Sustainability
Report
2024

sqmlitio.com

Corporate Information

Company name
SQM Salar SpA.

Doing business as
SQM Salar or SQM Lithium.

Entity type
Joint Stock Company.

Main activities
Brine withdrawal, processing and sale of lithium products and other salts.

Tax ID Number
79.626.800-K

Legal address
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ESG standard methodology, content development and use
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Lingo Translations

The company, a subsidiary of the SQM Group, was incorporated on January 31, 1986, as recorded in a public instrument issued in Santiago, Chile, at the office of Mr. Sergio Rodríguez Garcés, notary public, and registered on February 8, 1986 in the Santiago Business Registry. It was published in the Official Gazette on February 8, 1986, with the corporate purpose of extracting brine from the Salar de Atacama in order to identify existing reserves of potassium, boron and lithium or any other mining substance; evaluate the economic feasibility of the commercial exploitation of such substances and their by-products, such as potassium chloride and potassium sulfate; and engage in the mining, production and sale of such substances and by-products. The company may engage in any acts and enter into any contracts directly or indirectly related to its business or arising therefrom. On May 31, 2024, SQM Salar S.A. became SQM Salar SpA.

With the challenge of developing the lithium business in the long term, a Partnership Agreement for the mining, production, commercial, community and environmental development of the Salar de Atacama was signed with the Chilean National Copper Corporation "CODELCO." The agreement created a partnership that will take over the production of refined lithium in the Salar de Atacama from 2031 to 2060. This future development is subject to regulatory and environmental approvals, including indigenous consultation. As a necessary condition to implement the agreement, it has been agreed that SQM Salar SpA will manage all of the business, assets, permits and subsidiaries related to operating such business.

Vision That Drives Us

ESG Commitment

Sustainable Governance

Responsible Value Chain

People-Centered Operations

Social and Shared Value with Communities

Environmental Sustainability

Appendices

2024 Sustainability Report

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Remarks from the CEO of SQM Lithium

GRI 2-22

At SQM Lithium, we are playing a decisive role in promoting a technological and environmental shift that will mark a turning point in lithium mining in Chile. The year 2024 was key for developing our vision of the future: a more efficient, sustainable mining industry that is aligned with the global challenges of the 21st century.

Our Salar Futuro project embodies that vision. This new generation of mining operation will be launched in 2031 once all the necessary permits have been obtained. It is designed to be a global benchmark based on its minimal environmental impact. We aim to reduce the use of natural resources as much as possible, increasing our production efficiency in line with the voluntary commitments made in 2020 and continuing our work with local communities.

During this reporting period, we reached several key milestones: we made progress on engineering processes, developed strategic technology partnerships and enhanced our teams' capacities. We also reinforced our investments in innovation, piloting several technologies in an effort to continue reducing the use of water in our operations. In parallel, we aligned our energy and environmental management systems with international standards.

None of this would be possible without the commitment of our teams, who have made innovation an essential part of our culture, and without active collaboration with the various stakeholders in the region. We want Salar Futuro to be a model because of its technology and the way it operates: integrated with the environment, respectful of ecosystems and deeply connected to local communities.

We firmly believe that Chilean lithium should not only be a pillar of the global energy transition, but also concrete proof that it is possible to mine in a responsible, modern and sustainable manner.

Carlos Díaz
Chief Executive Officer, SQM Lithium

Remarks from the Chairman of the Board of SQM Lithium

SQM Lithium's purpose has been reaffirmed during this challenging period: to be a key player in the global energy transition through a responsible, sustainable business model with high governance standards.

Our Board of Directors is committed to strengthening and overseeing this evolution. We have continued to enhance the ethical, environmental and social frameworks that underpin our decisions, supporting the implementation of our Sustainability Policy, which covers human rights, ethics, corporate governance and other related topics, and is aligned with the United Nations Sustainable Development Goals with an emphasis on a more humane, innovative and resilient mining industry.

SQM Lithium reached the IRMA 75 achievement level in 2023, making it the first lithium mining company to do so. In addition, our parent company SQM S.A. was once again included in the DJSI World, MILA, Chile and Emerging Markets indices, which reaffirms our commitment to operational excellence and transparency. These achievements reflect the professional, ethical and collaborative work of our teams and are also a clear signal to our stakeholders.

Our role as directors involves safeguarding the company's value and ensuring that future value is built in an environmentally friendly way and with a long-term view. Sustainability, diversity and innovation are critical elements of our vision, and we will continue to promote them as central pillars of the company's strategy.

We believe that SQM Lithium can be a global leader in lithium production as well as in responsible practices, public-private collaboration and contributions to the development of the communities where we operate.

Gonzalo Guerrero
Chairman of the Board,
SQM Lithium

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Vision That Drives Us

The contents of this chapter are aligned with the following principles and commitments of our Corporate Sustainability Policy:

SQM Lithium Principle
I. Sustainable Governance
Commitments: 1, 6, 11, 12

We engage in business sustainably and have processes in place to continuously improve our performance.

SQM Lithium Principle
V. Environmental Sustainability
Commitments: 4, 5

We manage our environmental impacts responsibly and with a forward-looking perspective.

Corporate Sustainability Policy

About Us: Identity and Purpose

GRI 207-4

> At SQM Salar SpA (known commercially as SQM Lithium) **we drive lithium production for global decarbonization**, offering high-quality products and a strong commitment to sustainability.

Mission and Vision

We are a global company that supplies key strategic industries for human development, such as health, technology and clean, non-polluting energies that move the world.

We are global leaders in our business lines of potassium and lithium and derivatives. We have sales offices in Japan, Belgium, China, South Korea and the United States, which allows us to reach customers in more than 100 countries with our products.

Over the course of its 56-year history, SQM—the parent company of SQM Salar SpA—has remained committed to innovation and technological development backed by significant investments in human capital and a clear strategy focused on the short, medium and long-terms. In the case of lithium, we have seen continuous increases in production capacity, quality and sustainability, which is reflected in the company's values.

Our Values

Excellence

> We challenge ourselves to achieve better results, creating shared value for shareholders, employees, customers, suppliers and communities.

> We encourage creativity, agility and innovation.

> We build a culture of excellence based on the ten principles of the Lean methodology (M1).

> We promote internal meritocracy as a means of professional growth, favoring equal opportunity, inclusion and diversity.

> We strive to generate professional development opportunities that allow people to reach their full potential.

Safety

> Our goal is to keep our operations safe and accident-free. Caring for people is a priority organizational commitment.

> We are responsible for creating conditions for the safe development of each task and for promoting behaviors focused on the physical and psychological safety of every person working at SQM Lithium.

> Each person is responsible for taking care of him/herself and other team members, as well as for maintaining an unwavering commitment to safe conduct.

> We encourage open and ongoing feedback to highlight opportunities for improving safety.

Integrity

> We perform our work to the high standards of integrity described in the Internal Code of Ethics. We are also open to and interested in identifying and implementing better ways of working that favor compliance with these standards.

> We encourage respect for and compliance with each of the commitments assumed with shareholders, customers, employees, regulators, communities, suppliers and officials.

Sustainability

> We are committed to being key players in the cultural shift towards building a sustainable planet.

> We adapt and improve our processes and activities in order to contribute to carbon neutrality and global goals.

> We strive to reduce the use of fresh water and the generation of waste that ends up in landfills. We also aim to decrease net brine withdrawal by 50% compared to our permitted levels by 2028.

> We propose to strengthen the development of local communities and develop a high standard of ESG reporting.

Artisanal and Small-scale Mining (ASM)

We do not maintain operations or direct relationships with artisanal or small-scale miners (ASM) because our business model focuses on specific concessions and exclusive control per contracts in force with CORFO and CCHEN, which establish the obligation to manage the mining properties.

We have not identified any ASM activities in our baselines, nor are there any reports of ASM activities in our own or neighboring areas. We currently have no engagement, technical support or formalization programs in this area. However, we conduct territorial monitoring and oversight to ensure that our operations are free of interference and unauthorized activities.

## Our Local Footprint: Operations and Territorial Presence

GRI 2-6

SQM Lithium is a subsidiary of Sociedad Química y Minera de Chile S.A. (SQM) that engages in the production of lithium and its derivatives. Since 1995, we have been operating in the Salar de Atacama in Chile's Antofagasta Region, where we extract lithium-rich brine and concentrate it using solar evaporation systems.

The lithium concentrate is processed at the Carmen Lithium Chemical Plant located on the outskirts of Antofagasta, where we produce battery-grade lithium carbonate [Li_2CO_3] and lithium hydroxide monohydrate [$LiOH*H_2O$]. These products are exported to international markets for use in rechargeable batteries, mainly in the electromobility, energy storage and technology industries.

Battery-grade refers to a type of lithium carbonate or hydroxide that has been produced to meet the high quality standards required to manufacture lithium batteries. This grade is essential to ensure efficient, stable and safe performance in batteries used in electric vehicles, electronic devices and energy storage systems. Their quality and consistency are key to the reliable operation of these technologies, which are in turn essential for the energy transition.

Carmen Lithium Chemical Plant

Salar de Atacama

Carmen Lithium Chemical Plant
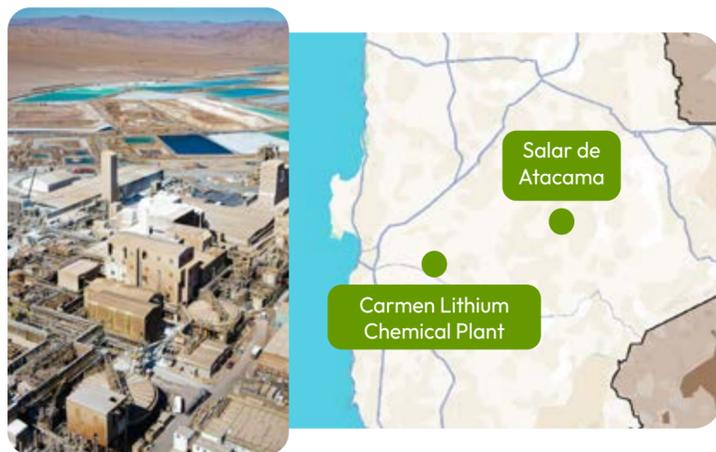
Production: Lithium carbonate and lithium hydroxide

## Uses of Lithium for Human Life

Lithium carbonate (Li_2CO_3)

White, odorless salt composed of lithium, carbon and oxygen produced at the Carmen Lithium Chemical Plant in Chile.

- Lithium-ion batteries: for electric vehicles and electronic devices.
- Glass and ceramics: improved thermal and mechanical properties.
- Lubricants: improved grease performance.
- Metallurgy: used in specialized metallurgical processes.
- Colorants: used in pigments and dyes.
- Cements and adhesives: improved properties.

Lithium hydroxide monohydrate ($LiOH*H_2O$)

Water-soluble, white crystalline inorganic salt that is produced from lithium carbonate.

- Lithium-ion batteries: components for electric vehicles.
- High-temperature lubricants and greases: providing resistance to extreme conditions.
- Colorants: used in pigments and dyes.
- Other lithium derivatives: used in industrial applications.

