50	Men	7%	6%	17%	0%	7%	**7%**	4%	4%	9%	0%	5%	**4%**
	Women	12%	5%	13%	0%	8%	**8%**	16%	9%	11%	0%	8%	**10%**
51 to 60	Men	5%	3%	12%	0%	3%	**4%**	6%	3%	5%	22%	17%	**5%**
	Women	0%	5%	4%	50%	9%	**6%**	0%	2%	6%	0%	4%	**3%**
61 to 70	Men	3%	3%	10%	0%	22%	**4%**	14%	3%	7%	0%	22%	**5%**
	Women	0%	0%	31%	0%	0%	**11%**	0%	0%	0%	0%	0%	**0%**
Over 70	Men	0%	0%	0%	200%	0%	**14%**	0%	11%	0%	0%	0%	**9%**
	Women	0%	0%	0%	0%	0%	**0%**	0%	0%	0%	0%	0%	**0%**
Subtotal	**Men**	**7%**	**6%**	**14%**	**14%**	**15%**	**7%**	**6%**	**4%**	**11%**	**5%**	**9%**	**5%**
	Women	**12%**	**9%**	**16%**	**13%**	**11%**	**11%**	**10%**	**7%**	**12%**	**7%**	**9%**	**9%**
Total		**7%**	**7%**	**15%**	**14%**	**14%**	**8%**	**6%**	**5%**	**12%**	**6%**	**9%**	**6%**

*/ Corresponds to other regions of Chile.

SQM CONSOLIDATED

Turnover Rate for Workers with Open-term Contracts by Work Region and Age Group

Work Region	2022							2023						
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	Total
Tarapacá Region	5%	9%	8%	5%	3%	0%	7%	6%	6%	5%	6%	14%	0%	6%
Antofagasta Region	8%	8%	6%	3%	3%	0%	7%	5%	6%	5%	3%	3%	11%	5%
Metropolitan Region	5%	20%	15%	9%	18%	0%	15%	19%	12%	10%	5%	5%	0%	12%
Other regions*/	67%	13%	0%	17%	0%	200%	14%	0%	7%	0%	18%	0%	0%	6%
Foreign nationals	31%	15%	7%	5%	13%	0%	14%	13%	8%	6%	12%	10%	0%	9%
Total	8%	10%	7%	4%	5%	14%	8%	7%	7%	5%	5%	5%	9%	6%

*/ Corresponds to other regions of Chile.

LITHIUM DIVISION

No. and Turnover Rate for Employees with Open-term Contracts by Job Category and Gender 2023

Job Category	2023				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	0	0%	0	0%	**0**	**0%**
Management	5	10%	2	21%	**7**	**12%**
Department Heads	24	9%	11	17%	**35**	**11%**
Operators	37	4%	5	4%	**42**	**4%**
Sales Force	0	0%	3	17%	**3**	**14%**
Administrative Staff	2	27%	1	7%	**3**	**14%**
Support Staff	0	0%	0	0%	**0**	**0%**
Other Professionals	55	9%	38	11%	**93**	**10%**
Other Technicians	18	3%	3	7%	**21**	**4%**
Total	**141**	**6%**	**63**	**11%**	**204**	**7%**

LITHIUM DIVISION

No. of Employees by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	0	0	0	0
Management	0	4	3	0	0	0	7
Department Heads	1	20	11	3	0	0	35
Operators	7	22	10	3	0	0	42
Sales Force	0	1	1	1	0	0	3
Administrative Staff	2	1	0	0	0	0	3
Support Staff	0	0	0	0	0	0	0
Other Professionals	30	44	16	3	0	0	93
Other Technicians	10	6	2	3	0	0	21
Total	50	98	43	13	0	0	204

Turnover Rate for Employees with Open-term Contracts by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	0%	0%	0%	0%
Management	0%	17%	14%	0%	0%	0%	12%
Department Heads	4%	13%	11%	10%	0%	0%	11%
Operators	3%	5%	4%	3%	0%	0%	4%
Sales Force	0%	7%	50%	40%	0%	0%	14%
Administrative Staff	44%	18%	0%	0%	0%	0%	14%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	12%	9%	12%	6%	0%	0%	10%
Other Technicians	7%	2%	2%	6%	0%	0%	4%
Total	7%	7%	7%	5%	0%	0%	7%

LITHIUM DIVISION

No. of Employees by Job Category and Work Region 2023

Job Category	Work Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0	0	0	0
Management	4	2	1	7
Department Heads	23	8	4	35
Operators	42	0	0	42
Sales Force	0	0	3	3
Administrative Staff	3	0	0	3
Support Staff	0	0	0	0
Other Professionals	47	36	10	93
Other Technicians	18	1	2	21
Total	137	47	20	204

Turnover Rate for Employees with Open-term Contracts by Job Category and Work Region 2023

Job Category	Work Region			Total
	Antofagasta Region	Metropolitan Region	Foreign nationals	
Senior Executives	0%	0%	0%	0%
Management	22%	6%	11%	12%
Department Heads	8%	20%	36%	11%
Operators	4%	0%	0%	4%
Sales Force	0%	0%	15%	14%
Administrative Staff	21%	0%	0%	14%
Support Staff	0%	0%	0%	0%
Other Professionals	7%	18%	13%	10%
Other Technicians	3%	10%	11%	4%
Total	5%	16%	14%	7%

LITHIUM DIVISION

No. of Employees by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	30	68	29	10	0	0	137
Metropolitan Region	16	18	11	2	0	0	47
Foreign nationals	4	12	3	1	0	0	20
Total	50	98	43	13	0	0	204

Turnover Rate for Employees with an Open-term Contract by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Antofagasta Region	5%	6%	5%	5%	0%	0%	5%
Metropolitan Region	24%	13%	22%	6%	0%	0%	16%
Foreign nationals	17%	14%	13%	29%	0%	0%	14%
Total	7%	7%	7%	5%	0%	0%	7%

IODINE AND PLANT NUTRITION DIVISION

No. and Turnover Rate for Employees with an Open-term Contract by Job Category and Gender 2023

Job Category	Gender				Total	
	Men		Women			
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Senior Executives	1	13%	0	0%	1	12%
Management	4	6%	1	8%	5	6%
Department Heads	19	7%	1	2%	20	6%
Operators	60	4%	6	6%	66	4%
Sales Force	3	9%	0	0%	3	5%
Administrative Staff	0	0%	0	0%	0	0%
Support Staff	0	0%	0	0%	0	0%
Other Professionals	48	9%	41	12%	89	10%
Other Technicians	25	5%	7	11%	32	6%
Total	160	5%	56	9%	216	6%

IODINE AND PLANT NUTRITION DIVISION

No. of Employees by Job Category and Age Group 2023

Job Category	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0	0	0	1	0	0	1
Management	0	1	1	2	1	0	5
Department Heads	0	8	5	6	1	0	20
Operators	10	26	11	12	6	1	66
Sales Force	0	1	2	0	0	0	3
Administrative Staff	0	0	0	0	0	0	0
Support Staff	0	0	0	0	0	0	0
Other Professionals	22	40	17	8	2	0	89
Other Technicians	4	14	8	3	3	0	32
Total	36	90	44	32	13	1	216

Turnover Rate for Employees with Open-term Contracts by Job Category and Age Group 2023

Job Category	Turnover Rate for Employees with Open-term Contracts						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Senior Executives	0%	0%	0%	25%	0%	0%	12%
Management	0%	5%	3%	10%	13%	0%	6%
Department Heads	0%	8%	5%	8%	5%	0%	6%
Operators	5%	5%	3%	3%	5%	40%	4%
Sales Force	0%	5%	13%	0%	0%	0%	5%
Administrative Staff	0%	0%	0%	0%	0%	0%	0%
Support Staff	0%	0%	0%	0%	0%	0%	0%
Other Professionals	13%	11%	8%	9%	7%	0%	10%
Other Technicians	6%	7%	5%	3%	11%	0%	6%
Total	8%	7%	5%	5%	6%	12%	6%

IODINE AND PLANT NUTRITION DIVISION

No. of Employees by Job Category and Work Region 2023

Job Category	Work Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0	0	0	0	1	1
Management	3	0	2	0	0	5
Department Heads	6	7	5	0	2	20
Operators	31	26	0	0	9	66
Sales Force	0	0	0	0	3	3
Administrative Staff	0	0	0	0	0	0
Support Staff	0	0	0	0	0	0
Other Professionals	22	26	27	2	12	89
Other Technicians	10	17	2	0	3	32
Total	**72**	**76**	**36**	**2**	**30**	**216**

*/ Corresponds to other regions of Chile.

Turnover Rate for Employees with Open-term Contracts by Job Category and Work Region 2023

Job Category	Work Region					Total
	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other regions*/	Foreign nationals	
Senior Executives	0%	0%	0%	0%	67%	12%
Management	40%	0%	5%	0%	0%	6%
Department Heads	7%	5%	11%	0%	6%	6%
Operators	5%	3%	0%	0%	7%	4%
Sales Force	0%	0%	0%	0%	6%	5%
Administrative Staff	0%	0%	0%	0%	0%	0%
Support Staff	0%	0%	0%	0%	0%	0%
Other Professionals	11%	7%	16%	9%	10%	10%
Other Technicians	4%	6%	16%	0%	21%	6%
Total	**6%**	**5%**	**13%**	**6%**	**8%**	**6%**

*/ Corresponds to other regions of Chile.

IODINE AND PLANT NUTRITION DIVISION

No. of Employees by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	10	28	17	12	5	0	72
Antofagasta Region	9	34	17	9	6	1	76
Metropolitan Region	10	17	5	3	1	0	36
Other regions*/	0	1	0	1	0	0	2
Foreign nationals	7	10	5	7	1	0	30
Total	**36**	**90**	**44**	**32**	**13**	**1**	**216**

*/ Corresponds to other regions of Chile.

Turnover Rate for Employees with Open-term Contracts by Work Region and Age Group 2023

Work Region	Age Group						Total
	Under 30	30 to 40	41 to 50	51 to 60	61 to 70	Over 70	
Tarapacá Region	6%	6%	5%	6%	14%	0%	6%
Antofagasta Region	4%	7%	4%	3%	4%	13%	5%
Metropolitan Region	21%	17%	7%	7%	13%	0%	13%
Other regions*/	0%	7%	0%	18%	0%	0%	6%
Foreign nationals	12%	6%	5%	13%	11%	0%	8%
Total	**8%**	**7%**	**5%**	**5%**	**6%**	**12%**	**6%**

*/ Corresponds to other regions of Chile.

O CONTENT 404-1

Training

LITHIUM DIVISION

Average Training Hours by Job Category and Gender 2023

Job Category	Men			Women			Total		
	Total training hours	Number of employees	Average hours per worker	Total training hours	Number of employees	Average hours per worker	Total training hours	Number of employees	Average hours per worker
Senior Executives	14	6	2.3	14	1	14.0	28	7	4.0
Management	1208	71	17.0	326	17	19.2	1534	88	17.4
Department Heads	9,067	286	31.7	2822	73	38.7	11,889	359	33.1
Operators	29,208	1,014	28.8	2,525	139	18.2	31,733	1,153	27.5
Sales Force	1	5	0.2	37	20	1.9	38	25	1.5
Administrative Staff	159	12	13.3	113	28	4.0	272	40	6.8
Support Staff	0	1	0.0	0	1	0.0	0	2	0.0
Other Professionals	16,268	720	22.6	8,412	421	20.0	24,680	1,141	21.6
Other Technicians	19,767	614	32.2	1,247	63	19.8	21,014	677	31.0
Total	75,692	2,729	27.7	15,496	763	20.3	91,188	3,492	26.1

IODINE AND PLANT NUTRITION DIVISION

Average Training Hours by Job Category and Gender 2023

Job Category	Men			Women			Total		
	Total training hours	Number of employees	Average hours per worker	Total training hours	Number of employees	Average hours per worker	Total training hours	Number of employees	Average hours per worker
Senior Executives	29	9	3.2	42	1	42.0	**71**	**10**	**7.1**
Management	1,291	86	15.0	394	17	23.2	**1,685**	**103**	**16.4**
Department Heads	5,612	292	19.2	1,198	70	17.1	**6,810**	**362**	**18.8**
Operators	23,777	1,676	14.2	1,228	109	11.3	**25,005**	**1,785**	**14.0**
Sales Force	18	34	0.5	77	27	2.9	**95**	**61**	**1.6**
Administrative Staff	265	26	10.2	377	51	7.4	**642**	**77**	**8.3**
Support Staff	0	3	0.0	0	2	0.0	**0**	**5**	**0.0**
Other Professionals	10,879	639	17.0	6,146	431	14.3	**17,025**	**1,070**	**15.9**
Other Technicians	13,277	585	22.7	660	80	8.3	**13,937**	**665**	**21.0**
Total	**55,148**	**3,350**	**16.5**	**10,122**	**788**	**12.8**	65,270	4,138	15.8

Note: Includes Explorations and Business Division workers.

O CONTENT 403-9 (2018)/ 403-10 (2018)

Safety: A Company Value

The information presented has been compiled using incident investigation reports (ZYGHT reports), Meta4 staff databases from Human Resources, and statistics taken from contractor staff E-200 forms, among other sources.