Santiago

Antofagasta

Offices in Chile
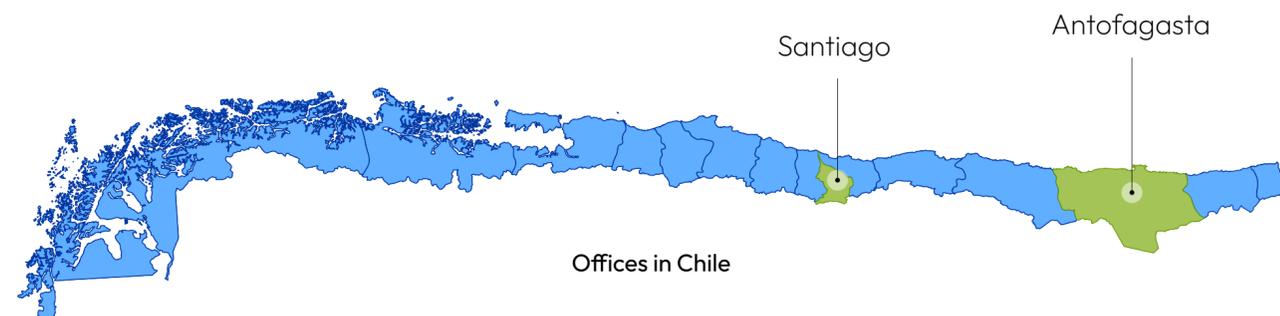
Lithium in Chile: Extracting a Strategic Resource in a Favorable Environment

Our lithium extraction and production process is unique because of its high socio-environmental commitment and other variables that set its production apart. The national context also provides added value. According to *The Economist*, Chile is a member of the OECD, one of the 21 most complete democracies in the world, and a world leader in mining.

In addition, the country has the highest human development index in Latin America, one of the highest GDPRs* in the region, low country risk for investors and high levels of transparency, ranking in the top third worldwide. According to the 2024 study "Lithium: Current Situation and Challenges" published by the National Mining Society (Sonami), Chile is home to approximately 33.6% of global lithium reserves,** is positioning itself as a key player in the industry, and is the second largest producer of this mineral in the world.

Unique aspects of how we produce lithium include the favorable conditions offered by northern Chile's Salar de Atacama, the area where we withdraw the brine that is then concentrated in evaporation ponds using the high levels of solar radiation. This makes our production process highly energy efficient.

Furthermore, of the two main methods currently available to extract lithium, we use brine. This approach is considerably less intensive in water and energy consumption as well as CO_2 emissions compared to the rock-based (spodumene) method. We conducted a Life Cycle Assessment (LCA) and determined that our water, carbon and energy footprint is one of the lowest because of our extraction method and higher-efficiency processes.

As a producer of battery-grade lithium hydroxide and lithium carbonate, we support the global transition towards electromobility by providing key inputs for low-carbon technologies. In addition to supplying materials that help mitigate climate change, we actively participate in environmental awareness initiatives and services that help our customers understand, measure and reduce their own environmental impacts.

*GDPR: General Data Protection Regulation of the European Union.

** Reserves are defined as those that are economically viable to extract (U.S. Geological Survey, 2024).

Global Direction: Corporate Expansion and Transformation

RT-CH-000.A

We estimate that our share of the lithium chemicals market was close to 17% in 2024, with total sales of approximately 204.9 thousand metric tons of lithium carbonate and lithium hydroxide. Our main competitors in the lithium market and their estimated market share are listed below: Albemarle (14%), Jiangxi Ganfeng Lithium Co. (6%), Tianqi Lithium Corp. (6%) and Arcadium Lithium (4%).

In 2024, we were responsible for approximately 0.9% of global potassium chloride sales. The largest competitors from 2024 and their market share are listed below: Nutrien (15%), Uralkali (16%), Mosaic (8%) and Belaruskali (15%).

ESG Achievement Highlights

We recognize that our credibility and the trust our stakeholders place in us are built on responsible and transparent work aligned with the highest international standards. As such, we have developed a strategy based on continuous improvement and external validation of our practices through certifications, adherence to internationally recognized initiatives and external evaluations where we reaffirm our leadership in sustainability issues.

Dow Jones Sustainability Indexes	S&P Dow Jones Sustainability Index (DJSI)	This was our first year participating as an independent entity, and we earned a score of 58.
CDP DRIVING SUSTAINABLE ECONOMIES	Carbon Disclosure Project (CDP)	We achieved a B rating, which reflects sound climate change management.
ecovadis	Ecovadis	We were ranked in the Gold category, placing us in the top 5% of all companies evaluated globally.
drive sustainability	Drive Sustainability	We earned a score of 94%.

Key ESG figures

Our People

3,954
Total workforce

3,458
Workforce in Chile

22%
Percentage of female employees

32%
Women in STEM roles

77.9%
Employees represented by a union

94.8%
Employees covered by collective bargaining agreements

82%
Job satisfaction

59%
People working and living in the Antofagasta Region

Our Contribution

76
of suppliers have completed self-assessments using our sustainability tool

84%
Suppliers meeting best performance category A or B requirements

99%
Customer satisfaction

24.8%
of our domestic suppliers are from the Antofagasta Region

37,865 ThUS$*
Contribution to the state

Gold/Top 5%
Ecovadis category

IRMA 75
Responsible Mining Assurance Standard Classification

204.9 thousand metric tons
Sales of lithium carbonate and lithium hydroxide

87.5%**
Revenue associated with new energy

* Corresponds to payments actually made under the CORFO agreement.

** Sales to OEM, cathode, cell and electrolyte customers.

Our Ecosystem

107 l/s
Water withdrawal, Salar de Atacama

32%
Reduction in brine withdrawal 2020

5.53 and 10.8 tCO$_2$ eq/ton
Carbon footprint (LC and LH)

11.5 and 12.5 m^3/ton
Direct water footprint (LC and LH)

33 l/s
Reused from the Solutions Recovery Plant (SRP)

15.8%
Waste recovery

Economic Stimulus and Commitment
to National Development

RT-CH-410a.1, EM-MM-000.A | GRI 3-3, GRI 201-1, GRI 201-4

Revenue Distribution by Product Type and Reported Usage by End Customers

Our lithium carbonate and lithium hydroxide production is an essential input for manufacturing rechargeable battery materials, which are used in EVs and in energy storage systems for renewable energy generation projects (solar, wind). The final use of these products reduces greenhouse gas emissions by replacing fossil fuel-based technologies. As such, part of our revenue could be classified as sustainable in accordance with the guidelines of the EU Taxonomy.

In 2024, 87.47% of our revenue was related to new energy. The main categories of use reported by customers are:

OEM
Electrolyte
Other / industrial
Cathode
Cell

> **Cathode (51.31%)**: manufacturing of cathode materials, which are essential components of rechargeable batteries.

> **Cell (29.58%):** production of battery cells where the electrochemical reaction occurs.

> **Electrolyte (3.33%):** manufacturing of electrolytes that allow ions to flow in rechargeable batteries.

> **Original Equipment Manufacturer – OEM (3.25%):** direct sales to OEMs, primarily electric vehicle OEMs that integrate batteries into their final products.

We received US$940,000 in financial assistance from the government during 2024 in the form of subsidies granted through the National Training and Employment Service (Servicio Nacional de Capacitación y Empleo, SENCE). We did not receive other types of financial benefits such as tax breaks, incentives, royalty exemptions or tax credits.

Economic Value Generated and Distributed

In line with the principles of transparency and sustainability, we have calculated our Economic Value Generated and Distributed (EVG&D), which reflects the essential components that underpin our global operations. This analysis includes the economic value generated, distributed and retained based on the consolidated financial statements and cash flow.
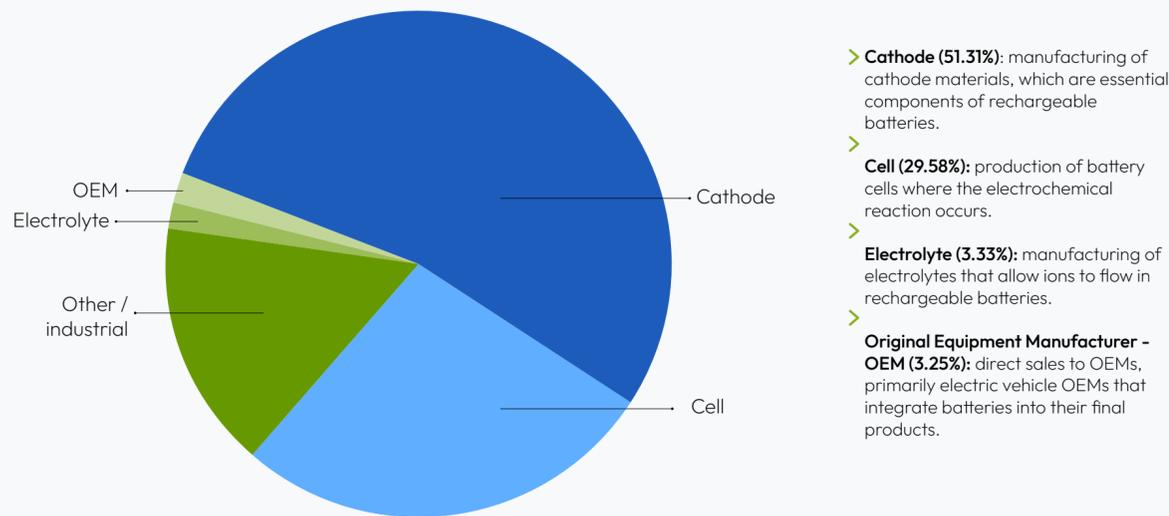
The cash flow approach reflects actual cash flows, which allows us to see the direct economic impact of our activities. This analysis incorporates adjustments such as interest received and paid and excludes accounting transactions that do not involve cash transactions such as capital growth derived from mergers. These differences provide a more accurate picture of the economic value actually distributed in the community in the form of payments to employees and contributions to the government.

The EVG&D reflects our commitment to sustainable financial management, ensuring that the value generated by operations contributes to the growth of the company and to the well-being of our key stakeholders.

Direct Economic Value Generated and Distributed (EVG&D)–SQM Lithium
Based on consolidated statements of income (in ThUS$)

Sales revenue	$ 1,836,094
Finance income	$ 11,056
Other income	$ 2,705
Direct economic value generated and distributed	$ 1,849,855
Operating costs	$ 1,573,196
Other administrative costs	$ 29,448
Finance expenses and costs	$ 66,461
Salaries and benefits	$ 155,554
Community investment	$ 24,891
Environmental expenses/investments	$ 3,264
Taxes	$ 1,118,608
Total economic value distributed	$ 2,971,422
Total economic value retained	$ –1,121,567

Direct Economic Value Generated and Distributed (EVG&D)–SQM Lithium
Based on consolidated statements of cash flows (in ThUS$)

Sales revenue	$ 2,354,867
Finance income	$ 10,858
Other income	$ 181,578
Long-term loans	$ 380,000
Capital growth	$ 61,664
Direct economic value generated and distributed	$ 2,988,967
Operating costs	$ 334,063
Other administrative costs	N/A
Loan payments	$ 2,010,773
Finance expenses and costs	$ 27,392
Dividends paid	N/A
Salaries and benefits	$ 151,129
Community investment	N/A
Environmental expenses/investments	N/A
Taxes	$ 26,802
Total economic value distributed	$ 2,550,159
Total economic value retained	$ 438,808

CODELCO-SQM: Public-Private Governance for the Future

GRI 3-3

Ricardo Ramos, CEO of SQM with **Máximo Pacheco**, Chairman of the Board of Directors of CODELCO.

We understand that we need to adapt our production processes to reduce the impact on the environment. In light of this, in late 2023 we signed a memorandum of understanding with CODELCO. The foundation of this public-private partnership is the Salar Futuro project, a sustainable innovation initiative that includes several new elements and commitments such as implementing Advanced Evaporation Technologies (AET) using mechanical equipment for a significant part of the brine and direct lithium extraction (DLE) to reduce brine withdrawal and reinjection.