SQM 2023 Fatality Rate

			Lithium Division	Iodine and Plant Nutrition Division	Total SQM
Company personnel	Annual hours worked	Women	912,300	1,186,316	2,098,616
		Men	4,940,844	5,953,336	10,894,180
	Total annual hours worked		**5,853,144**	**7,139,652**	**12,992,796**
	No. of fatalities	Women	0	0	0
		Men	0	0	0
	Total no. of fatalities		**0**	**0**	**0**
	Fatality rate		**0.0**	**0.0**	**0.0**
Contractors	Annual hours worked	Women	801,627	1,028,647	1,830,274
		Men	14,824,132	7,104,114	21,928,246
	Total annual hours worked		**15,625,759**	**8,132,761**	**23,758,520**
	No. of fatalities	Women	0	0	0
		Men	0	0	0
	Total no. of fatalities		**0**	**0**	**0**
	Fatality rate		**0.0**	**0.0**	**0.0**
Total	Annual hours worked	Women	1,713,927	2,214,963	3,928,890
		Men	19,764,976	13,057,449	32,822,425
	Total annual hours worked		**21,478,903**	**15,272,413**	**36,751,316**
	No. of fatalities	Women	0	0	0
		Men	0	0	0
	Total no. of fatalities		**0**	**0**	**0**
	Fatality rate		**0.0**	**0.0**	**0.0**

Note: Calculation factor per 1,000,000 hours.

SQM Fatality Rate

			2019	2020	2021	2022
Company personnel	Annual hours worked	Women	1,421,964	1,579,028	1,659,963	2,083,978
		Men	9,092,275	9,459,392	9,200,348	10,322,065
	Total annual hours worked		**10,514,239**	**11,038,420**	**10,860,311**	**12,406,042**
	No. of fatalities	Women	0	0	0	0
		Men	0	0	0	0
	Total no. of fatalities		**0**	**0**	**0**	**0**
	Fatality rate		**0.0**	**0.0**	**0.0**	**0.0**
Contractors	Annual hours worked	Women	1,123,127	1,484,277	1,696,565	1,707,153
		Men	10,112,316	10,468,424	13,097,195	17,478,677
	Total annual hours worked		**11,235,443**	**11,952,701**	**14,793,760**	**19,185,830**
	No. of fatalities	Women	0	0	0	0
		Men	0	0	0	0
	Total no. of fatalities		**0**	**0**	**0**	**0**
	Fatality rate		**0.0**	**0.0**	**0.0**	**0.0**
Total	Annual hours worked	Women	2,545,091	3,063,305	3,356,528	3,791,130
		Men	19,204,591	19,927,816	22,297,543	27,800,742
	Total annual hours worked		**21,749,682**	**22,991,121**	**25,654,071**	**31,591,872**
	No. of fatalities	Women	0	0	0	0
		Men	0	0	0	0
	Total no. of fatalities		**0**	**0**	**0**	**0**
	Fatality rate		**0.0**	**0.0**	**0.0**	**0.0**

Note: Calculation factor per 1,000,000 hours.

Rate of Work-related Injuries with Major Consequences SQM 2023

			Lithium Division	Iodine and Plant Nutrition Division	Total SQM
Company personnel	Annual hours worked	Women	912,300	1,186,316	2,098,616
		Men	4,940,844	5,953,336	10,894,180
	Total annual hours worked		**5,853,144**	**7,139,652**	**12,992,796**
	No. of work-related injuries with major consequences	Women	0	0	0
		Men	0	1	1
	Total no. of injuries		**0**	**1**	**1**
	Rate of Work-related Injuries with Major Consequences		**0.0**	**0.14**	**0.08**
Contractors	Annual hours worked	Women	801,627	1,028,647	1,830,274
		Men	14,824,132	7,104,114	21,928,246
	Total annual hours worked		**15,625,759**	**8,132,761**	**23,758,520**
	No. of work-related injuries with major consequences	Women	0	0	0
		Men	0	0	0
	Total no. of injuries		**0**	**0**	**0**
	Rate of Work-related Injuries with Major Consequences		**0.0**	**0.0**	**0.0**
Total	Annual hours worked	Women	1,713,927	2,214,963	3,928,890
		Men	19,764,976	13,057,449	32,822,425
	Total annual hours worked		**21,478,903**	**15,272,413**	**36,751,316**
	No. of work-related injuries with major consequences	Women	0	0	0
		Men	0	1	1
	Total no. of injuries		**0**	**1**	**1**
	Rate of Work-related Injuries with Major Consequences		**0.0**	**0.07**	**0.03**

Note 1: Calculation factor per 1,000,000 hours.

Note 2: Work-related injuries with major consequences included in the calculation are injuries from which the worker cannot recover or fully recover the state of health that they enjoyed prior to the accident, or from which they cannot fully recover the state of health that they enjoyed prior to the accident within six months.

Rate of Work-related Injuries with Major Consequences SQM

			2019	2020	2021	2022
Company personnel	Annual hours worked	Women	1,421,964	1,579,028	1,659,963	2,083,978
		Men	9,092,275	9,459,392	9,200,348	10,322,065
	Total annual hours worked		**10,514,239**	**11,038,420**	**10,860,311**	**12,406,042**
	No. of work-related injuries with major consequences	Women	0	0	0	0
		Men	1	0	0	1
	Total no. of injuries		**1**	**0**	**0**	**1**
	Rate of Work-related Injuries with Major Consequences		**0.10**	**0.0**	**0.0**	**0.08**
Contractors	Annual hours worked	Women	1,123,127	1,484,277	1,696,565	1,707,153
		Men	10,112,316	10,468,424	13,097,195	17,478,677
	Total annual hours worked		**11,235,443**	**11,952,701**	**14,793,760**	**19,185,830**
	No. of work-related injuries with major consequences	Women	0	0	0	0
		Men	2	0	3	1
	Total no. of injuries		**2**	**0**	**3**	**1**
	Rate of Work-related Injuries with Major Consequences		**0.18**	**0.0**	**0.20**	**0.05**
Total	Annual hours worked	Women	2,545,091	3,063,305	3,356,528	3,791,130
		Men	19,204,591	19,927,816	22,297,543	27,800,742
	Total annual hours worked		**21,749,682**	**22,991,121**	**25,654,071**	**31,591,872**
	No. of work-related injuries with major consequences	Women	0	0	0	0
		Men	3	0	3	0
	Total no. of injuries		**3**	**0**	**3**	**2**
	Rate of Work-related Injuries with Major Consequences		**0.14**	**0.0**	**0.12**	**0.06**

Note 1: Calculation factor per 1,000,000 hours.

Note 2: Work-related injuries with major consequences included in the calculation are injuries from which the worker cannot recover or fully recover the state of health that they enjoyed prior to the accident, or from which they cannot fully recover the state of health that they enjoyed prior to the accident within six months.

Lost-Time Injury Frequency Rate (LTIFR) SQM 2023

			Lithium Division	Iodine and Plant Nutrition Division	Total SQM
Company personnel	Annual hours worked	Women	912,300	1,186,316	2,098,616
		Men	4,940,844	5,953,336	10,894,180
	Total annual hours worked		**5,853,144**	**7,139,652**	**12,992,796**
	Number of Work-Related Accidents (WTL)	Women	0	0	0
		Men	10	9	19
	Total No. of Work-related Accidents (WTL)		**10**	**9**	**19**
	Frequency Rate (WTL)		**1.71**	**1.26**	**1.46**
Contractors	Annual hours worked	Women	801,627	1,028,647	1,830,274
		Men	14,824,132	7,104,114	21,928,246
	Total annual hours worked		**15,625,759**	**8,132,761**	**23,758,520**
	No. of Work-related Accidents (WTL)	Women	0	0	0
		Men	4	4	8
	Total No. of Work-related Accidents (WTL)		**4**	**4**	**8**
	Frequency Rate (WTL)		**0.26**	**0.80**	**0.34**
Total	Annual hours worked	Women	1,713,927	2,214,963	3,928,890
		Men	19,764,976	13,057,449	32,822,425
	Total annual hours worked		**21,478,903**	**15,272,413**	**36,751,316**
	No. of Work-related Accidents (WTL)	Women	0	0	0
		Men	14	13	27
	Total No. of Work-related Accidents (WTL)		**14**	**13**	**27**
	Frequency Rate (WTL)		**0.65**	**0.85**	**0.73**

Note: Calculation factor per 1,000,000 hours. WTL: with time lost.

Frequency Rate (WTL) SQM

			2019	2020	2021	2022
Company personnel	Annual hours worked	Women	1,421,964	1,579,028	1,659,963	2,083,978
		Men	9,092,275	9,459,392	9,200,348	10,322,065
	Total annual hours worked		**10,514,239**	**11,038,420**	**10,860,311**	**12,406,042**
	No. of Work-related Accidents (WTL)	Women	1	2	1	1
		Men	16	11	9	18
	Total No. of Work-related Accidents (WTL)		**17**	**13**	**10**	**19**
	Frequency Rate (WTL)		**1.62**	**1.18**	**0.92**	**1.53**
Contractors	Annual hours worked	Women	1,123,127	1,484,277	1,696,565	1,707,153
		Men	10,112,316	10,468,424	13,097,195	17,478,677
	Total annual hours worked		**11,235,443**	**11,952,701**	**14,793,760**	**19,185,830**
	No. of Work-related Accidents (WTL)	Women	1	2	1	0
		Men	8	3	14	4
	Total No. of Work-related Accidents (WTL)		**9**	**5**	**15**	**4**
	Frequency Rate (WTL)		**0.80**	**0.42**	**1.01**	**0.21**
Total	Annual hours worked	Women	2,545,091	3,063,305	3,356,528	3,791,130
		Men	19,204,591	19,927,816	22,297,543	27,800,742
	Total annual hours worked		**21,749,682**	**22,991,121**	**25,654,071**	**31,591,872**
	No. of Work-related Accidents (WTL)	Women	2	4	2	1
		Men	24	14	23	22
	Total No. of Work-related Accidents (WTL)		**26**	**18**	**25**	**23**
	Frequency Rate (WTL)		**1.20**	**0.78**	**0.97**	**0.73**

Note: Calculation factor per 1,000,000 hours. WTL: with time lost.

Total Recordable Incident (or Accident) Frequency Rate (TRIFR) SQM Consolidated 2023

			Lithium Division	Iodine and Plant Nutrition Division	Total SQM
Company personnel	Annual hours worked	Women	912,300	1,186,316	2,098,616
		Men	4,940,844	5,953,336	10,894,180
	Total annual hours worked		**5,853,144**	**7,139,652**	**12,992,796**
	No. of reportable accidents	Women	0	0	0
		Men	10	9	19
	Total no. of reportable accidents		**10**	**9**	**19**
	Total Frequency Rate of Reportable Accidents		**1.71**	**1.26**	**1.46**
Contractors	Annual hours worked	Women	801,627	1,028,647	1,830,274
		Men	14,824,132	7,104,114	21,928,246
	Total annual hours worked		**15,625,759**	**8,132,761**	**23,758,520**
	No. of reportable accidents	Women	0	0	0
		Men	4	4	8
	Total no. of reportable accidents		**4**	**4**	**8**
	Total Frequency Rate of Reportable Accidents		**0.26**	**0.49**	**0.34**
Total	Annual hours worked	Women	1,713,927	2,214,963	3,928,890
		Men	19,764,976	13,057,449	32,822,425
	Total annual hours worked		**21,478,903**	**15,272,413**	**36,751,316**
	No. of reportable accidents	Women	0	0	0
		Men	14	13	27
	Total no. of reportable accidents		**14**	**13**	**27**
	Total Frequency Rate of Reportable Accidents		**0.65**	**0.85**	**0.73**

Note: Calculation factor per 1,000,000 hours.

Total Recordable Incident (or Accident) Frequency Rate (TRIFR) SQM

			2019	2020	2021	2022
Company personnel	Annual hours worked	Women	1,421,964	1,579,028	1,659,963	2,083,978
		Men	9,092,275	9,459,392	9,200,348	10,322,065
	Total annual hours worked		**10,514,239**	**11,038,420**	**10,860,311**	**12,406,042**
	No. of reportable accidents	Women	1	3	3	1
		Men	21	14	9	18
	Total no. of reportable accidents		**22**	**17**	**12**	**19**
	Total Frequency Rate of Reportable Accidents		**2.09**	**1.54**	**1.10**	**1.53**
Contractors	Annual hours worked	Women	1,123,127	1,484,277	1,696,565	1,707,153
		Men	10,112,316	10,468,424	13,097,195	17,478,677
	Total annual hours worked		**11,235,443**	**11,952,701**	**14,793,760**	**19,185,830**
	No. of reportable accidents	Women	1	2	1	0
		Men	9	3	22	5
	Total no. of reportable accidents		**10**	**5**	**23**	**5**
	Total Frequency Rate of Reportable Accidents		**0.89**	**0.42**	**1.55**	**0.26**
Total	Annual hours worked	Women	2,545,091	3,063,305	3,356,528	3,791,130
		Men	19,204,591	19,927,816	22,297,543	27,800,742
	Total annual hours worked		**21,749,682**	**22,991,121**	**25,654,071**	**31,591,872**
	No. of reportable accidents	Women	2	5	4	1
		Men	30	17	31	23
	Total no. of reportable accidents		**32**	**22**	**35**	**24**
	Total Frequency Rate of Reportable Accidents		**1.47**	**0.96**	**1.36**	**0.76**

Note: Calculation factor per 1,000,000 hours.