[More information]

Main Certifications and Standards that Guide Us

IRMA Initiative for Responsible Mining Assurance	**Responsible Mining Assurance Initiative**	IRMA promotes practices based on integrity, positive legacy management and social and environmental responsibility. Our efforts to move towards this standard for our Salar de Atacama operations have been pioneering in Latin America. During 2024, we continued to engage in continuous improvement processes and preparations for the surveillance process during 2025.
RESPONSIBLE MINERALS INITIATIVE	**Responsible Minerals Initiative**	The Responsible Minerals Initiative (RMI) certification is applied to all minerals, along with the ESG standard for responsible supply chains. We began implementing this initiative at the end of 2024.
ISO	**Integrated Management System Certifications**	Comprehensive internal and external audits of the following standards were carried out in 2024: ISO 14001 (environmental management), ISO 45001 (occupational health and safety), ISO 9001 (quality management) and ISO 50001 (energy management).
A+ Applus® NCP 3262 - 2021 Systems Certification	**NCh 3262:2021 Certification**	We earned the Gender Equality and Work-Life Balance Management System certification at both sites in 2024, reaffirming our progress towards a more equitable and inclusive organizational culture.
ISO 27001 International Organization for Standardization	**ISO 27001**	Information Security Management System (ISMS). We have earned ISO 27001:2022 international certification for our business process.

02

ESG
Commitment

The contents of this chapter are aligned with the following principles and commitments of our Corporate Sustainability Policy:

SQM Lithium Principle
I. Sustainable Governance
Commitments: 1, 2, 3, 4, 7, 8, 9, 10, 11

We operate sustainably through processes that support continuous improvement and long-term performance.

SQM Lithium Principle
II. Value Chain
Commitments: 1, 3, 4, 5

We promote responsible and sustainable relationships throughout our production chain.

SQM Lithium Principle
III. People
Commitment: 1

People are at the heart of everything we do. We promote inclusion, well-being, and ongoing growth.

Corporate Sustainability Policy

ESG **Policies and Commitments**

The Corporate Sustainability Policy reflects our commitment to responsible business management and the incorporation of Environmental, Social and Governance (ESG) criteria into all our operations. It aims to ensure that every decision and activity contributes to generating shared value, respect for human rights and protection of the environment. This document is a basic framework that is complemented by other specific corporate guidelines with an impact on ESG matters to achieve effective integrated management.

In the area of governance, we integrate sustainability into decision-making—under the principles of progressivity and non-regression—through systems that ensure regulatory compliance, transparency and accountability. Specifically, we publish key information and use culturally relevant mechanisms for dialogue with stakeholders. We also adopt strict measures to prevent bribery, corruption and conflicts of interest and use a human rights approach throughout the value chain in accordance with the UN Guiding Principles, OECD standards and ILO conventions.

We establish responsible sourcing practices in our value chain and encourage the integration of small and medium-sized local companies. We align our work with international standards such as the OECD Due Diligence Guidance for Responsible Minerals Supply Chains and actively meet customer expectations, ensuring traceability, quality and sustainability assessment from inputs and associated processes throughout the chain to the customer.

People are at the heart of our Sustainability Policy. We promote a safe, inclusive and respectful work environment with equal opportunities, rejecting all types of discrimination, harassment or violence at work. The policy provides for decent working conditions, fair working hours, freedom of association and work-life balance. We also seek to ensure that all workers are adequately trained and given personal protective equipment to protect their health and safety, including contractors and subcontractors.

We propose to generate shared social value with local communities through participatory local development programs and respect for the autonomy, culture and heritage of Indigenous peoples. We promote early, transparent and good faith dialogue and prevent the forced displacement of people.

From an environmental perspective, SQM Lithium is responsible for the sustainable management of natural resources and climate change risks. By applying control systems to prevent pollution, we avoid operating in critical protected areas and prioritize efficient water use. We fully support the energy transition, the circular economy and the safe management of waste and hazardous substances and encourage community engagement in the environmental planning of our projects.

The policy is reviewed annually and implementation is overseen by the Sustainability and Community Relations Department. We ensure its adequate dissemination both internally and externally and incorporate specific training opportunities for key stakeholders.

We also have an anonymous whistleblower channel and periodically report progress and risks to the company's internal committees.

This standard and its commitments apply to SQM Lithium, its executives and employees, and guide all of the company's business relationships, including those with suppliers and contractors, customers, distribution and logistics, joint ventures, venture capital, commercial partnerships and mergers and acquisitions due diligence, among others.

More information

Principles and Commitments

Principle I
Sustainable Governance

We seek to engage in ethical, transparent and responsible work that integrates sustainability at all decision-making levels in order to promote respect for human rights and regulatory compliance.

This principle is expressed in commitments that address, in general terms, the following key ideas:

C1   Governance with a focus on sustainability.
C2   Dialogue with stakeholders.
C3   Stakeholder identification and dialogue.
C4   Risk and impact management.
C5   Ethics and the fight against corruption.
C6   Transparency and EITI.
C7   Human rights due diligence.
C8   Requirements for suppliers and partners.
C9   Data protection and cybersecurity.
C10   Existence of effective reporting channels.
C11   Continuous improvement through standards and certifications.
C12   Efficient resource management for sustainability.

Principle II
Value Chain

Our goal is to deliver quality products and ensure responsible management at every stage of the value chain, promoting ethical, social and environmental standards in our business relationships.

C1   Responsible supply management.
C2   Conducting due diligence for high-risk minerals.
C3   Considering customer expectations in sustainability.
C4   Traceability and safety of supplies and materials.

Principle III
People

We put people at the center, providing working conditions that promote employee well-being, development and dignity in safe, inclusive and respectful work environments.

C1   Promoting an inclusive and safe work culture.
C2   Ensuring fair and exploitation-free labor.
C3   Work, personal and family life balance.
C4   Protecting occupational health and safety.
C5   Training on occupational risks and preventative measures.

Principle IV
Communities

We work to create shared social value with communities through relationships based on respect, transparent participation and collaborative development, always safeguarding local rights and ways of life.

C1   Creating local development opportunities.
C2   Preventive management of risks and impacts.
C3   Respect for the right to prior consultation of Indigenous peoples.
C4   Safeguarding cultures and livelihoods.
C5   Strengthening long-term relationships.
C6   Preventing forced displacement and fair compensation.

Principle V
Environmental Sustainability

Our responsible environmental management is aimed at preventing, mitigating and offsetting the impacts of our operations per current regulations and the highest international standards.

C1   Managing environmental risks and impacts.
C2   Compliance with global biodiversity targets.
C3   Participatory environmental assessment of new projects.
C4   Protecting sensitive and heritage areas.
C5   Integrating climate change into the life cycle.
C6   Efficient and regenerative use of natural resources.
C7   Promoting the circular economy.
C8   Safely managing hazardous waste.
C9   Designing sustainable closure plans.
C10   Community participation in environmental management of projects.

Strategic Dimensions of Sustainability

In addition to each of the elements of our policy, we actively work on strategic sustainability aspects derived from our double materiality analysis. These elements guide our work with a focus on the environment, people and human development. Each of these strategic pillars comprises priority issues that guide our operational and strategic decisions, with specific focus areas and related goals.

Our Environment

1   Climate strategy
2   Circularity
3   Responsible use of water
4   Nature and protection of natural capital

Our People

5   People
6   Relationships with communities and Indigenous peoples

Our Contribution to Human Progress

7   Transparency and ESG certifications
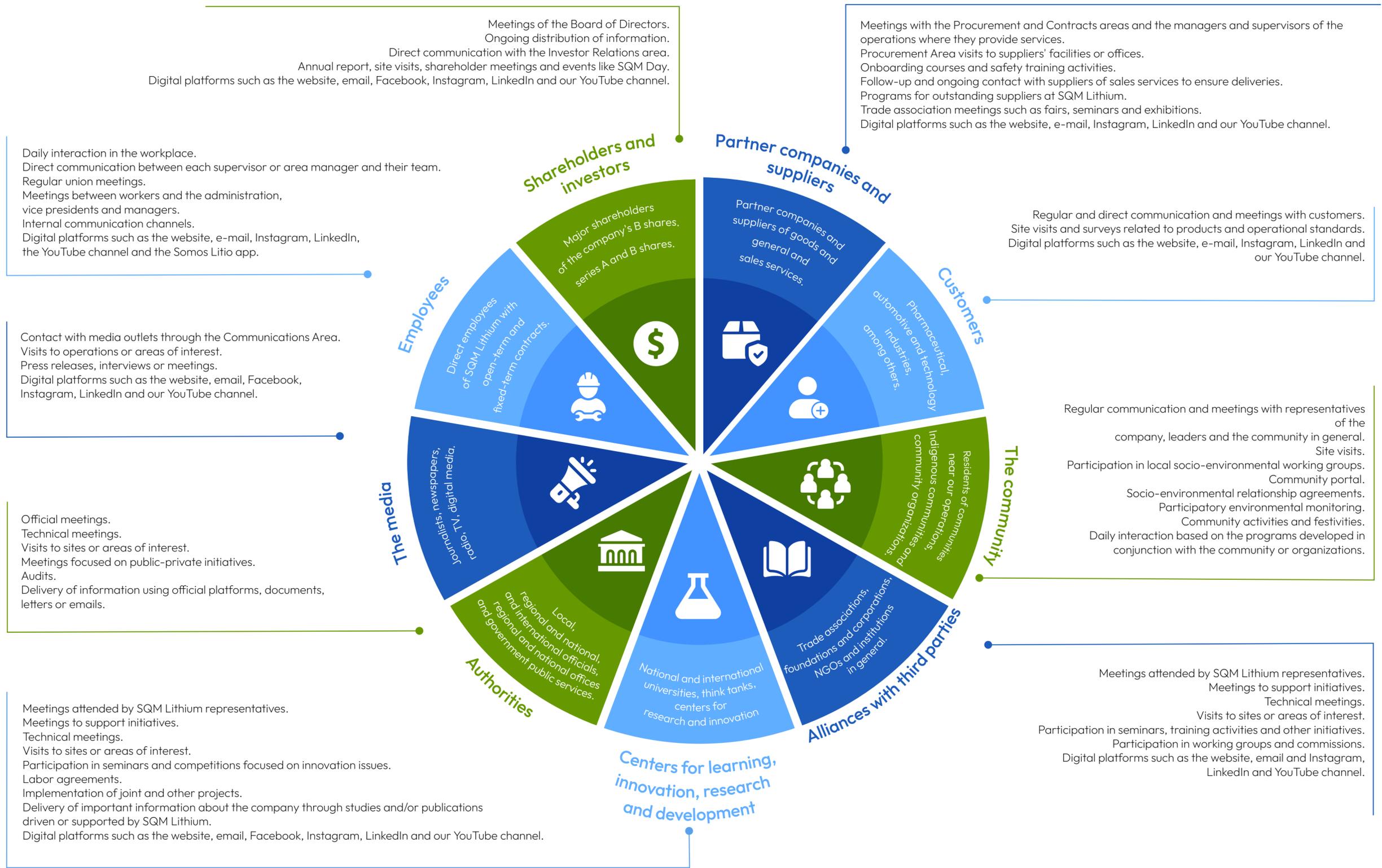8   Traceability and value chain

Active Dialogue: Stakeholder Engagement

GRI 3-3, GRI 2-29, GRI 207-3

We identify stakeholders internally based on the nature of our business and relationships with them, grouping them according to their needs, impacts, interests and expectations.