Total Recordable Incident (or Accident) Frequency Rate (TRIFR) SQM 2023

			Lithium Division	Iodine and Plant Nutrition Division	Total SQM
Company personnel	Annual hours worked	Women	912,300	1,186,316	2,098,616
		Men	4,940,844	5,953,336	10,894,180
	Total annual hours worked		**5,853,144**	**7,139,652**	**12,992,796**
	No. of reportable accidents	Women	0	0	0
		Men	10	9	19
	Total no. of reportable accidents		**10**	**9**	**19**
	Total Frequency Rate of Reportable Accidents		**0.34**	**0.25**	**0.29**
Contractors	Annual hours worked	Women	801,627	1,028,647	1,830,274
		Men	14,824,132	7,104,114	21,928,246
	Total annual hours worked		**15,625,759**	**8,132,761**	**23,758,520**
	No. of reportable accidents	Women	0	0	0
		Men	4	4	8
	Total no. of reportable accidents		**4**	**4**	**8**
	Total Frequency Rate of Reportable Accidents		**0.05**	**0.10**	**0.07**
Total	Annual hours worked	Women	1,713,927	2,214,963	3,928,890
		Men	19,764,976	13,057,449	32,822,425
	Total annual hours worked		**21,478,903**	**15,272,413**	**36,751,316**
	No. of reportable accidents	Women	0	0	0
		Men	14	13	27
	Total no. of reportable accidents		**14**	**13**	**27**
	Total Frequency Rate of Reportable Accidents		**0.13**	**0.17**	**0.15**

Note: Calculation factor 200,000 hours.

Total Recordable Incident (or Accident) Frequency Rate (TRIFR) SQM

			2019	2020	2021	2022
Company personnel	Annual hours worked	Women	1,421,964	1,579,028	1,659,963	2,083,978
		Men	9,092,275	9,459,392	9,200,348	10,322,065
	Total annual hours worked		**10,514,239**	**11,038,420**	**10,860,311**	**12,406,042**
	No. of reportable accidents	Women	1	3	3	1
		Men	21	14	9	18
	Total no. of reportable accidents		**22**	**17**	**12**	**19**
	Total Frequency Rate of Reportable Accidents		**0.42**	**0.31**	**0.22**	**0.31**
Contractors	Annual hours worked	Women	1,123,127	1,484,277	1,696,565	1,707,153
		Men	10,112,316	10,468,424	13,097,195	17,478,677
	Total annual hours worked		**11,235,443**	**11,952,701**	**14,793,760**	**19,185,830**
	No. of reportable accidents	Women	1	2	1	0
		Men	9	3	22	5
	Total no. of reportable accidents		**10**	**5**	**23**	**5**
	Total Frequency Rate of Reportable Accidents		**0.18**	**0.08**	**0.31**	**0.05**
Total	Annual hours worked	Women	2,545,091	3,063,305	3,356,528	3,791,130
		Men	19,204,591	19,927,816	22,297,543	27,800,742
	Total annual hours worked		**21,749,682**	**22,991,121**	**25,654,071**	**31,591,872**
	No. of reportable accidents	Women	2	5	4	1
		Men	30	17	31	23
	Total no. of reportable accidents		**32**	**22**	**35**	**24**
	Total Frequency Rate of Reportable Accidents		**0.29**	**0.19**	**0.27**	**0.15**

Note: Calculation factor 200,000 hours.

2023 SQM Severity Rate

			Lithium Division	Iodine and Plant Nutrition Division	Total SQM
Company personnel	Annual hours worked	Women	912,300	1,186,316	2,098,616
		Men	4,940,844	5,953,336	10,894,180
	Total annual hours worked		**5,853,144**	**7,139,652**	**12,992,796**
	No. of days lost	Women	0	0	0
		Men	872	725	1,597
	Total no. days lost		**872**	**725**	**1,597**
	Severity Rate		**148.98**	**101.55**	**122.91**
Contractors	Annual hours worked	Women	801,627	1,028,647	1,830,274
		Men	14,824,132	7,104,114	21,928,246
	Total annual hours worked		**15,625,759**	**8,132,761**	**23,758,520**
	No. of days lost	Women	0	0	0
		Men	92	151	243
	Total no. days lost		**92**	**151**	**243**
	Severity Rate		**5.89**	**18.57**	**10.23**
Total	Annual hours worked	Women	1,713,927	2,214,963	3,928,890
		Men	19,764,976	13,057,449	32,822,425
	Total annual hours worked		**21,478,903**	**15,272,413**	**36,751,316**
	No. of days lost	Women	0	0	0
		Men	964	876	1,840
	Total no. days lost		**964**	**876**	**1,840**
	Severity Rate		**44.88**	**57.36**	**50.07**

Note: Calculation factor per 1,000,000 hours.

SQM Severity Rate

			2019	2020	2021	2022
Company personnel	Annual hours worked	Women	1,421,964	1,579,028	1,659,963	2,083,978
		Men	9,092,275	9,459,392	9,200,348	10,322,065
	Total annual hours worked		**10,514,239**	**11,038,420**	**10,860,311**	**12,406,042**
	No. of days lost	Women	5	30	37	2
		Men	1,177	361	377	791
	Total no. days lost		**1,182**	**391**	**414**	**793**
	Severity Rate		**112.42**	**35.42**	**38.12**	**63.92**
Contractors	Annual hours worked	Women	1,123,127	1,484,277	1,696,565	1,707,153
		Men	10,112,316	10,468,424	13,097,195	17,478,677
	Total annual hours worked		**11,235,443**	**11,952,701**	**14,793,760**	**19,185,830**
	No. of days lost	Women	3	7	3	0
		Men	195	174	650	376
	Total no. days lost		**198**	**181**	**653**	**376**
	Severity Rate		**17.62**	**15.14**	**44.14**	**19.60**
Total	Annual hours worked	Women	2,545,091	3,063,305	3,356,528	3,791,130
		Men	19,204,591	19,927,816	22,297,543	27,800,742
	Total annual hours worked		**21,749,682**	**22,991,121**	**25,654,071**	**31,591,872**
	No. of days lost	Women	8	37	40	2
		Men	1,372	535	1,027	1,167
	Total no. days lost		**1,380**	**572**	**1,067**	**1,169**
	Severity Rate		**63.45**	**24.88**	**41.59**	**37.00**

Note: Calculation factor per 1,000,000 hours.

Exposure to Polluting Agents 2023

Operations/Company Personnel	Polluting Agents					
	Silica	Noise	TMERT	UVR	Welding Smoke	SO2
Lithium Division						
Salar de Atacama	8	240	0	1,100	10	0
Lithium Chemical Plant	0	120	0	600	4	0
Iodine and Plant Nutrition Division						
Antofagasta	0	0	1	0	0	0
Coya Sur	8	39	0	824	0	0
Nueva Victoria	0	40	0	80	20	5
Pedro de Valdivia	0	27	0	97	0	7
Tocopilla	0	31	16	0	0	0
Total	**16**	**497**	**17**	**2,701**	**34**	**12**

TMERT: Work-related musculoskeletal disorders
UVR: Ultraviolet radiation
SO2: Sulfur dioxide.
Note: This information is based on Chilean law. Does not include workers from contractor companies with spot contracts.

Operations/ Contractors	Polluting Agents					
	Silica	Noise	TMERT	UVR	Welding Smoke	SO2
Lithium Division						
Salar de Atacama	0	0	0	1,200	0	0
Lithium Chemical Plant	4	0	0	1,100	0	0
Iodine and Plant Nutrition Division						
Antofagasta	0	0	0	0	0	0
Coya Sur	0	37	0	126	0	0
Nueva Victoria	ND	ND	ND	ND	ND	ND
Pedro de Valdivia	0	12	0	38	0	0
Tocopilla	0	45	98	103	0	0
Total	**4**	**94**	**98**	**2,567**	**0**	**0**

TMERT: Work-related musculoskeletal disorders.
UVR Ultraviolet radiation.
SO2: Sulfur dioxide.
Note: This information is based on Chilean law. Does not include workers from contractor companies with spot contracts.
ND: No data.

Safety Process Event Index 2023

Division	Number of incidents	Total Severity Score	Hours per year	Process Safety Total Incident Rate (PSTIR)*/	Process Safety Incident Severity Rate (PSISR)**/
Lithium Division	26	12	21,478,903	1.21	0.56
Iodine and Plant Nutrition Division	5	7	15,272,413	0.33	0.46

Note: Calculation factor per 1,000,000.

*/ PSTIR is defined as the cumulative count (annual) of incidents normalized by work hours. It is calculated by multiplying the PSIC by 1 million and dividing by the total number of hours worked by employees, contractors and subcontractors per year.

**/ PSISR is defined as the cumulative count (annual) weighted by the severity of safety process incidents. It is calculated as the total severity score for all safety process incidents multiplied by 1 million and divided by the total number of hours worked by employees, contractors and subcontractors.



Value Chain

O CONTENT 2-6 / 204-1

Purchases by Country 2023

Country	Amount in US$	Country	Amount in US$	Country	Amount in US$	Country	Amount in US$
Algeria	87,458	Egypt	2,127,102	Luxembourg	10,900	Singapore	50,752,901
Argentina	1,558,512	El Salvador	41,600	Malaysia	36,988	Slovenia	3,000
Aruba	7,838	Ethiopia	9,288	Marshall Islands	302,876	South Africa	17,673,182
Australian	18,547,755	Finland	68,594	Morocco	3,238,827	South Korea	1,645,975
Austria	2,004,654	France	2,120,086	Mexico	106,442,410	Spain	34,632,461
Belgium	47,257,153	Germany	6,255,389	Namibia	4,350	Sri Lanka	16,560
Bolivia	207,393	Greece	1,178,194	Netherlands	21,909,403	Sweden	447,588
Brazil	20,157,563	Guatemala	343,200	New Zealand	25,166	Switzerland	4,344,087
Canada	1,673,185	Hong Kong	1,059,544	Nicaragua	37,440	Taiwan	5,684,455
Cayman Islands	200,000	Hungary	11,199	Norway	897,245	Thailand	225,377
Chile	5,923,528,289	India	940,477	Pakistan	6,034	Turkey	20,234
China	166,077,909	Ireland	371,989	Panama	77,294	Ukraine	61,793
Colombia	3,475,577	Israel	3,765,586	Paraguay	1,440	United Arab Emirates	1,482,875
Costa Rica	3,910	Italy	2,940,941	Peru	6,259,431	United Kingdom	5,337,433
Czech Republic	19,179	Japan	60,950,741	Poland	2,802,288	United States	98,075,059
Denmark	304,291	Latvia	510,352	Portugal	697,385	Uruguay	600
Djibouti	1,100	Liberia	217,599	Romania	37,736	Vietnam	62,456
Ecuador	6,809,596	Lithuania	3,783,182	Russia	569,254		
						Total	6,642,438,928

Sustainable Development and Climate Change

O CONTENT 304-2/ 304-3

Environmental Monitoring Plan in the Salar de Llamara

As part of our commitment to sustainability in Salar de Llamara, we developed a complete environmental monitoring plan that has been implemented since the first environmental approvals associated with our Nueva Victoria operations were issued. We expanded and strengthened it following the implementation of the Pampa Hermosa project in 2010. Salar de Llamara was incorporated into the Pampa del Tamarugal National Reserve in 2013. It is classified as a priority site under the regional biodiversity strategy because of the native tamarugo forest and "puquios" with bacterial formations located there. Our environmental monitoring plan includes the following activities:

Monitoring Tamarugo Trees and Vegetation in Llamara

The company monitors tamarugo tree vitality each year in November when vegetation is most abundant. This monitoring is conducted using high-resolution satellite images (Quickbird, WorldView 2, WorldView 3 or Geoeye).

The periodic field monitoring records a series of measurements of physiological variables of a representative group of taramugos in the forest.

The main variables measured include:

- Foliar hydric potential.
- Stomatal resistance.
- isotopic discrimination of carbon 13.
- Enrichment with oxygen 18.

These measurements are determining factors in analyzing the hydric status of tamarugos. Experts also monitor retama thickets and hydromorphic meadows in the area around the lagoons known as Puquios de Llamara in order to evaluate the status of these plants. Measurements include the percentage of green growth, vigor and phenology.

Monitoring Aquatic Biota and Surface Water in Llamara

We also conduct semi-annual monitoring of aquatic biota and surface water in Puquios de Llamara in order to verify that there are no unforeseen effects. The variables controlled by monitoring of aquatic biota include:

- Composition of phytoplankton and phytobentos.
- Diversity of zooplankton and bentos.
- Development and status of macrophytes.

Mitigation Measures for the Hydric System in Puquios de Llamara

In order to mitigate the effects of decline of the phreatic zone in the Llamara aquifer as a result of pumping, there is an "hydraulic barrier" mitigation measure approximately 8 km north of this site that returns water to the ground. Water levels and chemical quality are maintained within normal ranges for adequate development of biotic systems in the Puquios.

In addition, in 2023 SQM commissioned studies on the "puquios" and their biotic systems, which were conducted by teams of professionals from leading Chilean and international organizations and institutions.

Hydrogeological Environmental Monitoring Plan

This monitoring involves monthly measurements of aquifer levels, chemical quality, water volumes and flows extracted from wells, This plan enables the company to verify predicted impacts during project operation and, if necessary, activate its Early Warning Plan.

Tamarugo Environmental Management Plan

We continue to develop the Tamarugo Environmental Management Plan that was launched eight years ago with the Planting Program in the district of Pozo Almonte in the Tarapacá Region. This program involved planting 12,000 tamarugos in the Bellavista Sector and 247 in the Llamara Sector.

Throughout the reporting period, these trees continued to be monitored, supervised and watered, which has yielded a good level of vitality despite the difficulties faced by this species in its early stages of development. Between January and December 2023, we planted an additional 6,500 tamarugo trees as part of this program.

The data and knowledge generated through these activities and complementary studies are used in the environmental education program carried out in conjunction with the National Forestry Corporation (CONAF) in the Pampa del Tamarugal National Reserve.

As part of the El Tamarugo (*Prosopis Tamarugo)* maintenance and conservation plan, the Company continues to be part of collaboration agreements with ranchers from Pampa del Tamarugal. The Pampa del Tamarugal Aymara Rural Indigenous Association has approximately 4,500 head of caprine and ovine livestock.

The main collaboration initiatives undertaken since 2019 are listed below:

- Veterinary operations to provide assistance to veterinary teams for the animals' health management, mainly to prevent infectious diseases, treat wounds, treat gastrointestinal parasites and administer B12 vitamins.
- Distribution of a "Veterinary Kit" for ranchers to treat their animals with remote assistance if necessary.
- Delivery of training on the Veterinary Kit titled "Use and Handling of Medications in Livestock."
- Distribution of complementary feed. To date, we have donated 4,000 25-kilogram bags of alfalfa pellets (100 tons) to the association.
- Provision of machinery, including four Kosner 15 HP chippers to produce more complementary feed for the livestock.
- Execution of the "Alfalfa Production Center" project located in the El Pampa del Tamarugal Reserve in order to provide complementary forage for livestock. The innovative project involves producing a 30-hectare surface area for the implementation of an underground irrigation belt to improve water resource efficiency and automate the irrigation system. To date, 10 hectares are in full production with a total of 3,200 bales produced (25 to 30 kg per bale).
- Provision of a Massey Ferguson 95 HP tractor that mows, spins, bales and fumigates.
- We also planted 500 tamarugo and churqui trees. The latter is currently a rare species in the Pampa del Tamarugal. They serve as natural wind barriers that protect 30 producing hectares.

O CONTENT 304-2/ 304-3

Environmental Monitoring Plan in the Salar de Atacama

One of the commitments established in the Environmental Qualification Resolution (RCA) for the Environmental Impact Study for the project "Changes and improvements to the Salar de Atacama mining operation" is the implementation of an environmental monitoring plan. The purpose of this plan is to evaluate the status of Salar de Atacama systems over time.

The Monitoring Plan entails:

- Measuring the levels and physical and chemical qualities of water distributed among shallow and deep wells, metric rods at lagoon level and gauging stations.
- Measuring meteorological variables at meteorological stations known as Chaxa and KCl Stations.

Our operations are located near ecosystems that are highly valuable in certain sectors. We have implemented an Environmental Biotic Monitoring Plan to closely monitor key variables for determining the status of the vegetation, flora, fauna and aquatic life in the ecosystems under protection.

This monitoring controls a set of variables using direct, on-site measurements and high-resolution satellite image analysis (multispectral and panchromatic).

The variables observed as part of this biotic monitoring in the Salar de Atacama include:

- Vegetation with 99 monitoring points along the eastern edge of the Salar de Atacama.
- 75 plots recording flora, distributed in 7 transects along the eastern edge of the Salar de Atacama.
- 18 fauna sampling stations for birds, mammals, reptiles.
- 18 soil moisture and characterization sampling points.
- 25 aquatic life sampling stations in the Soncor, Aguas de Quelana and Peine Lake System.
- Bird and animal censuses in Soncor and Peine's lake systems.

Ongoing Hydrogeological Environmental Monitoring Plan with 225 monitoring points in the Salar de Atacama aquifer.

We have a Hydrogeological Environmental Monitoring Plan (PSAH) in place to control the hydrogeological variables of 225 points that are important to environmentally-sensitive areas. The plan includes a wide monitoring network made up of:

- 112 shallow wells.
- 84 deep wells.
- 5 fresh water extraction wells.
- 18 metric rods, surface water.
- 4 surface water gauges.
- 2 meteorological stations.

We also have 48 continuous-measuring points with telemetry. The information is reported online to the Superintendency of the Environment.

The results of the Environmental Monitoring Plan are available at **www.sqmenlinea.com**. Users can also access measurements conducted and both hydrogeological and biotic monitoring.

O CONTENT 303-3 (2018)/ 303-4 (2018)/ 303-5 (2018)

Water

LITHIUM DIVISION

Water Extraction and Consumption

Extraction	Type	Metric	Average TDS quality (mg/l)	Extraction Location	2020	2021	2022	2023
Groundwater								
Salar de Atacama	Salt water	m^3	>1000	Salar de Atacama Aquifer	3,672,566	3,616,743	3,424,918	3,631,820
Third-party water								
Salar de Atacama	Fresh water	m^3	<1000	Produced by third parties	550	687	755	1,026
Lithium Chemical Plant	Fresh water	m^3	<1000	Produced by third parties	886,742	1,038,927	1,468,947	1,415,782
Total								
Total water extracted		m^3			4,559,858	4,656,357	4,894,620	5,048,628
Total water consumed		m^3			4,559,858	4,656,357	4,894,620	5,048,628
Water extracted from high or extremely high hydric stress areas *		%			100%	100%	100%	100%
Water consumed from high or extremely high hydric stress areas **		%			100%	100%	100%	100%

* Percentages obtained under the General Water Risk analysis of the tool Aqueduct Water Risk Atlas (wri.org).
** Percentages calculated as Total Water Consumed/Total Water Extracted.

Note: We do not extract sea water or produce water.

IODINE AND PLANT NUTRITION DIVISION

Water Extraction and Consumption

Extraction	Type	Metric	Average TDS quality (mg/l)	Extraction Location	2020	2021	2022	2023
Surface water								
Coya Sur	Salt water	m³	>1000	Loa River, Salvador River	1,159,267	1,142,476	1,108,260	907,806
Pedro de Valdivia	Salt water	m³	>1000	Loa River, Salvador River	5,120,877	5,383,193	5,203,575	5,243,866
Groundwater								
Nueva Victoria	Salt water	m³	>1000	Pampa del Tamarugal Aquifer	20,085,908	20,132,712	18,536,460	18,397,229
Pampa Blanca	Salt water	m³	>1000		ND	ND	ND	7,220
Third-party water								
Coya Sur	Fresh water	m³	<1000	Produced by third parties	502,490	528,806	482,197	435,141
Other	Fresh water	m³	<1000	Produced by third parties	1,145	1,511	1,297	455
Pedro de Valdivia	Fresh water	m³	<1000	Produced by third parties	47,634	40,317	46,904	45,002
Port	Fresh water	m³	<1000	Produced by third parties	260	240	240	240
Pampa Blanca	Fresh water	m³	<1000	Produced by third parties	ND	ND	ND	13
Total								
Total water extracted		m³			26,917,581	27,229,255	25,378,933	25,036,972
Total water consumed		m³			26,059,500	26,351,419	24,483,025	23,965,888
Water extracted from high or extremely high hydric stress areas*		%			100%	100%	100%	100%
Water consumed from high or extremely high hydric stress areas**		%			97%	97%	96%	96%

* Percentages obtained under the General Water Risk analysis of the tool Aqueduct Water Risk Atlas (wri.org).
** Percentages calculated as Total Water Consumed/Total Water Extracted.

Note: We do not extract sea water or produce water.

ND: No data.

O CONTENT 306-4 (2020)/ 306-5 (2020)

Waste

SQM CONSOLIDATED

Waste Not Destined for Elimination

Type of Waste	Metric	Destination (Inside/ Outside of the Organization)	2019	2020	2021	2022	2023
Mining Waste							
Used Batteries	t	Inside	38,737,483	18,516,294	5,273,957	28,203,001	27,119,868
Salts to be Discarded	t	Inside	4,901,616	7,417,533	8,106,420	11,621,008	10,714,001

Waste Not Destined for Elimination

Type of Waste	Metric	Destination (inside or outside of the facilities)	2019	2020	2021	2022	2023
Industrial Waste							
Hazardous	t	Outside	492	673	627	529	0
Non-Hazardous	t	Outside	0	712	1,143	0	137
Domestic and/or Similar	t	Outside	0	0	171	0	90
Recycling							
Non-Hazardous Waste	t	Outside	0	0	1,143	645	227
Energy Valuation	t	Outside	0	0	627	643	ND

Waste Destined for Elimination

Type of Waste	Metric	Destination (Inside/ Outside of the Organization)	2019	2020	2021	2022	2023
Industrial Waste							
Hazardous	t	Outside	2,299	2,468	1,075	1,922	3,342
Non-Hazardous	t	Outside	837	970	2,575	3,210	1,646
Domestic and/or Similar	t	Outside	4,688	4,810	6,389	5,254	7,745
Other*/	t	Outside	1,061	190	118	8,502	212

*/ Other corresponds to a blend of construction and demolition waste.

ND: No data.

LITHIUM DIVISION

Generation of Waste 2023

Type of Waste	Metric	Salar de Atacama	Lithium Chemical Plant	Division total
Hazardous industrial waste	t	695	441	**1,135**
Non-hazardous industrial waste	t	0	1,646	**1,646**
Domestic waste and/or similar	t	675	1,927	**2,602**
Other	t	0	212	**212**
Total	**t**	**1,370**	**4,225**	**5,595**

Waste Destined for Elimination 2023

Type of Waste	Metric	Salar de Atacama	Lithium Chemical Plant	Division total
Hazardous industrial waste	t	695	441	**1,135**
Non-hazardous industrial waste	t	0	1,646	**1,646**
Domestic waste and/or similar	t	675	1,927	**2,602**
Other*/	t	0	212	**212**
Total	**t**	**1,370**	**4,225**	**5,595**

*/ Construction and demolition residue.

The Lithium Division does not have waste not destined for elimination.

IODINE AND PLANT NUTRITION DIVISION

Waste Generated 2023

Type of Waste	Metric	Coya Sur	Pedro de Valdivia	María Elena	Nueva Victoria	Port of Tocopilla	Pampa Blanca	Búfalo	Other offices	Division total
Hazardous industrial waste	t	292	143	0	1,602	13	149	8	0	**2,207**
Non-hazardous industrial waste	t	0	0	0	137	0	0	0	0	**137**
Domestic waste and/or similar	t	424	65	2,071	2,499	135	0	0	40	**5,233**
Other	t	0	0	0	0	0	0	0	0	**0**
Total	**t**	**716**	**208**	**2,071**	**4,238**	**148**	**149**	**8**	**40**	**7,577**

Waste Diverted from Disposal 2023

Type of Waste	Metric	Coya Sur	Pedro de Valdivia	María Elena	Nueva Victoria	Port of Tocopilla	Pampa Blanca	Búfalo	Other offices	Division total
Hazardous industrial waste	t	0	0	0	0	0	0	0	0	**0**
Non-hazardous industrial waste	t	0	0	0	137	0	0	0	0	**137**
Domestic waste and/or similar	t	0	0	0	50	0	0	0	40	**90**
Other	t	0	0	0	0	0	0	0	0	**0**
Total	**t**	**0**	**0**	**0**	**185**	**0**	**0**	**0**	**0**	**227**

*/ Corresponds to waste sent to be recycled.

Waste Generated 2023

Type of Waste	Metric	Coya Sur	Pedro de Valdivia	María Elena	Nueva Victoria	Port of Tocopilla	Pampa Blanca	Búfalo	Other offices	Division total
Hazardous industrial waste	t	292	143	0	1,602	13	149	8	0	**2,207**
Non-hazardous industrial waste	t	0	0	0	0	0	0	0	0	**0**
Domestic waste and/or similar	t	424	65	2,071	2,449	135	0	0	0	**5,143**
Other	t	0	0	0	0	0	0	0	0	**0**
Total	**t**	**716**	**208**	**2,071**	**4,051**	**148**	**149**	**8**	**0**	**7,350**

O CONTENT 305-1/ 305-2/ 305-3

Greenhouse Gas (GHG) Emissions

LITHIUM DIVISION

Direct Greenhouse Gas (GHG) Emissions (Scope 1)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Salar de Atacama								
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	32,117	43,398	38,050	43,402	33,894
Fixed source fuel consumption	tCO_2eq	Liquid gas	CO_2, CH4, N2O	628	294	6,133	2,707	6,457
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	12	18	38	7	12
Lithium Chemical Plant								
Fixed source fuel consumption	tCO_2eq	Natural gas	CO_2, CH4, N2O	26,631	28,826	39,732	45,652	72,224
Fixed source fuel consumption	tCO_2eq	Liquid gas	CO_2, CH4, N2O	7,188	7,514	7,248	6,421	2,394
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	6,254	916	1,755	4,211	4,675
Total Emissions	**tCO_2eq**	**Diesel/ Fuel Oil/ Liquid Gas/ Natural Gas**	**CO_2, CH4, N2O**	**72,830**	**80,966**	**92,956**	**102,400**	**119,656**

Indirect Greenhouse Gas (GHG) Emissions (Scope 2)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Salar de Atacama								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	112,725	155,235	164,035	144,005	141,303
Salar del Carmen								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	32,025	36,980	50,453	64,113	109,780
Total Emissions	**tCO_2eq**	**Electricity**	**CO_2, CH4, N2O**	**144,750**	**192,215**	**214,488**	**208,118**	**251,083**

Other Indirect Greenhouse Gas (GHG) Emissions (Scope 3)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Salar de Atacama								
Articles and services purchased	tCO_2eq	Upstream	CO_2, CH4, N2O	27,763	34,842	38,817	40,179	54,320
Salar del Carmen								
Articles and services purchased	tCO_2eq	Upstream	CO_2, CH4, N2O	140,274	159,982	229,545	343,661	424,821
Total Emissions	**tCO_2eq**	**Upstream**	**CO_2, CH4, N2O**	**168,037**	**194,824**	**268,262**	**383,840**	**644,727**

Note: 2023 total includes 165,586 tCO_2 eq from Logistics.