We use various types of dialogue, meeting spaces and opinion surveys to work with our stakeholders, including meetings, working groups and/or direct contact through the different areas of the company.

Our Board of Directors oversees the stakeholder identification and assessment process, keeping them at the center of decisions and commitments related to our desire to create and maintain close, transparent and trusting relationships.

Shareholders and investors
Meetings of the Board of Directors.
Ongoing distribution of information.
Direct communication with the Investor Relations area.
Annual report, site visits, shareholder meetings and events like SQM Day.
Digital platforms such as the website, email, Facebook, Instagram, LinkedIn and our YouTube channel.

Major shareholders of the company's B shares. series A and B shares.

Partner companies and suppliers
Meetings with the Procurement and Contracts areas and the managers and supervisors of the operations where they provide services.
Procurement Area visits to suppliers' facilities or offices.
Onboarding courses and safety training activities.
Follow-up and ongoing contact with suppliers of sales services to ensure deliveries.
Programs for outstanding suppliers at SQM Lithium.
Trade association meetings such as fairs, seminars and exhibitions.
Digital platforms such as the website, e-mail, Instagram, LinkedIn and our YouTube channel.

Partner companies and suppliers of goods and general and sales services.

Customers
Pharmaceutical, automotive and technology industries, among others.

Regular and direct communication and meetings with customers.
Site visits and surveys related to products and operational standards.
Digital platforms such as the website, e-mail, Instagram, LinkedIn and our YouTube channel.

Employees
Daily interaction in the workplace.
Direct communication between each supervisor or area manager and their team.
Regular union meetings.
Meetings between workers and the administration, vice presidents and managers.
Internal communication channels.
Digital platforms such as the website, e-mail, Instagram, LinkedIn, the YouTube channel and the Somos Litio app.

Direct employees of SQM Lithium with open-term and fixed-term contracts.

The community
Indigenous communities, community organizations and Residents of communities near our operations.

Regular communication and meetings with representatives of the company, leaders and the community in general.
Site visits.
Participation in local socio-environmental working groups.
Community portal.
Socio-environmental relationship agreements.
Participatory environmental monitoring.
Community activities and festivities.
Daily interaction based on the programs developed in conjunction with the community or organizations.

The media
Contact with media outlets through the Communications Area.
Visits to operations or areas of interest.
Press releases, interviews or meetings.
Digital platforms such as the website, email, Facebook, Instagram, LinkedIn and our YouTube channel.

journalists, newspapers, radio, TV, digital media,

Alliances with third parties
Trade associations, foundations and corporations, NGOs and institutions in general.

Meetings attended by SQM Lithium representatives.
Meetings to support initiatives.
Technical meetings.
Visits to sites or areas of interest.
Participation in seminars, training activities and other initiatives.
Participation in working groups and commissions.
Digital platforms such as the website, email and Instagram, LinkedIn and YouTube channel.

Authorities
Official meetings.
Technical meetings.
Visits to sites or areas of interest.
Meetings focused on public-private initiatives.
Audits.
Delivery of information using official platforms, documents, letters or emails.

Local, regional and national, and international officials, regional and national offices and government public services.

Centers for learning, innovation, research and development
National and international universities, think tanks, centers for research and innovation.

Meetings attended by SQM Lithium representatives.
Meetings to support initiatives.
Technical meetings.
Visits to sites or areas of interest.
Participation in seminars and competitions focused on innovation issues.
Labor agreements.
Implementation of joint and other projects.
Delivery of important information about the company through studies and/or publications driven or supported by SQM Lithium.
Digital platforms such as the website, email, Facebook, Instagram, LinkedIn and our YouTube channel.

Strategic Memberships: Commitment, Learning and Collaboration

GRI 2-28

Our connections with different stakeholders allow us to play an active role in networks that promote the exchange of knowledge, the adoption of best practices and multi-sector collaboration. This approach allows us to reinforce our commitment to sustainable development, strengthen our corporate management and contribute to global challenges from a joint and up-to-date perspective.

Chilean Associations, Organizations and Institutions	Associate / Member	Board Member
Acción Empresas	✓	
Antofagasta Industrial Association (AIA)	✓	✓
Mejillones Industrial Association	✓	
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	✓	
Chilean Council for International Affairs	✓	
Mining Council	✓	✓
Regional Council on Mining Safety (CORESEMIN) - Antofagasta	✓	
Antofagasta Mining Cluster Corporation	✓	
Chilean Corporation for Electrical Standardization (CORNELEC)	✓	
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)	✓	
Chilean Federation of Industry- HUB (SOFOFA HUB)	✓	
National Mining Society (SONAMI)	✓	
Corporate Leaders Network for Climate Action (CLG-Chile)	✓	

International Associations, Organizations and Institutions	Associate / Member	Board Member
Belgian Electrotechnical Committee npo (BEC)	✓	
Independent Lubricant Manufacturers Association (ILMA)	✓	✓
International Lithium Association*	✓	

*The SQM Lithium representative is a member of the Executive Committee.

Associate/Member: Organizations and institutions that SQM S.A. and SQM Salar SpA have joined and in which they are active members. This may include payment of membership fees or dues.

Board Member: Organizations and institutions that SQM S.A. and SQM Salar SpA have joined and also hold a leadership position in.

360° Sustainability **Culture**

During 2024, we launched the Sustainability 360° program, which aims to integrate the three strategic pillars—our environment, our people and our contribution to human development—throughout our operations. Specifically, we seek to meet the carbon emissions targets that were set for 2024, the carbon and water footprint implications of our products, the roadmap of certifications and indicators for female participation, local suppliers and programs that are carried out with communities in the region.

The program has three main stages: Know, Promote and Impact. For the first stage, face-to-face workshops were held at the Salar de Atacama (SdA) and Carmen Lithium Chemical Plant (CLCP) sites.

Participation Figures

SdA Impact

11
workshops executed

225
participants

22
hours of training

CLCP Impact

16
workshops executed

275
participants

32
hours of training

Sustainable Management of our Operations

At SQM Lithium, we understand that the success of our sustainability strategy depends mainly on the commitment and participation of all stakeholders. During 2024, both operations had the strategic support of employees from different areas, which was key to the development and achievement of our objectives.

At our Salar de Atacama operations and the Carmen Lithium Chemical Plant, we recognize people for their efforts to advance our fundamental sustainability standards and to develop initiatives focused on water consumption and waste circularity. They contributed to efforts to meet our goals by sorting and quantifying waste and supporting the ongoing management of our operations.

As such, in 2024 we awarded 15 "Outstanding People in Sustainability" prizes to the Operations Departments at both our Salar de Atacama operations and the Carmen Lithium Chemical Plant for their contributions to meeting the sustainability goals and objectives of both operations with a strong focus on circularity. In addition, we recognized a Camp and Services employee and an Organizational Development, Culture and Training employee for their support in implementing initiatives, publicizing courses and organizing sustainability workshops.
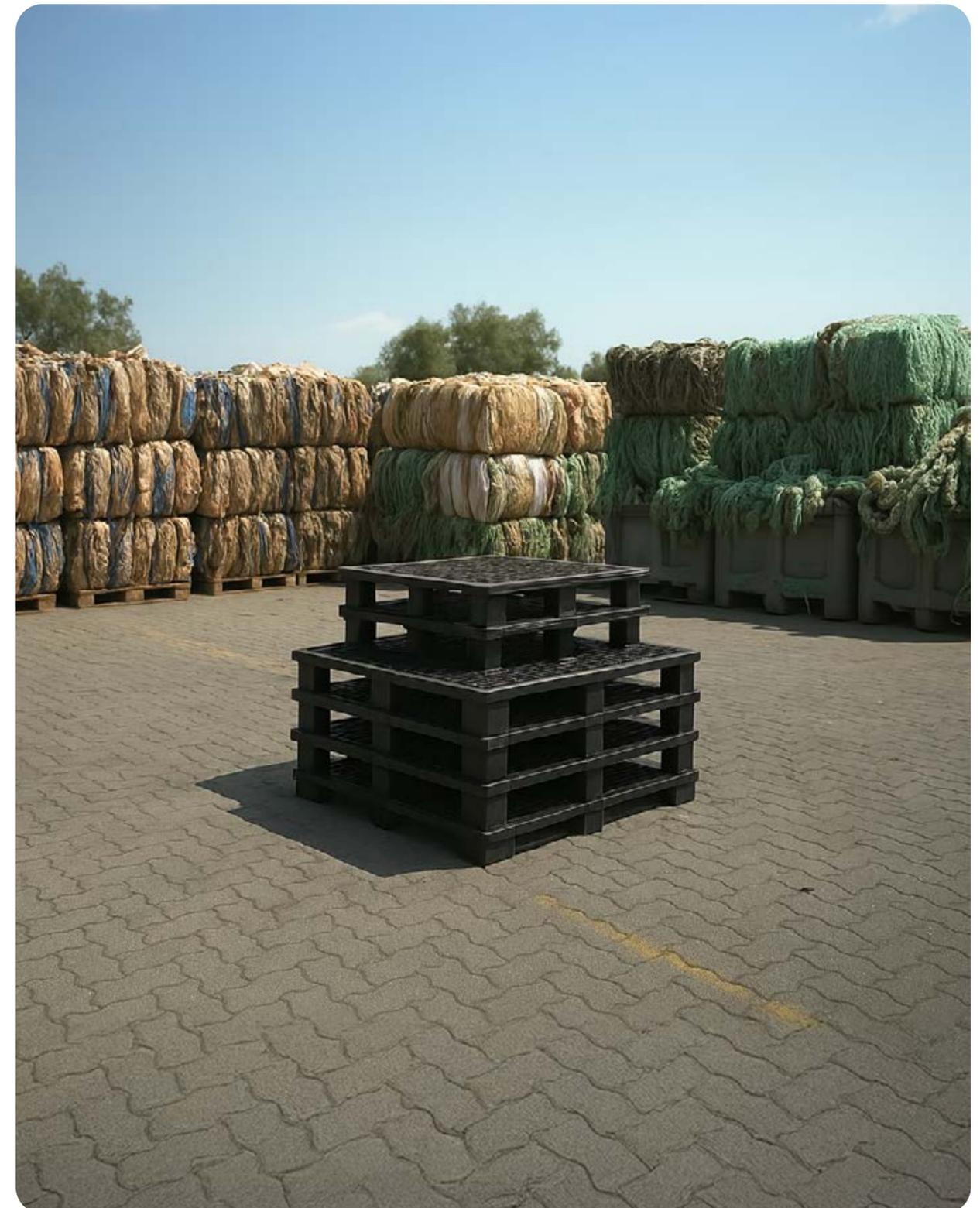
Human Rights and Integrity in Business Conduct

EM-MM-210a.3 | GRI 2-23, GRI 3-3, GRI 407-1, GRI 408-1. GRI 409-1, GRI 410-1

The SQM Lithium Corporate Sustainability Policy and Human Rights Policy establish the company's commitment to respect human rights. We constantly strive to develop strategies to avoid negative impacts of our work on the rights of our workers, value chain and communities.

In this regard, we draw on the UN Guiding Principles on Business and Human Rights and follow the five steps of the OECD Due Diligence Guidance for Responsible Minerals Supply Chains in Conflict or High-Risk Areas (2016), which include the management of risks identified for the purchase of minerals and sourcing of goods, services and marketing of products. All these processes are part of the IRMA management system.