IODINE AND PLANT NUTRITION DIVISION

Direct Greenhouse Gas (GHG) Emissions (Scope 1)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Coya Sur								
Fixed source fuel consumption	tCO_2eq	Natural gas	CO_2, CH4, N2O	109,944	125,848	133,113	116,696	106,528
Fixed source fuel consumption	tCO_2eq	Fuel oil	CO_2, CH4, N2O	435	0	0	2,754	688
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	811	5	7	7,717	708
Fixed source fuel consumption	tCO_2eq	Liquid gas	CO_2, CH4, N2O	15	19	0	0	22
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	2,251	2,447	2,605	7,368	3,196
Nueva Victoria								
Fixed source fuel consumption	tCO_2eq	Fuel oil	CO_2, CH4, N2O	1,780	1,405	1,596	1,916	1,758
Fixed source fuel consumption	tCO_2eq	Liquid gas	CO_2, CH4, N2O	39	3	0	0	0
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	38	0	2	0	0
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	52,546	56,761	53,300	59,322	62,527

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Port of Tocopilla								
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	1	80	59	266	282
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	190	132	214	0	0
Pedro de Valdivia								
Fixed source fuel consumption	tCO_2eq	Natural gas	CO_2, CH4, N2O	1,653	1,674	536	0	0
Fixed source fuel consumption	tCO_2eq	Liquid gas	CO_2, CH4, N2O	1	0	0	0	0
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	1	0	0	0	0
Fixed source fuel consumption	tCO_2eq	Fuel oil	CO_2, CH4, N2O	0	0	0	0	0
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	414	347	336	490	1,007

IODINE AND PLANT NUTRITION DIVISION

Direct Greenhouse Gas (GHG) Emissions (Scope 1)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Pampa Blanca*/								
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	0	0	0	0	1,441
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	0	0	0	0	7,788
Other offices								
Fixed source fuel consumption	tCO_2eq	Diesel	CO_2, CH4, N2O	1,618	1,229	1,521	922	2,743
Fixed source fuel consumption	tCO_2eq	Liquid Gas	CO_2, CH4, N2O	0	0	1	2	0
Fixed source fuel consumption	tCO_2eq	Natural gas	CO_2, CH4, N2O	0	0	0	0	3
Transportation of materials, products, waste, workers and passengers	tCO_2eq	Diesel	CO_2, CH4, N2O	228	92	316	445	468
Total Emissions	**tCO_2eq**	**Diesel/ Fuel Oil/ Liquid Gas/ Natural Gas**	**CO_2, CH4, N2O**	**171,962**	**190,042**	**193,605**	**197,898**	**189,159**

*/ It began operations in 2023.

Indirect Greenhouse Gas (GHG) Emissions (Scope 2)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Coya Sur								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	124,501	143,343	161,360	160,736	151,595
Nueva Victoria								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	116,142	121,054	109,864	115,809	108,009
Port of Tocopilla								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	1,881	1,821	1,816	1,814	1,731
Pedro de Valdivia								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	16,717	17,657	20,877	20,894	23,287
Other offices								
Electricity generation	tCO_2eq	Electricity	CO_2, CH4, N2O	507	462	703	705	866
Total Emissions	**tCO_2eq**	**Electricity**	**CO_2, CH4, N2O**	**259,748**	**284,337**	**294,620**	**299,958**	**285,488**

IODINE AND PLANT NUTRITION DIVISION

Other Indirect Greenhouse Gas (GHG) Emissions (Scope 3)

	Metric	Type	Gases Included	2019	2020	2021	2022	2023
Coya Sur								
Articles and services purchased	tCO_2eq	Upstream	CO_2, CH4, N2O	15,556	19,449	28,816	29,340	19,584
Nueva Victoria								
Articles and services purchased	tCO_2eq	Upstream	CO_2, CH4, N2O	62,740	67,353	65,321	72,785	76,741
Port of Tocopilla								
Articles and services purchased	tCO_2eq	Upstream	CO_2, CH4, N2O	1,763	1,858	2,232	2,142	1,349
Pedro de Valdivia								
Articles and services purchased	tCO_2eq	Upstream	CO_2, CH4, N2O	5,266	5,760	6,457	5,689	7,281
Pampa Blanca								
Articles and services purchased	Tons CO_2 eq	Upstream	CO_2, CH4, N2O	0	0	0	0	6,327
Logistics								
Staff travel	tCO_2eq	Upstream	CO_2, CH4, N2O	7,440	8,909	9,925	7,659	ND
Transportation and distribution	tCO_2eq	Upstream	CO_2, CH4, N2O	77,653	92,177	115,695	148,174	21,749
Transportation and distribution	tCO_2eq	Downstream	CO_2, CH4, N2O	15,274	24,961	24,257	23,484	2,433
Total Emissions	**tCO_2eq**	**Upstream / Downstream**	**CO_2, CH4, N2O**	**185,692**	**220,467**	**252,703**	**289,273**	**223,844**

*/ It began operations in 2023.

ND: No data. It was not evaluated in 2023.

Note: The 2023 total includes 88,380 tCO2 eq from Salar de Atacama for transportation and distribution and articles and services purchased by KCL.

O CONTENT 305-4

Emissions Intensity by Product

LITHIUM DIVISION

MOP (Potassium Chloride)

Scope	Metric	Energy Consumption (Inside/Outside of the Organization)	2019	2020	2021	2022	2023
Scope 1	tCO_2eq	Inside	18,433	29,345	29,587	27,173	14,476
Scope 2	tCO_2eq	Inside	48,407	75,645	80,933	68,959	50,315
Scope 3	tCO_2eq	Inside/Outside	22,875	37,298	38,183	30,889	27,607
Total			**89,715**	**142,288**	**148,703**	**127,021**	**92,398**
Production	t		437,115	750,644	757,575	627,031	435,955
Sales	MUS$		176	173	374	437	237
Emissions Intensity Based on Production	$tCO_2eq./t$ of Production		0.21	0.19	0.20	0.20	0.21
Emissions Intensity Based on Sales	$tCO_2eq./MUS$$ of Sales		510	823	398	291	390

LITHIUM DIVISION

Lithium Carbonate

Scope	Metric	Energy Consumption (Inside/Outside of the Organization)	2019	2020	2021	2022	2023
Scope 1	tCO_2eq	Inside	25,418	26,052	33,502	40,963	47,991
Scope 2	tCO_2eq	Inside	25,666	32,224	43,537	58,983	85,152
Scope 3	tCO_2eq	Inside/Outside	153,723	182,626	271,801	410,273	535,177
Total			**204,807**	**240,902**	**348,840**	**510,219**	**668,320**
Production	t		51,952	62,178	95,888	136,452	142,893
Sales	MUS$		368	286	716	7,347	3,678
Emissions Intensity Based on Production	$tCO_2eq./t$ of Production		3.94	3.87	3.64	3.74	4.25
Emissions Intensity Based on Sales	$tCO_2eq./MUS$ of Sales		557	842	487	69	182

Lithium Hydroxide

GHG emissions	Metric	Energy Consumption (Inside/Outside of the Organization)	2019	2020	2021	2022	2023
Scope 1	tCO_2eq	Inside	23,828	22,009	23,620	26,152	31,247
Scope 2	tCO_2eq	Inside	15,768	16,004	18,824	20,370	22,940
Scope 3	tCO_2eq	Inside/Outside	44,590	43,553	53,186	77,388	44,252
Total			**84,186**	**81,566**	**95,630**	**123,910**	**98,439**
Production	t		9,934	9,070	11,326	15,850	22,993
Sales	MUS$		137	98	217	806	1,502
Emissions Intensity Based on Production	$tCO_2eq./t$ of Production		8.47	8.99	8.44	7.82	8.42
Emissions Intensity Based on Sales	$tCO_2eq./MUS$ of Sales		614	832	441	20	66

IODINE AND PLANT NUTRITION DIVISION

Iodine

Scope	Metric	Energy Consumption (Inside/Outside of the Organization)	2019	2020	2021	2022	2023
Scope 1	tCO_2eq	Inside	40,183	48,556	42,367	48,485	57,475
Scope 2	tCO_2eq	Inside	120,613	114,686	104,000	112,324	120,109
Scope 3	tCO_2eq	Inside/Outside	60,962	70,526	65,486	72,471	78,997
Total			**221,758**	**233,768**	**211,853**	**233,280**	**256,581**
Production	t		12,085	12,116	10,752	12,357	13,003
Sales	MUS$		371	336	438	754	892
Emissions Intensity Based on Production	$tCO_2eq./t$ of Production		18.35	19.29	19.70	18.88	19.73
Emissions Intensity Based on Sales	$tCO_2eq./MUS$ of Sales		598	695	484	309	288

Note: The calculations were updated for previous periods based on a methodology update in the redistribution of emissions in the operation.

KNO3/NaNO3

GHG Emissions	Metric	Energy Consumption (Inside/Outside of the Organization)	2019	2020	2021	2022	2023
Scope 1	tCO_2eq	Inside	153,708	165,460	170,222	155,533	118,960
Scope 2	tCO_2eq	Inside	215,457	222,689	254,119	240,794	162,782
Scope 3	tCO_2eq	Inside/Outside	68,955	78,407	90,909	79,568	137,172
Total			**438,120**	**466,556**	**515,250**	**475,895**	**418,914**
Production	t		814,519	926,268	827,230	725,291	674,692
Sales	MUS$		819	869	1,041	1,338	1,089
Emissions Intensity Based on Dried KNO_3 Production	$tCO_2eq./t$ of Production		ND	ND	ND	ND	0.42
Emissions Intensity Based on Prilled KNO_3 Production	$tCO_2eq./t$ of Production		ND	ND	ND	ND	0.58
Emissions Intensity Based on Dried $NaNO_3$ Production	$tCO_2eq./t$ of Production		ND	ND	ND	ND	0.50
Emissions Intensity Based on Prilled $NaNO_3$ Production	$tCO_2eq./t$ of Production		ND	ND	ND	ND	0.65
Emissions Intensity Based on Sales	$tCO_2eq./MUS$ of Sales		535	537	495	356	385

Note: These products' footprints are estimated differently because the process includes emissions associated with the production of glass and its respective production plus the emissions of finishing plants and their production. Intensity is calculated differently for this reason.

ND: No data.

O CONTENT 305-5

Emissions Reductions

LITHIUM DIVISION

MOP

Emissions Reduction	2020-2019		2021-2020		2022-2021		2023-2022	
	Difference	%	Difference	%	Difference	%	Difference	%
GHG Emissions								
Scope 1	10,912	59%	242	1%	-2,415	-8%	-12,697	-47%
Scope 2	27,238	56%	5,288	7%	-11,974	-15%	-18,644	-27%
Scope 3	14,423	63%	885	2%	-7,295	-19%	-3,282	-11%
Reduction in Emissions Intensity								
t of GHG of the Organization/ t of Production	-0.02	-10%	0.01	5%	0.01	3%	0.01	6%
t GHG of the Organization / MUS$ of Sales	313	61%	-425	-51%	-64	-16%	99	34%

SOPs

Emissions Reduction	2020-2019		2021-2020		2022-2021		2023-2022	
	Difference	%	Difference	%	Difference	%	Difference	%
GHG Emissions								
Scope 1	-42	-7%	-283	-47%	42	13%	ND	ND
Scope 2	3,051	34%	-759	-6%	-8,716	-77%	ND	ND
Scope 3	-1,450	-59%	-526	-53%	-85	-18%	ND	ND
Intensity								
t of GHG of the Organization / t of Production	0.13	24%	0.39	58%	-0.78	-73%	ND	ND
t of GHG of the Organization / MUS$ of Sales	36	11%	-94	-25%	-223	-79%	ND	ND

ND: No data.

LITHIUM DIVISION

Lithium Carbonate

Emissions Reduction	2020-2019		2021-2020		2022-2021		2023-2022	
	Difference	%	Difference	%	Difference	%	Difference	%
GHG Emissions								
Scope 1	634	3%	7,450	29%	7,462	22%	7,028	17%
Scope 2	6,558	26%	11,313	35%	15,446	35%	26,169	44%
Scope 3	28,903	19%	89,175	49%	138,472	51%	124,904	30%
Intensity								
t of GHG of the Organization / t of Production	-0.07	-2%	-0.23	-6%	0.10	3%	0.51	14%
t of GHG of the Organization / MUS$ of Sales	285	51%	-355	-42%	-418	-86%	113	163%

Lithium Hydroxide

Emissions Reduction	2020-2019		2021-2020		2022-2021		2023-2022	
	Difference	%	Difference	%	Difference	%	Difference	%
GHG Emissions								
Scope 1	-1,819	-8%	1,611	7%	2,532	11%	5,095	19%
Scope 2	236	1%	2,820	18%	1,547	8%	2,570	13%
Scope 3	-1,037	-2%	9,633	22%	24,202	46%	-33,136	-43%
Intensity								
t of GHG of the Organization / t of Production	0.52	6%	-0.55	-6%	-0.63	-7%	0.60	8%
t of GHG of the Organization / MUS$ of Sales	218	36%	-391	-47%	-287	-65%	46	228%

IODINE AND PLANT NUTRITION DIVISION

Iodine

Emissions Reduction	2020-2019		2021-2020		2022-2021		2023-2022	
	Difference	%	Difference	%	Difference	%	Difference	%
GHG Emissions								
Scope 1	221	5%	-1,697	-38%	6,118	14%	8,990	19%
Scope 2	-1,676	-5%	-3,022	-9%	8,324	8%	7,785	7%
Scope 3	699	2%	987	3%	6,985	11%	6,526	9%
Intensity								
t of GHG of the Organization / t of Production	-0.08	-1%	0.37	7%	-0.83	-4%	0.85	5%
t of GHG of the Organization / MUS$ of Sales	17	9%	-56	27%	-175	-36%	-21	-7%

KNO3/NaNO3

Emissions Reduction	2020-2019		2021-2020		2022-2021		2023-2022	
	Difference	%	Difference	%	Difference	%	Difference	%
GHG Emissions								
Scope 1	19,905	10%	-14,675	-7%	-14,689	-9%	-36,573	-24%
Scope 2	2,981	1%	16,966	6%	-13,325	-5%	-78,012	-32%
Scope 3	18,318	19%	5,324	5%	-11,341	-12%	57,604	72%
Intensity								
t of GHG of the Organization / t of Production	-0.01	-2%	-0.02	-4%	0.03	8%	ND	ND
t of GHG of the Organization / MUS$ of Sales	6	1%	-113	-16%	-258	-42%	ND	ND

ND: No data.

O CONTENT 305-7

Other Air Emissions

LITHIUM DIVISION

Facilities	Metric	2019	2020	2021	2022	2023
Salar de Atacama						
Volatile Organic Compounds (VOC)	t	0.00	0.00	0.01	0.00	0.00
Hazardous Air Pollutants (HAP)	t	87.39	109.47	103.10	112.24	111.74
PM	t	27.29	33.95	32.18	34.88	35.43
PM10	t	29.10	36.54	34.33	37.44	36.99
PM2.5	t	28.57	35.74	33.68	36.67	36.55
NOx	t	403.51	504.98	475.99	517.91	517.00
SOx	t	25.54	31.77	30.10	32.65	33.14
Lithium Chemical Plant						
Volatile Organic Compounds (VOC)	t	3.99	4.32	5.21	5.98	9.38
Hazardous Air Pollutants (HAP)	t	57.44	28.47	38.11	56.47	77.35
PM	t	13.71	3.82	5.85	10.86	13.38
PM10	t	13.71	3.82	5.85	10.86	13.38
PM2.5	t	13.71	3.82	5.85	10.86	13.38
NOx	t	167.31	24.51	47.11	113.07	125.31
SOx	t	11.15	1.78	3.30	7.66	8.60

IODINE AND PLANT NUTRITION DIVISION

Facilities	Metric	2019	2020	2021	2022	2023
Coya Sur						
Volatile Organic Compounds (VOC)	t	16.75	19.21	17.67	15.56	14.29
Hazardous Air Pollutants (HAP)	t	96.38	107.90	101.19	94.44	84.96
PM	t	10.47	11.29	10.91	10.38	9.86
PM10	t	10.31	10.80	10.58	12.13	9.66
PM2.5	t	10.23	10.78	10.57	11.52	9.60
NOx	t	36.19	29.56	33.98	59.22	43.91
SOx	t	2.57	2.24	2.64	3.02	3.04
Nueva Victoria						
Volatile Organic Compounds (VOC)	t	6,516.36	6,538.07	5,053.61	4,244.14	3,839.85
Hazardous Air Pollutants (HAP)	t	144.14	157.13	151.02	171.99	186.18
PM	t	2,448.34	2,530.24	2,070.65	2,275.99	2,587.22
PM10	t	28.77	31.72	30.51	35.91	39.69
PM2.5	t	28.64	31.61	30.39	35.76	39.56
NOx	t	444.19	490.42	469.94	550.46	603.80
SOx	t	1,148.05	1,227.56	1,131.98	1,172.03	1,181.53

IODINE AND PLANT NUTRITION DIVISION

Facilities	Metric	2019	2020	2021	2022	2023
Pedro de Valdivia						
Volatile Organic Compounds (VOC)	t	731.82	809.27	676.48	648.01	812.22
Hazardous Air Pollutants (HAP)	t	1.72	1.68	0.81	0.59	0.29
PM	t	0.25	0.23	0.18	0.19	0.00
PM10	t	0.13	0.13	0.09	0.06	0.00
PM2.5	t	0.13	0.13	0.09	0.06	3.41
NOx	t	1.53	1.33	1.79	2.44	3.41
SOx	t	161.17	203.54	219.25	231.64	218.38
Port of Tocopilla						
Volatile Organic Compounds (VOC)	t	0.03	0.02	0.03	0.05	0.05
Hazardous Air Pollutants (HAP)	t	0.18	0.58	0.50	0.23	0.24
PM	t	0.06	0.19	0.16	0.07	0.08
PM10	t	4.57	4.13	3.94	3.77	3.33
PM2.5	t	0.01	0.15	0.11	0.00	0.00
NOx	t	0.71	2.59	2.20	0.88	0.94
SOx	t	0.01	0.14	0.11	0.01	0.01

Facilities	Metric	2019	2020	2021	2022	2023
Other offices						
Volatile Organic Compounds (VOC)	t	0.04	0.01	0.05	0.06	0.02
Hazardous Air Pollutants (HAP)	t	8.68	7.21	8.99	6.34	17.93
PM	t	2.83	2.36	2.94	2.07	5.86
PM10	t	2.78	2.34	2.86	1.98	5.82
PM2.5	t	2.78	2.34	2.86	1.98	5.82
NOx	t	40.17	33.46	41.58	29.24	83.20
SOx	t	2.59	2.18	2.67	1.86	5.44

O CONTENT 302-1 / 302-2

Energy

SQM CONSOLIDATED

Energy Consumption

Type of Energy	Metric	Energy Consumption (Inside/Outside of the Organization)	2019	2020	2021	2022	2023
Fuel Consumption (Non-renewable Sources)							
Diesel	GJ	Inside	1,366,213	1,492,865	1,395,647	1,764,423	1,678,255
Fuel oil	GJ	Inside	30,798	19,538	22,267	65,162	33,812
Natural gas	GJ	Inside	2,452,256	2,773,724	2,690,455	2,519,268	2,773,853
Liquified gas	GJ	Inside	73,110	72,738	225,947	154,158	272,095
Fuel Consumption (Renewable Sources)							
Solar power	GJ	Inside	0	0	0	0	0
Electricity consumption							
Electricity	GJ	Inside	1,853,657	2,082,022	2,156,219	2,124,364	2,282,711
Energy Consumption Outside of the Organization							
Diesel	GJ	Outside	533,387	722,712	770,715	855,491	883,690
Gasoline	GJ	Outside	0.05	0.04	0.03	0.04	443
Total energy consumed (internal and external)	**GJ**	**Inside / Outside**	**6,309,421**	**7,163,599**	**7,261,250**	**7,482,866**	**7,924,859**
% energy from electricity grid		%	29.3%	29.1%	29.7%	28.4%	28.8%
% energy from renewable sources		%	0%	0%	0%	0%	0%

LITHIUM DIVISION

2023 Energy Consumption

Type of Energy	Metric	Energy Consumption (Inside/Outside of the Organization)	Salar de Atacama	Lithium Chemical Plant	Total
Fuel Consumption (Non-renewable Sources)					
Diesel	GJ	Inside	481,870	66,436	**548,306**
Fuel oil	GJ	Inside	0	0	**0**
Natural gas	GJ	Inside	0	1,120,743	**1,120,743**
Liquified gas	GJ	Inside	198,230	73,491	**271,721**
Fuel Consumption (Renewable Sources)					
Solar power	GJ	Inside	0	0	**0**
Electricity consumption					
Electricity	GJ	Inside	612,879	476,153	**1,089,032**
Energy Consumption Outside of the Organization					
Diesel	GJ	Outside	413,001	2,121	**415,122**
Gasoline	GJ	Outside	0.02	0.00	**0.02**
Total energy consumed (internal and external)	**GJ**	**Inside / Outside**	**1,705,980**	**1,733,496**	**3,444,924**
% energy from electricity grid		%	35.9%	27.4%	**31.6%**
% energy from renewable sources		%	0.0%	0.0%	**0.0%**

SQM IODINE AND PLANT NUTRITION

2023 Energy Consumption

Type of Energy	Metric	Energy Consumption (Inside/Outside of the Organization)	Coya Sur	Pedro de Valdivia	Nueva Victoria	Port of Tocopilla	Pampa Blanca*/	Other Offices	Total
Fuel Consumption (Non-renewable Sources)									
Diesel	GJ	Inside	55,037	14,201	881,379	3,971	130,099	45,262	**1,129,949**
Fuel oil	GJ	Inside	9,509	0	24,303	0	0	0	**33,812**
Natural gas	GJ	Inside	1,653,063	0	0	0	0	47	**1,653,110**
Liquified gas	GJ	Inside	370	0	0	0	0	4	**374**
Fuel Consumption (Renewable Sources)									
Solar power	GJ	Inside	0	0	0	0	0	0	**0**
Electricity consumption									
Electricity	GJ	Inside	633,847	97,367	451,606	7,239	0	3,620	**1,193,679**
Energy Consumption Outside of the Organization									
Diesel	GJ	Outside	205,170	9,745	219,339	19,014	15,300	0	**468,568**
Gasoline	GJ	Outside	0	0	443	0	0	0	**443**
Total Energy Consumed Inside and Outside of the Organization	**GJ**	**Inside / Outside**	**2,556,996**	**121,313**	**1,577,070**	**30,224**	**145,399**	**48,933**	**4,479,935**
% energy from electricity grid		%	24.8%	80.3%	28.6%	24.0%	ND	7.4%	**26.6%**
% energy fro renewable sources		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**

*/Pampa Blanca did not consume any electricity because it uses electrogen groups.

O CONTENT 302-3

Energy Intensity

SQM CONSOLIDATED

Facilities	Metric	2019	2020	2021	2022	2023
Energy Intensity Within the Organization						
Diesel	GJ/t of Production	1.01	0.84	0.63	1.02	1.30
	GJ/MUS$ of sales	703	822	488	165	225
Fuel oil	GJ/t of Production	0.02	0.01	0.01	0.04	0.03
	GJ/MUS$ of sales	16	11	8	6	5
Natural gas	GJ/t of Production	1.82	1.56	1.21	1.46	2.15
	GJ/MUS$ of sales	1,262	1,527	940	235	371
Liquified gas	GJ/t of Production	0.05	0.04	0.10	0.09	0.21
	GJ/MUS$ of sales	38	40	79	14	36
Electricity	GJ/t of Production	1.37	1.17	0.97	1.23	1.77
	GJ/MUS$ of sales	954	1,146	753	198	306
Energy Intensity Outside of the Organization						
Diesel	GJ/t of Production	0.40	0.41	0.35	0.49	0.69
	GJ/MUS$ of sales	274	398	269	80	118
Fuel oil	GJ/t of Production	0.0	0.0	0.0	0.0	0.0
	GJ/MUS$ of sales	0	0	0	0	0

LITHIUM DIVISION – IODINE AND PLANT NUTRITION DIVISION.

Facilities	Metric	Lithium Division	Iodine and Plant Nutrition D.
Energy Intensity Within the Organization			
Diesel	GJ/t of Production	0.91	1.64
	GJ/MUS$ of sales	101.21	570.39
Fuel oil	GJ/t of Production	0.00	0.05
	GJ/MUS$ of sales	0.00	17.07
Natural gas	GJ/t of Production	1.86	2.40
	GJ/MUS$ of sales	206.87	834.48
Liquified gas	GJ/t of Production	0.45	0.0
	GJ/MUS$ of sales	50.16	0.19
Electricity	GJ/t of Production	1.81	1.74
	GJ/MUS$ of sales	201.02	602.56
Energy Intensity Outside of the Organization			
Diesel	GJ/t of Production	0.69	0.68
	GJ/MUS$ of sales	76.63	236.53
Fuel oil	GJ/t of Production	0.00	0.001
	GJ/MUS$ of sales	0.00	0.22
Energy Intensity by Consumption Type			
Internal consumption	GJ/t of Production	5.03	5.83
	GJ/MUS$ of sales	559.26	2,024.70
External consumption	GJ/t of Production	0.69	0.68
	GJ/MUS$ of sales	76.63	236.75
Total consumption	GJ/t of Production	5.72	6.51
	GJ/MUS$ of sales	631.05	2,261.45

Supporting Communities

Corporate Citizenship and Philanthropy

Corporate Citizenship and Philanthropy

Category	% of Total Costs
Charitable donations	1%
Community investment	93%
Commercial initiatives	7%
Total	100%

Donations to charity: Donations that we make to Hogar de Cristo, María Ayuda, Desafío Levantemos Chile Foundation and the Antofagasta Fire Department.

Community investments: Donations that we make to the various institutions that we collaborate with to develop our community projects, in-kind donations (direct investment made in communities) and other activities.

Commercial initiatives: Donation to CEP and payments for sponsorships.

Philanthropic Contributions

Type of Contribution	Total Contribution (US$)
Cash	19,458,858
Time: Employees who volunteer during paid work days.	30,421
In-kind donations: Donations of products or services, projects/partnerships or similar	2,273,778
General administrative expenses	5,659,605

Cash contributions: Donations that we make to the various institutions that we collaborate with to develop our community projects, donations to charities, sponsorships, money provided through the various agreements in place with communities in Salar de Atacama and other activities.

Time: Our employees volunteered for 938 hours valued at approximately US$ 32.40 per hour as an average value at the company level.

In-kind donations: Direct donations related to the purchase of meals, Christmas gifts, materials purchased for the community, the purchase of various services for the community, the mobile dental service, furniture repairs, training and other activities.