To manage the risks identified in the participatory processes conducted at CLCP (2023) and SdA (2022), we formed working groups that began operating in 2024. We also trained security personnel on the Voluntary Principles on Security and Human Rights (VPSHR). A total of 36 people completed the program's six modules, including employees of the security services company and SQM Lithium.

Human Rights Due Diligence Approach

We have a company-wide human rights due diligence process aimed at proactively identifying and assessing potential impacts and risks in our operations. This process is aligned with the UN Guiding Principles on Business and Human Rights and includes systematic and periodic risk reviews.

Risk Identification

> Identification of real and potential impacts that should be considered when identifying and assessing risk in the productive life cycle of our operations, particularly in relation to Indigenous communities and areas with vulnerable labor conditions.

> Based on the risks identified, we conduct an assessment to determine and assess actual and potential negative impacts on human rights.

> Assessment of risks in our value chain through self-assessment questionnaires focused on sustainability issues that are aligned with our policies and complemented with internal and external audits of our suppliers. The sustainability questionnaire addresses six categories including child labor, forced labor, and health and safety conditions.

> Review with participation from stakeholders linked to each process or activity, identifying the respective rights holders.

> Periodic updating of risk monitoring, including specific criteria for sensitive geographic areas and at-risk groups.

The preventive and continuous improvement approach allows us to mitigate risks and strengthen trust with our stakeholders and raise standards throughout our supply chain.

Human rights issues covered	Vulnerable rights groups covered
> Forced labor	> Company employees
> Human trafficking	> Contractor and third-party employees
> Child labor	> Women
> Freedom of association	> Children and adolescents
> Right to collective bargaining	> Indigenous communities
> Non-discrimination and gender equity	> Local communities
	> Migrant employees

Risk Assessment

We have implemented a formal impact assessment process based on the Human Rights Impact Assessment (HRIA) methodology and aligned with the United Nations Guiding Principles and the Danish Institute for Human Rights standard.

Over the past three years, we have applied this process to our production operations as well as our suppliers and contractors to identify, understand and address real and potential risks to our stakeholders' human rights. Based on this assessment, we identified specific risks and developed mitigation action plans for them.

Impact Mitigation and Remediation

We have accessible, confidential and non-retaliatory mechanisms for receiving and investigating human rights complaints. These mechanisms can be used by employees, communities and other stakeholders. These channels are actively disseminated and make it possible to classify each case. They are managed by SQM Lithium's Compliance Department, which reinforces the objectivity, traceability and impartial treatment of the complaints received.

We also document all investigations and, where appropriate, implement remediation measures, including corrective actions, sanctions and reparations for affected individuals. The information received is consolidated annually and reported to the senior leadership as part of the continuous improvement and accountability process.

All of SQM Lithium's operating sites in Chile have controls in place to prevent risks in the area of human rights.

Processes Implemented

> Risk assessment through recognized methodologies aligned with international frameworks organized in accordance with the IRMA standard, among others.

> Development of site-specific controls and mitigation plans based on the context and risks identified.

> Inclusion of human rights clauses in contracts with suppliers and contractors.

> Human rights training programs for company direct and contractor employees.

> Supervision through internal and external operations and supply chain audits.

> Human rights performance assessment of suppliers with improvement plan monitoring.

Remedial Actions

> Adjusting working conditions when risks or gaps are detected.

> Reviewing outsourcing processes to ensure responsible practices.

> Improving the whistleblower channel for reporting concerns related to human rights and other ethical issues.

> Implementing corrective actions based on audit findings or internal investigations.

These processes are part of the company's due diligence system and apply to both internal and external stakeholders.

See the Corporate Policy for more details.

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ESG Commitment

Sustainable Governance

Responsible Value Chain

People-Centered Operations

Social and Shared Value with Communities

Environmental Sustainability

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Cybersecurity and Privacy

GRI 3-3, GRI 418-1

Information security is fundamental to ensuring operational continuity, protecting our digital assets and safeguarding our stakeholders' trust. We have an Information Security Management System based on the ISO/IEC 27002 standard, which gives us a structure for addressing risks associated with information technology (IT) and operational technology (OT).

During 2024, we strengthened our controls by improving internal information security and cybersecurity policies. We implemented a Cybersecurity Cultural Plan with awareness-raising for the entire workforce through ethical phishing campaigns, regular internal communications and training activities. During the period, 1,122 people participated in information security training.

The key procedures in place in this area include:

› Information security incident management to provide a structured and timely response to critical events. SQM Lithium had no information security incidents or data leaks during 2024.

› Management of internal and external vulnerabilities and penetration testing of our systems. This process includes escalation channels so that any employee can report threats, vulnerabilities or suspicious activities.

› Cyber resilience, with the execution and regular testing of Disaster Recovery Plans (DRPs). The most recent tests were conducted in 2024, ensuring our ability to restore critical databases and servers.

Safeguarding Privacy

We respect privacy rights and ensure that personal information is protected and used appropriately.

The individuals who access this data must actively safeguard its confidentiality per applicable laws. Sensitive information includes identification numbers, dates of birth, financial, medical and salary history, and contact information such as telephone numbers, email addresses and home addresses.

Employees must use SQM Lithium's communications systems responsibly and maintain high ethical standards. Inappropriate or careless communication may result in harmful or embarrassing situations for the company, which reserves the right to monitor the use of systems and access data on computers, networks and other devices owned by the company per local laws.

We comply with all applicable data privacy laws, such as the European Union's General Data Protection Regulation (GDPR) and similar local regulations.
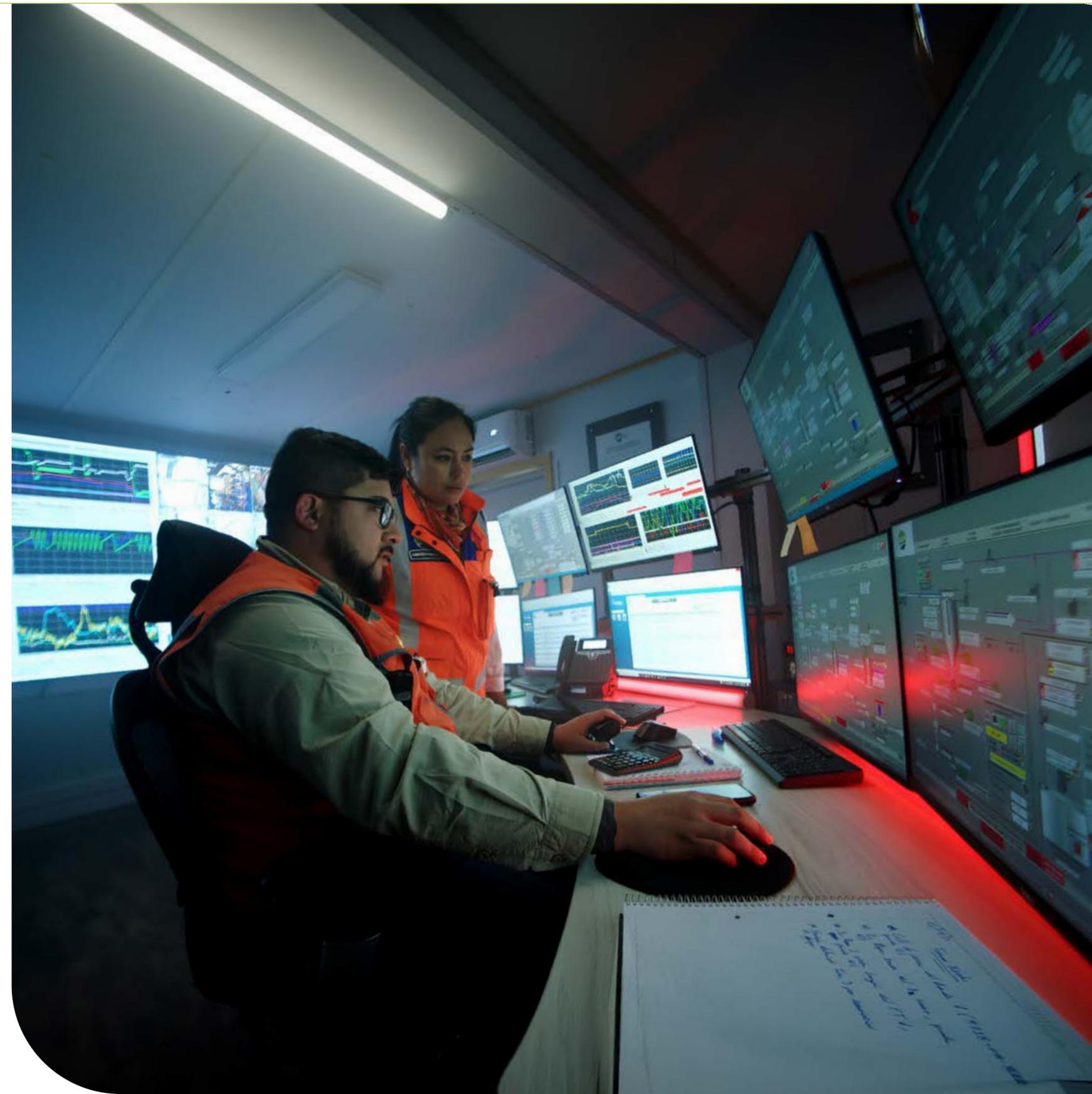
03

Sustainable
Governance

The contents of this chapter are aligned with the following principles and commitments of our Corporate Sustainability Policy:

SQM Principle Lithium
I. Sustainable Governance
Commitments: 1, 4, 7, 8, 9, 10, 11, 12

We do business sustainably and have implemented processes to continuously improve our performance.

SQM Lithium Principle
III. People
Commitment: 1

We put people at the center, promoting inclusion, well-being and development.

Corporate Sustainability Policy

Corporate Governance and Committees

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-15, GRI 2-18, GRI 405-1

To fulfill our purpose of being an important player on the path to sustainable development, we have introduced a governance system that promotes compliance with our commitments among our stakeholders.

Our Board of Directors heads the company's governance structure. It is composed of five freely proposed candidates elected at the annual general shareholders' meeting. All are chosen on an individual basis and at least two must be independent directors, as provided in the bylaws. The Board of Directors meets monthly—or when otherwise necessary—and reviews and approves issues related to company policies, strategies, statements and objectives via voting.

The directors each serve three-year terms that can be renewed indefinitely. The chair is elected from among its members, but cannot be the CEO or a member of the company's leadership team. Note that we do not currently conduct performance reviews for directors.

None of the members of the Board of Directors has an executive role within SQM Lithium nor do they belong to the company's leadership team, which reports directly to the Board of Directors and is led by the CEO, who supervises the company's vice presidents and managers.