General administrative expenses: This amount corresponds to the 10% administrative expenses reported for the foundations to which we donate and related expenses generated for the Communities Area related to community engagement.

Partner Associations, Institutions and Foundations

Contributions and Other Expenditures

Type of Expenditure	Currency	2019	2020	2021	2022	2023
Lobbying, representation of interests or the like	US$	22,586	31,816	1,144,973	1,126,959.56	566,367
Campaigns of candidates or political organizations at the national, regional or local level	US$	0	0	0	0	0
Tax-exempt trade associations or groups	US$	778,735	837,463	688,799	1,202,811.94	106,864
Other (expenses related to referenda or electoral measures)	US$	0	0	0	0	0
Total	**US$**	**801,321**	**869,279**	**1,833,772**	**2,329,771.5**	**673,231**

SQM does not make contributions to political campaigns, business or political organizations or any other tax-exempt group.

Organization Name	Description	Total amount paid 2023 US$
Azerta SPA	Strategic communications consulting firm specializing in public affairs, crisis management and digital communications.	367,696
Libertad y Desarrollo	Think tank and research center founded in 1990. It is independent from all political, religious, business and government groups. The entity focuses on analyzing public affairs and promoting the values and principles of a free society.	150,504
Fundación Chile	Public-private entity designed to move Chile towards sustainable development. It has collaboratively created innovative, high-impact solutions for Chile for over 45 years. The entity addresses local challenges that are global in scope and creates networks, creating alliances with public and private stakeholders with over 160 institutions in 25 countries.	176,322

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Assurance



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July 01, 2024.

Sirs
The Board of Directors of
Sociedad Quimica y Minera de Chile S.A.
Present

We have performed a limited assurance engagement review of consistency of the indicators included in the 2023 Sustainability Report, in accordance with the Global Reporting Initiative (GRI) Standard of Sociedad Quimica y Minera de Chile S.A., (hereinafter "the Company").

Standards and Assurance Process

Our responsibility is to express a limited assurance conclusion of the consistency of the indicator included in the Sustainability Report for the period ended as of December 2023 in accordance with GRI Standard, based on the procedures that we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000), issued by the International Auditing and Assurance Standard Board (IAASB). This standard requires that we plan and perform this engagement to obtain limited assurance about whether the of consistency of the indicator included in the Sustainability Report for the period ended as of December 2023 in accordance with GRI Standard, is free from material misstatement.

A limited assurance engagement involves performing procedures (primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical and other procedures) and evaluating the evidence obtained. The procedures also include assessing the suitability in the circumstances of the Company's use of the applicable criteria as the basis for the preparation of the of consistency of the indicator included in the 2023 Sustainability Report for the period ended as of December 2023 in accordance with GRI Standard.

Our review included the following procedures:

- Meeting with the team that led the process of preparing the 2023 Sustainability Report.
- Requirements and review of evidence, for the indicators detailed in this letter as a result of the materiality process with the areas participating in the preparation of the 2023 Sustainability Report.

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- Analysis of the consistency of the contents of the 2023 Sustainability Report to the GRI Standards and review of the indicators included in this letter are based on the protocols established by this guide.
- Review through tests of quantitative and qualitative information corresponding to the GRI Standards indicators included in the 2023 Sustainability Report.

Our independence and quality control

We have complied with the relevant rules of professional conduct and code of ethics applicable to the practice of accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

The firm applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regardingncompliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

The assurance process was based on the indicators established in the process performed by the Company. Once those indicators were identified and validated, they were included in the report. The indicators reviewed are detailed bellow:

Indicators GRI general and specific:

2-1	2-2	2-3	2-4	2-5	2-6	2-7	2-8	2-9	2-10	2-11
2-12	2-13	2-14	2-15	2-16	2-17	2-18	2-19	2-20	2-22	2-23
2-24	2-25	2-26	2-27	2-28	2-29	2-30	3-1	3-2	3-3	201-1
201-2	201-3	201-4	202-2	204-1	205-1	205-2	205-3	206-1	302-1	302-2
302-3	302-4	303-1	303-2	303-3	303-4	303-5	304-1	304-2	304-3	304-4
305-1	305-2	305-3	305-4	305-5	305-6	305-7	306-1	306-2	306-3	306-4
306-5	401-1	401-2	401-3	402-1	403-1	403-2	403-3	403-4	403-5	403-6
403-7	403-8	403-9	403-10	404-1	404-2	404-3	405-1	405-2	406-1	407-1
408-1	409-1	411-1	413-1	413-2	415-1	416-1	416-2	417-1	417-2	

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the indicators incorporated in the 2023 Sustainability Report of the Company for the period ended as of December 2023 of the Sociedad Quimica y Minera de Chile S.A., is not prepared, in all material respects, in accordance with the applicable criteria.

Other Responsibilities

- The Sustainability Report preparation, as well as its contents are under the Company responsibility, management is responsible to maintain the internal control systems where the information is obtained.
- Our responsibility is to issue an independent letter based on the procedures performed.
- This report has been prepared exclusively by the Company, in accordance with the terms established in the engagement letter.
- We have developed our work according to the standards of Independence established in the Code of Ethics of the IFAC.
- Our conclusions are referring to the latest version of the Company Sustainability Report received on June 27, 2024.

Deloitte.

Sincerely,

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GRI Content Index



GRI Content Index

O CONTENT 2-14

Declaration of use

SQM has developed the 2023 Sustainability Report **in accordance with the GRI standards** for the period between January 1 and December 31 of 2023. It is worth noting that the Board and Safety, Health and Environment Committee review and approve the Sustainability Report during board and committee meetings.

GRI 1 Used

GRI 1: Foundation 2021

Applicable GRI Sectorial Standards

Not applicable. The standard enters into force on January 1, 2026.

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
General Disclosures (2021)						
1.- The organization and its reporting practices	2-1	Organizational details	7	-	●	Not applicable
	2-2	Entities included in sustainability reporting	19	-	●	Not applicable
	2-3	Reporting period, frequency and contact point	19	-	●	Not applicable
	2-4	Restatements of information	19, 59	-	●	Not applicable
	2-5	External assurance	19	-	●	Not applicable
2.- Activities and employees	2-6	Activities, value chain and other business relationships	6, 7, 55, 57, 136, 137, 148, 166, 167, 398	-	●	Not applicable
	2-7	Employees	64, 75, 300	-	●	6
	2-8	Workers who are not employees	64, 112	-	●	6
3 - Governance	2-9	Governance structure and composition	46, 48, 49, 53, 299	-	●	10
	2-10	Nomination and selection of the highest governance body	46, 48	-	●	10
	2-11	Chair of the highest governance body	50, 51	-	●	10

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
3 - Governance	2-12	Role of the highest governance body in overseeing the management of impacts	46, 48	-	●	Not applicable
	2-13	Delegation of responsibility for managing impacts	46, 48	-	●	Not applicable
	2-14	Highest governance body's role in sustainability reporting	48, 428	-	●	Not applicable
	2-15	Conflict of interest	39	-		10
	2-16	Communication of critical concerns	46, 48	-	●	Not applicable
	2-17	Collective knowledge of the highest governance body	46, 51, 52	-	●	Not applicable
	2-18	Performance evaluation process for highest governance body	46	-	●	Not applicable
	2-19	Compensation policies	46	-	●	Not applicable
	2-20	Process to determine compensation	46	-	●	Not applicable
	2-21	Ratio of annual total compensation	-	This information is not available because this is not an indicator that is handled within the Company.		Not applicable
4.- Strategy, policies and practices	2-22	Statement on sustainable development strategy	14, 16	-	●	Not applicable
	2-23	Commitment and policies	30, 34, 35, 36, 37, 39, 40, 44	-	●	1, 2, 4 and 5
	2-24	Embedding policy commitments	30, 34, 35, 36, 37, 39, 40, 44	-	●	1, 2, 4 and 5
	2-25	Processes to remediate negative impacts	34, 35, 36, 37, 40, 43, 62, 64, 75, 88, 92, 94, 97, 108, 148, 152, 167, 177, 186, 188, 195, 199, 204, 207, 208, 210, 211, 215, 218, 219, 222, 225, 227, 232, 236, 245, 250, 258, 262, 268	-	●	Not applicable
	2-26	Mechanisms for seeking advice and raising concerns	40	-	●	1 and 2
	2-27	Compliance with laws and regulations	59, 96, 186	-	●	7, 8 and 9
	2-28	Membership in associations	155, 275	-	●	1 and 3
5.- Stakeholder participation	2-29	Approach to stakeholder engagement	20	-	●	Not applicable
	2-30	Collective bargaining agreements	93	-	●	1 and 3

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
Material Issues						
GRI 3: Material Issues (2021)	3-1	Process of determining material issues	23	-	●	1, 2, 3, 4, 5 and 6
	3-2	List of material issues	24, 284	-	●	1, 2, 3, 4, 5 and 6
Material Issue: Fair Labor Practices						
GRI 3: Material Issues 2021	3-3	Management of material issues	34, 35, 37, 40, 43, 62, 64, 75, 83, 88, 92, 93, 94, 96, 97, 108, 289		●	1, 2, 3, 4, 5 and 6
GRI 2: General Disclosures (2021) / Activities and Employees	2-7	Information on employees and other workers	64, 75, 300	-	●	6
	2-8	Workers who are not employees	64, 112	-	●	6
GRI 2: General Disclosures / Stakeholder Engagement	2-30	Collective bargaining agreements	93	-	●	1 and 3
GRI 201: Economic Performance (2016)	201-3	Defined benefit plan obligations and other retirement plans	88	-	●	Not applicable
GRI 202: Market Presence (2016)	202-2	Proportion of senior management hired from local community	74	-	●	Not applicable
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	83, 318	-	●	6
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	88	-	●	6
	401-3	Parental leave	94	-	●	1
GRI 402: Labor/Company Relations (2016)	402-1	Minimum notice periods regarding operational changes	93	-	●	1 and 6
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	109	-	●	1 and 2
	403-2	Identification of hazards, risk assessment and investigation of incidents	109, 111, 114, 116	-	●	1 and 2
	403-3	Occupational health services	117	-	●	1 and 2
	403-4	Employee participation, inquiries and communication regarding occupational health and safety	119	-	●	1 and 2
	403-5	Worker training on occupational health and safety	121	-	●	1 and 2
	403-6	Promotion of worker health	88, 89, 117	-	●	1 and 2
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	109	-	●	1 and 2

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 403: Occupational Health and Safety (2018)	403-8	Workers covered by an occupational health and safety management system	112	-	●	1 and 2
	403-9	Injuries from workplace accidents	124, 125, 390	-	●	1 and 2
	403-10	Occupational illnesses and diseases	129, 390	-	●	1 and 2
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	99, 388	-	●	6
	404-2	Programs for upgrading employee skills and transition assistance programs	99	-	●	6
	404-3	Percentage of employees receiving regular performance evaluations and career development	103	-	●	6
GRI 405: Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	49, 64, 75, 298, 300	-	●	6
	405-2	Base salary and compensation of women compared to men	95	-	●	6
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	43	-	●	1 and 6
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	93, 172	-	●	1, 2 and 3
GRI 408: Child Labor (2016)	408-1	Operations and suppliers with significant risk for incidents of child labor	94, 172	-	●	1, 2 and 5
GRI 409: Forced or Compulsory Labor (2016)	409-1	Operations and suppliers with significant risk for incidents of forced or compulsory labor	94, 172	-	●	1, 2 and 4
Material Issue: Community Relations						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 215, 222, 225, 227, 232, 236, 245, 250, 258, 262, 268, 289	-	●	1 and 2
GRI 411: Rights of Indigenous Peoples (2016)	411-1	Incidents of violations involving rights of Indigenous people	There were no violations involving rights of Indigenous peoples during the reporting period.	-	●	1 and 2
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments and development programs	222, 227, 232, 236, 245, 250, 258, 262, 268	-	●	1 and 2
	413-2	Operations with real or potential significant negative impacts on local communities	215	-	●	1 and 2

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
Material Issue: Workforce Transformation and Challenges						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 37, 40, 43, 62, 64, 75, 83, 88, 92, 93, 94, 97, 108, 167, 289	-	●	1, 2, 3, 4, 5 and 6
GRI 2: General Disclosures (2021) / Activities and Employees	2-6	Activities, value chain and other business relationships	6, 7, 55, 57, 136, 137, 148, 166, 167, 398	-	●	1, 2, 4, 5 and 6
	2-7	Employees	64, 75, 300	-	●	6
	2-8	Workers who are not employees	64, 112	-	●	6
GRI 102: General Disclosures (2021)/ Stakeholder Engagement	2-30	Collective bargaining agreements	93	-	●	1 and 3
GRI 201: Economic Performance (2016)	201-3	Defined benefit plan obligations and other retirement plans	88	-	●	Not applicable
GRI 202: Market Presence (2016)	202-2	Proportion of senior management hired from local community	74	-	●	Not applicable
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	167, 398	-	●	Not applicable

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	83, 318	-	●	6
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	88	-	●	6
	401-3	Parental leave	94	-	●	1
GRI 402: Labor/Company Relations (2016)	402-1	Minimum notice periods regarding operational changes	93	-	●	1 and 6
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	109	-	●	1 and 2
	403-2	Identification of hazards, risk assessment and investigation of incidents	109, 111, 114, 116	-	●	1 and 2
	403-3	Occupational health services	117	-	●	1 and 2
	403-4	Employee participation, inquiries and communication regarding occupational health and safety	119	-	●	1 and 2
	403-5	Worker training on occupational health and safety	121	-	●	1 and 2
	403-6	Promotion of worker health	88, 89, 117	-	●	1 and 2
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	109	-	●	1 and 2

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 403: Occupational Health and Safety (2018)	403-8	Workers covered by an occupational health and safety management system	112	-	●	1 and 2
	403-9	Injuries from workplace accidents	124, 125, 390	-	●	1 and 2
	403-10	Occupational illnesses and diseases	129, 390	-	●	1 and 2
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	99, 388	-	●	6
	404-2	Programs for upgrading employee skills and transition assistance programs	99	-	●	6
	404-3	Percentage of employees receiving regular performance evaluations and career development	103	-	●	6
GRI 405: Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	49, 64, 75, 298, 300	-	●	6
	405-2	Base salary and compensation of women compared to men	95	-	●	6
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	43	-	●	1 and 6
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	93, 172	-		1, 2 and 3
GRI 408: Child Labor (2016)	408-1	Operations and suppliers with significant risk for incidents of child labor	94, 172	-	●	1, 2 and 5
GRI 409: Forced or Compulsory Labor (2016)	409-1	Operations and suppliers with significant risk for incidents of forced or compulsory labor	94, 172	-	●	1, 2 and 4
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments and development programs	222, 227, 232, 236, 245, 250, 258, 262, 268	-	●	1 and 2

Material Issue: Global Health and Nutrition Challenges

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 3: Material Issues (2021)	3-3	Management of material issues	35, 137, 148, 152, 158, 289	-	●	1, 2, 7, 8 and 9
GRI 2: General Disclosures (2021) / Activities and Employees	2-6	Activities, value chain and other business relationships	6, 7, 55, 57, 136, 137, 148, 166, 167, 398	-	●	Not applicable
GRI 403: Occupational Health and Safety (2018)	403-3	Occupational health services	117	-	●	1 and 2
	403-6	Promotion of worker health	88, 89, 117	-	●	1 and 2
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments and development programs	222, 227, 232, 236, 245, 250, 258, 262, 268	-	●	1 and 2
	413-2	Operations with real or potential significant negative impacts on local communities	215	-	●	1 and 2

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 416: Customer Health and Safety (2016)	416-1	Assessment of health and safety impact of product or service categories	152	-	●	7, 8 and 9
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	152	-	●	7, 8 and 9
Material Issue: Human Rights and the Company						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 36, 37, 40, 43, 62, 75, 88, 92, 94, 108, 167, 289	-	●	1, 2, 3, 4, 5 and 6
GRI 2: General Disclosures (2016)/ Stakeholder Engagement	2-30	Collective bargaining agreements	93	-	●	1 and 3
GRI 201: Economic Performance (2016)	201-3	Defined benefit plan obligations and other retirement plans	88	-	●	Not applicable
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	83, 318	-	●	6
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	88	-	●	6
	401-3	Parental leave	94	-	●	1

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 402: Labor/Company Relations (2016)	402-1	Minimum notice periods regarding operational changes	93	-	●	1 and 6
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	109	-	●	1 and 2
	403-2	Identification of hazards, risk assessment and investigation of incidents	109, 111, 114, 116	-	●	1 and 2
	403-3	Occupational health services	117	-	●	1 and 2
	403-4	Employee participation, inquiries and communication regarding occupational health and safety	119	-	●	1 and 2
	403-5	Worker training on occupational health and safety	121	-	●	1 and 2
	403-6	Promotion of worker health	88, 89, 117	-	●	1 and 2
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	109	-	●	1 and 2
	403-8	Workers covered by an occupational health and safety management system	112	-	●	1 and 2
	403-9	Injuries from workplace accidents	124, 125, 390	-	●	1 and 2
	403-10	Occupational illnesses and diseases	129, 390	-	●	1 and 2

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	99, 388	-	●	6
	404-2	Programs for upgrading employee skills and transition assistance programs	99	-	●	6
	404-3	Percentage of employees receiving regular performance evaluations and career development	103	-	●	6
GRI 405: Diversity and Equal Opportunity (2016)	405-2	Base salary and compensation of women compared to men	95	-	●	6
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	43	-	●	1 and 6
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	93, 172	-	●	● 1, 2 and 3
GRI 408: Child Labor (2016)	408-1	Operations and suppliers with significant risk for incidents of child labor	94, 172	-	●	1, 2 and 5
GRI 409: Forced or Compulsory Labor (2016)	409-1	Operations and suppliers with significant risk for incidents of forced or compulsory labor	94, 172	-	●	1, 2 and 4
GRI 411: Rights of Indigenous Peoples (2016)	411-1	Incidents of violations involving rights of Indigenous people	There were no violations involving rights of Indigenous peoples during the reporting period.	-	●	1 and 2
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments and development programs	222, 227, 232, 236, 245, 250, 258, 262, 268	-	●	1 and 2
	413-2	Operations with real or potential significant negative impacts on local communities	215	-	●	1 and 2
Issue: Responsible Water Management						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 195, 197, 289	-	●	7, 8 and 9
GRI 303: Water and Effluents (2018)	303-1	Interaction with water as a shared resource	195	-	●	7, 8 and 9
	303-2	Managing impact of water discharge	198	-	●	7, 8 and 9
	303-3	Water extraction	197, 402	-	●	7, 8 and 9
	303-4	Water discharge	197, 198, 402	-	●	7, 8 and 9
	303-5	Water consumption	197, 402	-	●	7, 8 and 9
Issue: Energy Management						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 208, 210, 211, 289	-	●	7, 8 and 9

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	210, 420	-	●	7, 8 and 9
	302-2	Energy consumption outside of the organization	210, 420	-	●	7, 8 and 9
	302-3	Energy intensity	210, 421	-	●	7, 8 and 9
	302-4	Reduction of energy consumption	211	-	●	7, 8 and 9
	302-5	Reduction in energy requirements of products and services	-	This indicator does not apply to our organization because we do not have products with the requirements requested by the indicator.		Not applicable
Material Issue: Air Emissions						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 207, 289	-	●	7, 8 and 9
GRI 305: Emissions (2016)	305-7	Nitrogen oxides (NOx, sulfur oxides (SOx) and other significant air emissions	207, 418	-	●	7, 8 and 9

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
Material Issue: Biodiversity						
GRI 3: Material Issues (2021)	3-3	Management of material issues	35, 188, 289	-	●	7, 8 and 9
GRI 304: Biodiversity (2016)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	189	-	●	7, 8 and 9
	304-2	Significant impacts of activities, products and services on biodiversity	309, 401	-	●	7, 8 and 9
	304-3	Habitats protected or restored	188, 189, 399, 401	-	●	7, 8 and 9
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations.	190, 191, 192, 194	-	●	7, 8 and 9
Material Issue: Climate Change						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 177, 199, 204, 207, 208, 210, 211, 289	-	●	7, 8 and 9
GRI 201: Economic Performance (2016)	201-2	Financial implications and other risks and opportunities arising from climate change	177	-	●	7, 8 and 9

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	210, 420	-	●	7, 8 and 9
	302-2	Energy consumption outside of the organization	210, 420	-	●	7, 8 and 9
	302-3	Energy intensity	210, 422	-	●	7, 8 and 9
	302-4	Reduction of energy consumption	211	-	●	7, 8 and 9
	302-5	Reduction in energy requirements of products and services	-	This indicator does not apply to our organization because we do not have products with the requirements requested by the indicator.		Not applicable
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	204, 408	-	●	7, 8 and 9
	305-2	Indirect (Scope 2) GHG emissions when generating energy	204, 408	-	●	7, 8 and 9
	305-3	Other indirect (Scope 3) GHG emissions	204, 408	-	●	7, 8 and 9
	305-4	Intensity of GHG emissions	206, 412	-	●	7, 8 and 9
	305-5	Reduction of GHG emissions	206, 208, 415	-	●	7, 8 and 9
	305-6	Emissions of ozone-depleting substances (ODS)	207	-	●	7, 8 and 9
	305-7	Nitrogen oxides (NOx, sulfur oxides (SOx) and other significant air emissions	207, 418	-	●	7, 8 and 9

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 306: Waste (2020)	306-1	Waste generation and significant waste-related impacts	199	-	●	7, 8 and 9
	306-2	Management of significant waste-related impacts	199	-	●	7, 8 and 9
	306-3	Waste generated	200	-	●	7, 8 and 9
	306-4	Waste not destined for elimination	200, 404	-	●	7, 8 and 9
	306-5	Waste destined for elimination	200, 404	-	●	7, 8 and 9
Material Issue: Environmental Compliance						
GRI 3: Material Issues (2021)	3-3	Management of material issues	35, 186, 289	-	●	7, 8 and 9
GRI 2: General Disclosures (2021)/ Strategy, Policies and Practices	2-27	Compliance with laws and regulations	59, 96, 186	-	●	7, 8 and 9
Material Issue: Responsible Business Management						
GRI 3: Material Issues (2021)	3-3	Management of material issues	34, 35, 37, 40, 43, 55, 58, 62, 75, 92, 93, 108, 215	-	●	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 2: General Disclosures (2021)/ Governance	2-9	Governance structure and composition	46, 48, 49, 53, 299	-	●	10
	2-10	Nomination and selection of the highest governance body	46, 48	-	●	10
	2-11	Chair of the highest governance body	50, 51	-	●	10
	2-12	Role of the highest governance body in overseeing the management of impacts	46, 48	-	●	Not applicable
	2-13	Delegation of responsibility for managing impacts	46, 48	-	●	Not applicable
	2-14	Highest governance body's role in sustainability reporting	48, 428	-	●	Not applicable
	2-15	Conflict of interest	39	-	●	10
	2-16	Communication of critical concerns	46, 48	-	●	Not applicable
	2-17	Collective knowledge of the highest governance body	46, 51, 52	-	●	Not applicable
	2-18	Performance evaluation process for highest governance body	46	-	●	Not applicable
GRI 2: General Disclosures (2021)/ Strategy, Policies and Practices	2-23	Commitments and policies	30, 34, 35, 36, 37, 39, 40, 44	-	●	1, 2, 4 and 5
GRI 2: General Disclosures (2021)/ Strategy, Policies and Practices	2-25	Processes to remedy impacts	34, 35, 36, 37, 40, 43, 62, 64, 75, 88, 92, 94, 97, 108, 148, 152, 167, 177, 186, 188, 195, 199, 204, 207, 208, 210, 211, 215, 218, 219, 222, 225, 227, 232, 236, 245, 250, 258, 262, 268	-	●	Not applicable
	2-26	Mechanisms for seeking advice and raising concerns	40	-	●	1 and 2
GRI 2: General Disclosures (2021)/ Strategy, Policies and Practices	2-27	Compliance with laws and regulations	59, 96, 186	-	●	7, 8 and 9
GRI 201: Financial Performance and Results	201-1	Direct economic value generated and distributed	58	-	●	Not applicable
GRI 205: Anti-corruption (2016)	205-1	Operations assessed for risks related to corruption	37	-	●	10
	205-2	Communication and training about anti-corruption policies and procedures	37	-	●	10
	205-3	Confirmed incidents of corruption and actions taken	42	-	●	10
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior and anti-trust and monopoly practices	42	-	●	10

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	43	-	●	1 and 6
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	93, 172	-	●	1, 2 and 3
GRI 408: Child Labor (2016)	408-1	Operations and suppliers with significant risk for incidents of child labor	94, 172	-	●	1, 2 and 5
GRI 409: Forced or Compulsory Labor (2016)	409-1	Operations and suppliers with significant risk for incidents of forced or compulsory labor	94, 172	-	●	1, 2 and 4
GRI 411: Rights of Indigenous Peoples (2016)	411-1	Incidents of violations involving rights of Indigenous people	There were no violations involving rights of Indigenous peoples during the reporting period.	-	●	1 and 2
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments and development programs	222, 227, 232, 236, 245, 250, 258, 262, 268	-	●	1 and 2
	413-2	Operations with real or potential significant negative impacts on local communities	215	-	●	1 and 2
GRI 415: Public Policy (2016)	415-1	Operations with real or potential significant negative impacts on local communities	39	-	●	10
GRI 416: Customer Health and Safety (2016)	416-1	Assessment of health and safety impact of product or service categories	152	-	●	7, 8 and 9
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	152	-	●	7, 8 and 9
GRI 417: Marketing and Labeling (2016)	417-1	Requirements for product and service information and labeling	152	-	●	7, 8 and 9
	417-2	Incidents of non-compliance concerning product and service information and labeling	152	-	●	7, 8 and 9
GRI 418: Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	150	-	●	Not applicable
Material Issue: Product Responsibility and Innovation						
GRI 3: Material Issues (2021)	3-3	Management of material issues	35, 137, 158, 289	-	●	1, 7, 8 and 9
GRI 2: General Disclosures (2021) / Activities and Employees	2-6	Activities, brands, products and/or services	6, 7, 55, 57, 136, 137, 148, 166, 167, 398	-	●	Not applicable

GRI Standard	Contents	Disclosure Name	Page	Omissions	Assurance by Deloitte	Global Compact principles
GRI 416: Customer Health and Safety (2016)	416-1	Assessment of health and safety impact of product or service categories	152	-	●	7, 8 and 9
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	152	-	●	7, 8 and 9
GRI 417: Marketing and Labeling (2016)	417-1	Requirements for product and service information and labeling	152	-	●	7, 8 and 9
	417-2	Incidents of non-compliance concerning product and service information and labeling	152	-	●	7, 8 and 9
Other Immaterial Indicators						
GRI 201: Financial Performance and Results	201-4	Financial assistance received from government	59	-	●	Not applicable

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