SQM Lithium Board of Directors

Gonzalo Guerrero
Chairman

Independent: No
Term start date: May 2019
Non-executive/independent director with 4 or less other appointments: Yes
Non-executive/independent director with industry experience (excluding SQM experience):. No
Member of the Directors' Committee: Yes
Meeting attendance: 100%
Years of service: 5 years and 8 months
Terms completed as of December 31, 2024: 1

Ricardo Ramos
Vice Chairman

Independent: No
Term start date: December 2018
Non-executive/independent director with 4 or less other appointments: Yes
Non-executive/independent director with industry experience (excluding SQM experience):. No
Member of the Directors' Committee: No
Meeting attendance: 33.3%
Years of service: 6 years and 1 month
Terms completed as of December 31, 2024: 2

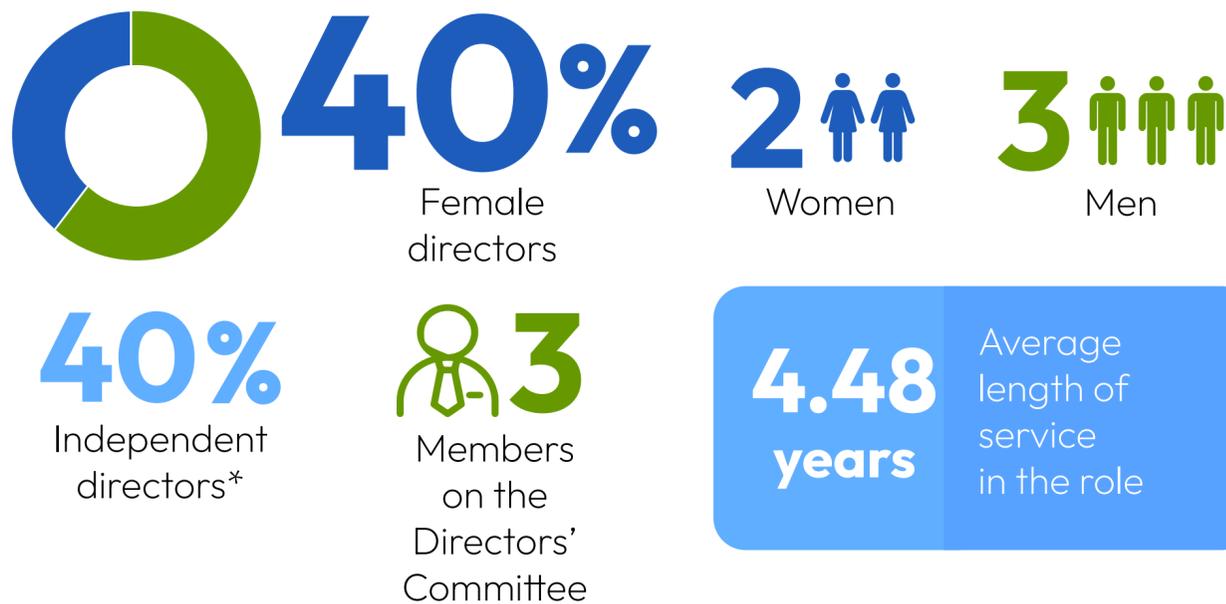### Patricio Contesse
Director

Independent: No
Term start date: May 2019
Non-executive/independent director with 4 or less other appointments: Yes
Non-executive/independent director with industry experience (excluding SQM experience):. No
Member of the Directors' Committee: No
Meeting attendance: 66.7%
Years of service: 5 years and 8 months
Terms completed as of December 31, 2024: 1

Gina Ocqueteau
Director

Independent: Yes
Term start date: June 2022
Non-executive/independent director with 4 or less other appointments: Yes
Non-executive/independent director with industry experience (excluding SQM experience):. No
Member of the Directors' Committee: Yes
Meeting attendance: 83.3%
Years of service: 2 years and 6 months
Terms completed as of December 31, 2024: Currently completing first term

Constanza Valbuena
Director

Independent: Yes
Term start date: June 2022
Non-executive/independent director with 4 or less other appointments: Yes
Non-executive/independent director with industry experience (excluding SQM experience):. No
Member of the Directors' Committee: Yes
Meeting attendance: 100%
Years of service: 2 years and 6 months
Terms completed as of December 31, 2024: Currently completing first term

40% Female directors

2 Women

3 Men

40% Independent directors*

3 Members on the Directors' Committee

4.48 years Average length of service in the role

At SQM Lithium, we actively promote diversity, non-discrimination and inclusion as fundamental principles of organizational culture and governance practices.

In this context, and as part of the SQM Group, we are updating the Corporate Governance Policy and incorporating recommendations on the principles of diversity in nominating candidates to the Board of Directors that favor their effectiveness and good collective performance along with the combination of knowledge, experience and skills.

Through this non-binding approach, we promote the incorporation of different perspectives into the management bodies, committing ourselves to ethical and inclusive governance aligned with international sustainability standards per Chilean law.

*Under the Chilean Corporations Law

Civil/Criminal Liability

Under the current regulatory framework, the directors of a simplified corporation (SpA) cannot limit their legal liability through contractual agreements. They are personally—and in some cases jointly and severally—liable for damages caused to the company, its shareholders or third parties when they act with malice or gross negligence. This is based on the Code of Commerce and Law No. 18.046 on Corporations on a supplementary basis.

Law No. 20.393: This law establishes the liability of legal entities for certain crimes committed for their direct or indirect benefit. The law considers owners, controllers, managers, senior executives, representatives or those who perform management and supervisory activities to be liable.

Law No. 21.595: In force since September 2023, the Financial Crimes Law increases the number of this type of offenses that are covered under Chilean law and establishes aggravated penalties for offenses committed by individuals with decision-making power or influence within a company, including directors.

Article 470 No. 11 of the Penal Code: Article 470 No. 11 establishes the crime of disloyal administration, punishing anyone responsible for managing the assets of another person who causes damage to such person by abusively exercising their powers or acting in a manner contrary to the interest of the owner of the assets.

Preventing Conflicts of Interest
GRI 2-16

The company has a board-approved Conflicts of Interest Policy that is designed to prevent and mitigate possible conflicts. Any critical concerns that may arise are communicated to the Board of Directors in legally convened meetings, where it acts as a collegiate body.

SQM Salar SpA is owned exclusively by private shareholders, with no direct state participation or preferred shares for the state.

There is no direct interest belonging to members of the founding families holding more than 5% of the voting rights of the company, which means that there is no significant individual or family control.

The SQM Group owns 100% of the shares of SQM Salar SpA, which means that there is no cross-shareholding with suppliers or other stakeholders.

Directors' Committees

The Board of Directors has a Directors' Committee with three internally elected members, two of whom are independent. Its main role is to oversee the leasing and project contracts that the company enters into with CORFO. The Board of Directors has decided that new committees will be formed in 2025. One of the topics they will address will be the sustainability strategy.

Board's Role in Sustainability Strategy

Sustainable development is a fundamental element of our long-term strategy, which is structured around three pillars: our contribution to sustainable industries, our people and our ecosystem. We believe that challenging and continuously improving our operational practices to minimize their environmental impact both strengthens our relationships with neighboring communities and enhances our competitive advantages in a constantly evolving marketplace.

Based on proposals from senior leadership, the Board of Directors approves and updates the organization's purpose, values, strategies, policies and objectives in relation to sustainable development.

At the executive level, efforts to address sustainability issues are led by the Senior Vice President of Sustainability and Corporate Services, who provides guidelines for executing the strategy and validates the lines of work. In turn, the Sustainability and Community Relations Department is responsible for implementation. It convenes executive committees with managers and reports on key indicators at least monthly.

The Board of Directors is informed about important topics such as changes in policies, organizational barriers, emerging regulations, indicators, supplier management, customers and other important information from the period.

In addition, the Board delegates responsibility for managing the organization's impacts to the CEO. The Vice President of Sustainability is part of the leadership structure responsible for such efforts.

Board Compensation
GRI 2-19, GRI 2-20

Directors are compensated for their work in accordance with the company's bylaws. The amount of that compensation and other key aspects are determined annually at the respective shareholders' meeting. This compensation is currently a set monthly amount.

We do not have a succession plan as such, but the Board is responsible for identifying possible replacements for the CEO and other senior executives who have the necessary skills, knowledge, conditions, experiences and visions for each position. The Board also ensures that a plan is in place to fill any vacant positions in a timely manner in the event of an unforeseen absence, thus minimizing impacts.

Senior Executives

Carlos Díaz
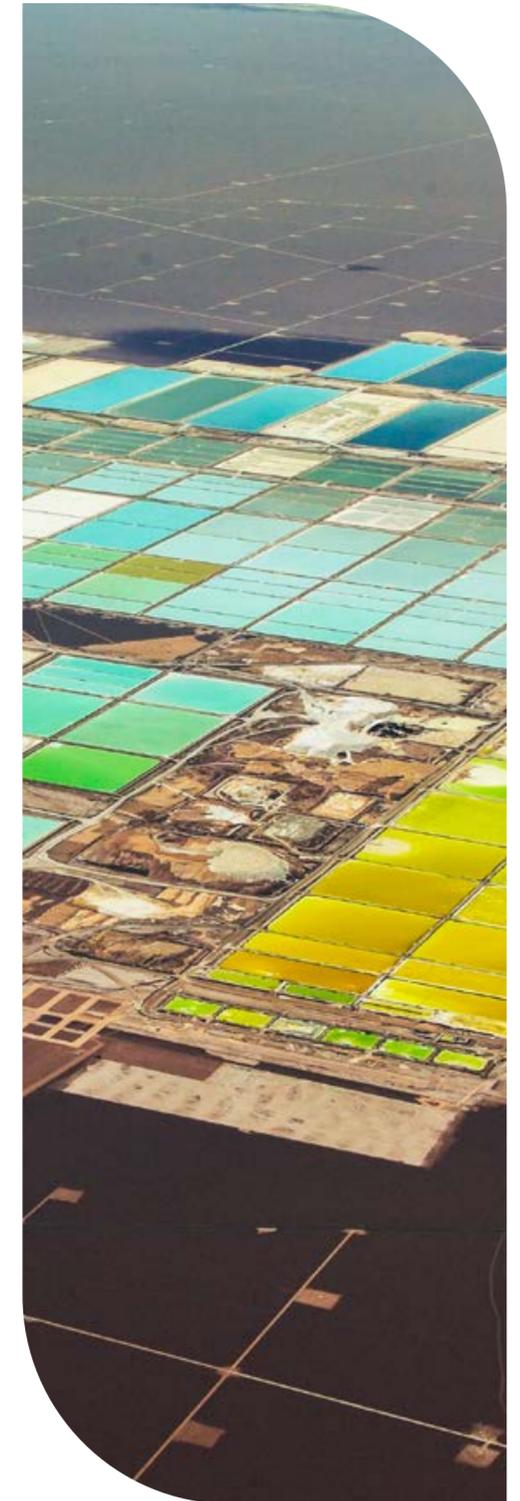Chief Executive Officer
INDUSTRIAL ENGINEER

José Miguel Berguño
Vice President of Sustainability and Corporate Services
INDUSTRIAL ENGINEER

Felipe Smith
Commercial Vice President
INDUSTRIAL ENGINEER

Rodrigo Maffioletti
Vice President of Projects
INDUSTRIAL ENGINEER

Integrity as a Foundation: Ethics and Business Conduct

EM-MM-510a.1 | GRI 3-3, GRI 2-26, GRI 2-27, GRI 205-1, GRI 205-2, GRI 205-3, GRI 206-1, GRI 207-1

SQM Lithium has an Ethics and Compliance Program designed to foster a culture of respect and dignity, protect confidential information and contribute positively to the development of the communities where we operate.

It is managed by the Ethics and Compliance Department and has a code of conduct, a Crime Prevention Model and a whistleblower channel.

The Code of Ethics outlines the standards and principles that guide the behavior of all employees, executives and directors. This document is disseminated and communicated both internally and externally to our critical counterparts in an effort to ensure that the company's activities are conducted with integrity, honesty and transparency and in compliance with all applicable laws and regulations.
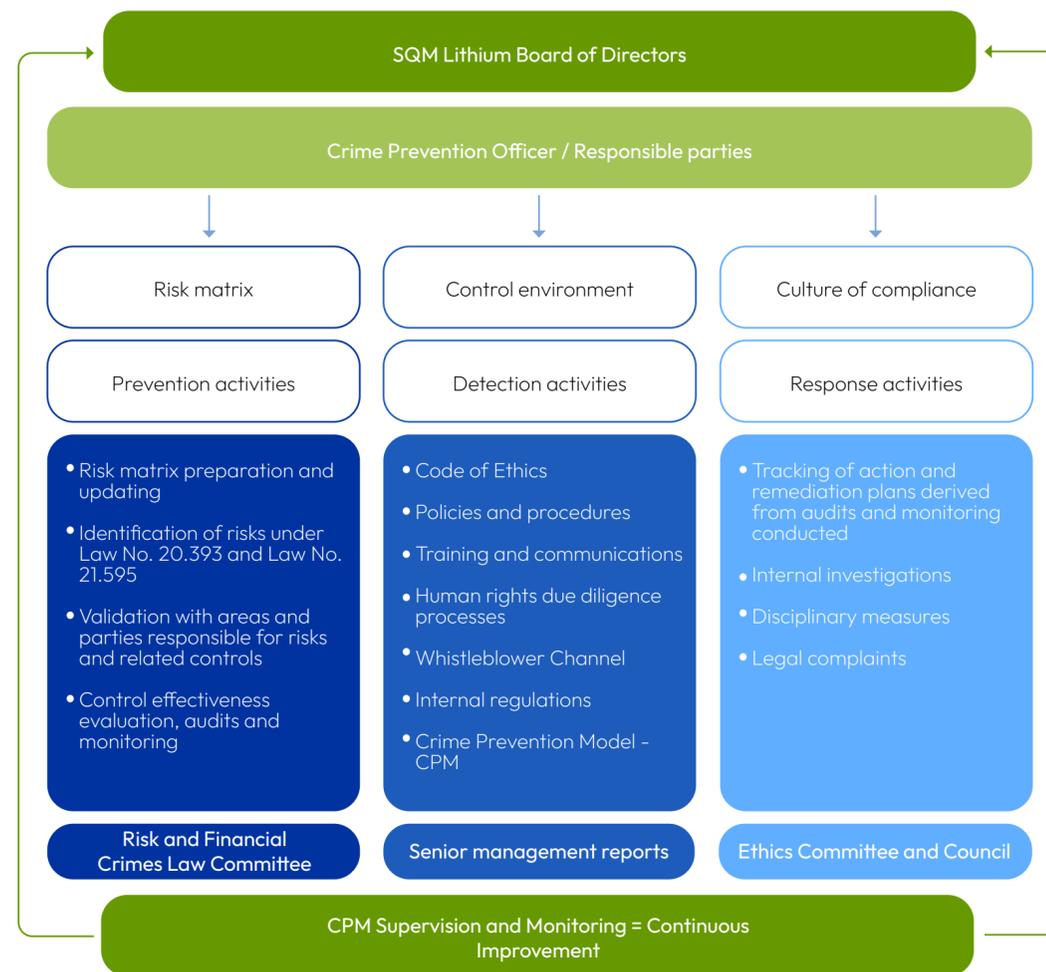
[SQM Code of Ethics]

Crime Prevention Model (CPM)

To comply with Law No. 20.393 on Criminal Liability of Legal Entities as amended by Law No. 21.595 on Financial and Environmental Crimes, we implemented a Crime Prevention Model that outlines activities, assigns responsibilities and establishes a framework of action for our operations.

In 2023, we launched a collaborative effort to identify processes and areas with potential exposure to the risks identified in the law. Participating entities included the Compliance, Risk and Audit departments, various units of the company and external advisors. This effort involved updating risk matrices, identifying responsible parties, and establishing controls and actions to prevent and mitigate possible legal impacts.

The process concluded in August 2024 with the launch of the CPM, which serves as the basis for managing controls and preventing conduct that may create liability for SQM Lithium.

SQM Lithium Board of Directors

Crime Prevention Officer / Responsible parties

Risk matrix	Control environment	Culture of compliance
Prevention activities	Detection activities	Response activities
• Risk matrix preparation and updating • Identification of risks under Law No. 20.393 and Law No. 21.595 • Validation with areas and parties responsible for risks and related controls • Control effectiveness evaluation, audits and monitoring	• Code of Ethics • Policies and procedures • Training and communications • Human rights due diligence processes • Whistleblower Channel • Internal regulations • Crime Prevention Model - CPM	• Tracking of action and remediation plans derived from audits and monitoring conducted • Internal investigations • Disciplinary measures • Legal complaints
Risk and Financial Crimes Law Committee	**Senior management reports**	**Ethics Committee and Council**

CPM Supervision and Monitoring = Continuous Improvement

Whistleblower Channel

The whistleblower channel is available to employees, contractors, customers, suppliers and community members. It was designed to ensure that each incoming request is reviewed, investigated and responded to appropriately. This tool can be used to report breaches of the Code of Ethics, harassment, corruption or any other potential criminal behavior.

The Ethics and Compliance Department is responsible for supervising its use and conducting investigations per instructions that apply to all operations in which SQM Lithium has a majority share. This document sets out the steps to be followed to receive, analyze, investigate and resolve complaints.

The channel is formal and public and is aligned with the main requirements established in international standards.

01 Digital platform operated by an independent third party (EthicsPoint) that ensures confidentiality and traceability.

02 Allows complaints to be submitted anonymously.

03 Complaints are kept strictly confidential.

04 There is a formal policy of zero tolerance for retaliation.

05 The channel includes training on its use, especially as part of the onboarding process and the Compliance Program.

06 The complaint investigation process is described and documented, with clear stages of analysis, management and resolution.

In accordance with Law No. 21.643, in cases of sexual harassment, workplace harassment or workplace violence, reports must identify the affected person (full name, Tax ID or ID number and email address). If the person filing the complaint does so on behalf of another person, he/she must also attach the respective power of attorney.

During fiscal year 2024, SQM Lithium did not incur any fines or convictions related to corruption or bribery or legal actions related to unfair competition and monopoly practices against free competition.

[Whistleblower Channel]

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Complaints Filed Using the Channel (according to SQM Lithium classification):

Category of Matter Reported		No. of Cases Reported	No. of Cases Substantiated	Corrective or Disciplinary Actions
Corruption and business ethics	Corruption or bribery	1	0	No measures
	Conflicts of interest	3	1	Change of shift for relatives
	Anticompetitive behavior	0	0	-
	Money laundering or use of insider information	0	0	-
Data protection and privacy	Privacy and data protection (general)	0	0	-
	Privacy and customer data protection	0	0	-
Inappropriate workplace behavior	Discrimination	0	0	Discrimination is now treated as workplace harassment under current law.
	Workplace harassment	34	6	-
	Sexual harassment	3	0	-
	Violence in the workplace	0	0	-
	Other inappropriate behavior	-	-	-
Fundamental human rights	Child labor	0	0	-
	Forced labor	0	0	-
	Freedom of association	0	0	-
	Use of private or public security forces	0	0	-
	Impact on Indigenous peoples	0	0	-
Occupational health and safety	Safety in industrial facilities	0	0	-
	Noise and vibrations	0	0	-
	Hazardous materials	0	0	-
	Other occupational health and safety matters	4	0	No measures
Environment	Air pollution	0	0	-
	Water pollution	0	0	-
	Waste management	0	0	-
	Soil pollution	0	0	-
	Biodiversity	1	0	No measures
	Energy use	0	0	-

Business Ethics Audits

GRI 406-1

The company has specific processes and controls in place to ensure compliance with professional ethics principles, which are part of our Crime Prevention Model and can be reviewed during internal audits.

Since 2024, this model has incorporated reviews of issues such as third-party management, donations and contributions, intermediaries (TPIs), business courtesies, conflicts of interest, the Whistleblower Channel, and memberships and sponsorships.

In addition, the Compliance Area plays an important role in the company and performs continuous monitoring through internal reviews and tests that help prevent risks and strengthen established controls.

The Internal Audit Area manages and executes annual reviews using a risk-based approach and in accordance with the Internal Audit Plan (IAP), which considers business, operational and other emerging risks. All plants audited were evaluated, reaching 100% coverage.

Performance Reviews

Each year, our employees participate in a process that includes a performance self-assessment, supervisor appraisal and mutual feedback. In 2019, we incorporated the team recognition component to highlight individuals who have made significant improvements to their areas. This program is based on four pillars:

01 People Development

02 Continuous Improvement

03 Shared Goals

04 Efficient Processes

We incorporated ethical compliance criteria into the continuous improvement item. In the area of efficient processes, leaders are also evaluated for their ability to ensure that their decisions and actions—and those of their areas of responsibility—are in line with our codes. These criteria carry significant weight within the overall review and directly impact the bonus process.

Risk-linked Incentives

Responsible risk management is also part of our performance review and informs the annual variable bonus process. Conduct that promotes risk identification, ethical compliance and operational safety is especially valued.

Zero Tolerance: Fighting Corruption

GRI 2-24

In addition to having a prevention and reporting system and being guided by our Code of Ethics, at SQM Lithium we work with strong internal audit and compliance teams to adequately manage activities that may represent corruption risks.

We also address this issue through a specific policy and a Compliance Program that trains, communicates and disseminates the policies and procedures associated with anti-corruption efforts. These include creation and contracting of third parties; the Donations and Contributions Policy and Procedure; the Third Party Intermediary (TPI) Management Procedure; the Business Courtesy and Gift Procedure; and the Conflict of Interest Policy and Membership and Sponsorship Procedure, among others.

The company does not make political and/or charitable contributions as a means of engaging in bribery and corruption.

During 2024, 80% of our company's workforce—some 2,766 employees—participated in anti-corruption training.

Training

As part of our commitment to reinforcing the culture of ethics and integrity, we provide training on these topics, ensuring that the majority of our employees have the knowledge necessary to prevent, identify and address corruption risks within the organization.

The anti-corruption policies and procedures were communicated by email to ensure that all team members received them. During the reporting period, no incidents of corruption were reported and no actions were taken in this regard, nor were any public legal cases of corruption brought against the organization or its employees.

Due Diligence Processes Applied to High-Risk Business Partners

To prevent corruption among customers, suppliers, contractors, third-party intermediaries (TPIs) and individuals at our camps, we register them on a platform and apply an external due diligence procedure on corruption.

After completing this process, TPIs must secure approval from the units within the company, receive training on the Compliance Program and then incorporate clauses related to the commitments acquired.
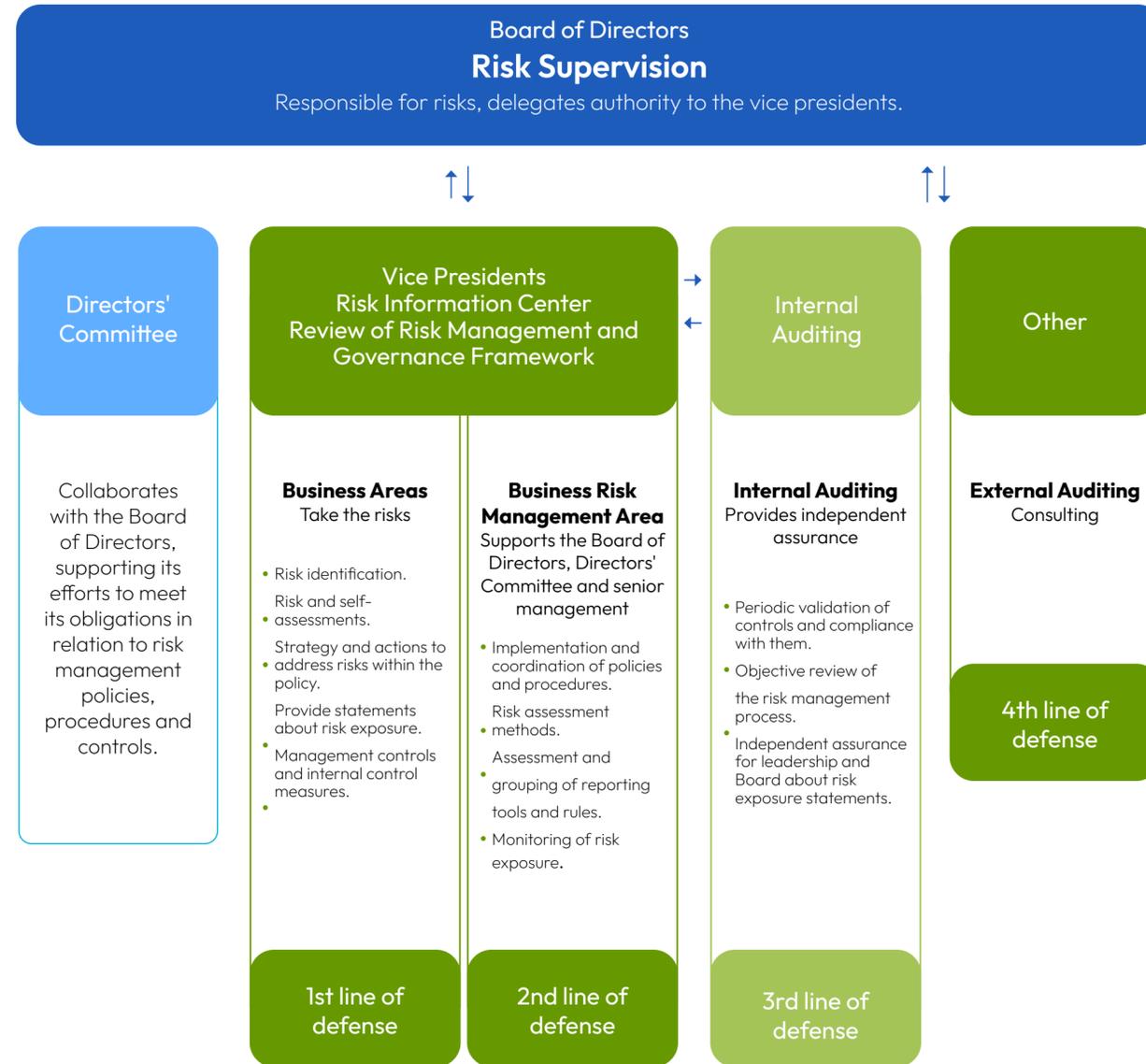
Forward-looking Risk Management

GRI 207-2

Another essential aspect of sound governance that will allow us to meet our goals is our capacity to be reliable and consistent partners in the global chain of technologies and sustainable human development. In this regard, we have a specialized risk management unit whose main responsibilities are to promote a solid culture of prevention and supervision in this area within the company, to manage the Risk Management Model of the business and to provide methodological support to the different areas involved in this process.

Risk Governance

Board of Directors
Risk Supervision
Responsible for risks, delegates authority to the vice presidents.

Directors' Committee

Collaborates with the Board of Directors, supporting its efforts to meet its obligations in relation to risk management policies, procedures and controls.

Vice Presidents
Risk Information Center
Review of Risk Management and Governance Framework

Business Areas
Take the risks

- Risk identification.
- Risk and self-assessments.
- Strategy and actions to address risks within the policy.
- Provide statements about risk exposure.
- Management controls and internal control measures.
-

1st line of defense

Business Risk Management Area
Supports the Board of Directors, Directors' Committee and senior management

- Implementation and coordination of policies and procedures.
- Risk assessment methods.
- Assessment and grouping of reporting tools and rules.
- Monitoring of risk exposure.

2nd line of defense

Internal Auditing

Internal Auditing
Provides independent assurance

- Periodic validation of controls and compliance with them.
- Objective review of the risk management process.
- Independent assurance for leadership and Board about risk exposure statements.

3rd line of defense

Other

External Auditing
Consulting

4th line of defense

Supervision at the Board Level

The Board of Directors manages the implementation of our Business Risk Management Model and exercises oversight and governance through the Directors' Committee. The body acts outside of the three operational lines, receives audit reports and oversees the effectiveness of the system as a whole.

Its main functions include:

- Establishing and maintaining a structure for business risk management.

- Promoting a risk management culture at all levels of the company.

- Establishing the strategic vision regarding risk management and being familiar with and understanding tracking of mitigation plans.

- Delivering and promoting the resources necessary for the correct operation and management of the Risk Management System.

- Leading the understanding, standardization and systematization of risk management through the CEO to help achieve the company's objectives.

The CEO is responsible for leading the application of the Risk Management Policy in accordance with the technical operational guidelines for all areas of the company, standardizing and systematizing efforts to help achieve the objectives. The CEO is responsible for leading company-wide implementation of the policy through this procedure.

Executive-level Supervision

> First line

They are the owners of operational risks that include sustainability issues such as climate change, water, human rights, biodiversity and emerging regulations (operational management).

> Second line

This includes risk and compliance oversight functions (no direct operational execution).

> Third line

Internal auditing (fully independent, reporting directly to the Board of Directors).

Risk Management Model

GRI 3-3

Our Risk Management Model is based on the guidelines established in the corporate policy and follows the principles and guidelines of the ISO 31000 standard and the COSO ERM (Committee of Sponsoring Organizations of the Treadway) reference framework. This five-step methodology provides a structured and clear approach to reasonably and effectively identify, assess and manage risks and achieve strategic objectives.
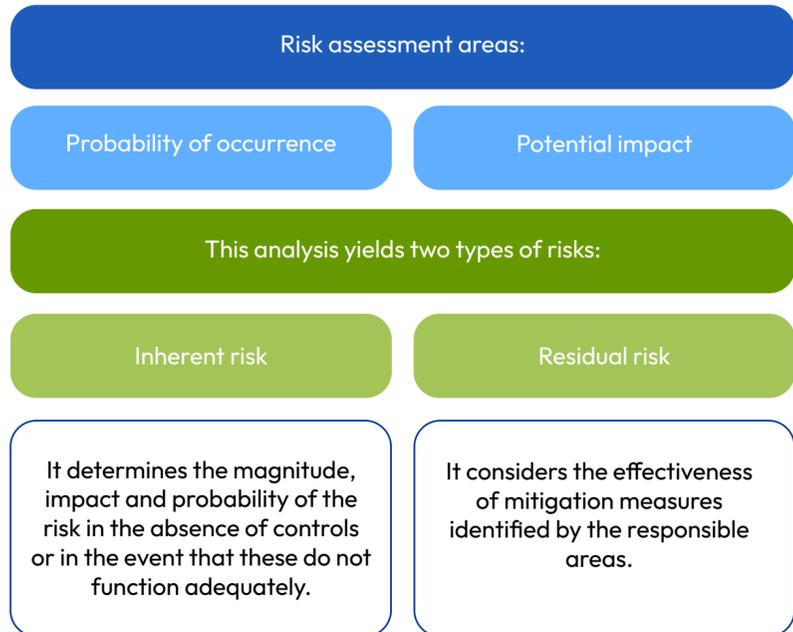
01 Identification
02 Assessment
03 Treatment
04 Monitoring
05 Communication

Risk identification is carried out through workshops and meetings between the Business Risk Management Area and is validated by experts from each vice-presidency or business area. This process ensures that threats are addressed accurately and from a strategic business perspective.

After surveying risks, the Risk Management Area prepares an inventory of the vulnerabilities identified by each unit, classifying them into different categories by type:

- Legal and regulatory compliance
- Public image and communities
- Financial
- Operational health and safety
- Environment
- Emerging risk
- Operations and reputation
- Human rights

Risk assessment in the organization is based on two elements: probability of occurrence and potential impact. Based on this assessment, two types of risks are identified.

Risk assessment areas:

Probability of occurrence	Potential impact

This analysis yields two types of risks:

Inherent risk	Residual risk
It determines the magnitude, impact and probability of the risk in the absence of controls or in the event that these do not function adequately.	It considers the effectiveness of mitigation measures identified by the responsible areas.

They are classified based on two areas on a scale of 1 to 5, where 1 represents the lowest level of impact or probability and 5, the highest. A 5x5 matrix is constructed using this scale, yielding 25 possible risk combinations. These combinations are grouped into four levels in an effort to make them easier to manage:

(EX) Extreme | **(S) Significant** | **(M) Medium** | **(L) Low**

Each combination in the risk matrix reflects a weighted assessment of probability and impact. In cases where an event may have multiple consequences, the assessment of its impact will be based on the most severe one.

Risk Matrix

Probability / Impact		Rare	Unlikely	Possible	Likely	Almost certain
		1	2	3	4	5
Very high	5	15 (S)	19 (S)	22 (EX)	24 (EX)	25 (EX)
High	4	10 (M)	14 (S)	18 (S)	21 (EX)	23 (EX)
Moderate	3	6 (M)	9 (M)	13 (S)	17 (S)	20 (S)
Minor	2	3 (L)	5 (L)	8 (M)	12 (M)	16 (S)
Insignificant	1	1 (L)	2 (L)	4 (L)	7 (M)	11 (M)

Once this process is completed, a new matrix is prepared, including the controls identified, which is sent by the Risk Management Area to the various departments for administration, follow-up and periodic updating.

As part of the governance process, we ensure that the main risks are reported to the Directors' Committee at least twice a year.

Finally, each area is responsible for updating its matrix and correctly managing the application of the controls. They must also report when a previously identified risk materializes or any significant changes occur in the matrix.

SQM | Li

Vision That Drives Us

ESG Commitment

Sustainable Governance

Responsible Value Chain

People-Centered Operations

Social and Shared Value with Communities

Environmental Sustainability

Appendices

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Determining Risk Appetite

RT-CH-530a.1

At SQM Lithium, we define our risk appetite based on the COSO ERM framework and ISO 31000 guidelines. This is approved by senior management and varies according to the type and magnitude of each risk identified. We use a heat matrix based on probability and impact that allows us to categorize and establish acceptable margins.

Risks classified as extreme are escalated directly to senior management because their appetite is zero. Risks with lower impact and probability can be managed within the defined limits, allowing for greater flexibility in their treatment.

Emerging Risks

During 2024, we identified emerging risks that could impact operations and the value chain. The most important of these include international trade tensions and regulatory proposals in the European Union related to lithium compounds.

Both are constantly monitored and managed through proactive mitigation strategies such as geographic diversification of markets, participation in public-private working groups and close collaboration with clients and industry associations. In doing so, we seek to anticipate and minimize impacts, ensuring business continuity and sustainability in a dynamic global environment.

Emerging risks, their descriptions, impact and mitigation actions are presented in Appendix 2.

Risk Management Audits

The Internal Audit Area evaluates the design and effectiveness of internal controls applied to risk management on an annual basis. It also verifies compliance with policies, regulations and laws in force.

We also hire a firm to perform an external audit every two years to review the maturity level of our system. The most recent such audit was conducted by Deloitte and was based on the COSO ERM framework, ISO 31000 and industry best practices.

Preparing for New Sustainability Regulations

During the reporting period, we monitored new sustainability regulations affecting our value chain, including key regulations on batteries, sustainability reporting and due diligence issued by the European Union. We also considered emerging regulations in jurisdictions such as China and Chile.

These standards generate requirements for our customers or influence market expectations, which impact our management practices. We engage in a series of actions in an effort to provide the best possible response:

01 We identified gaps and opportunities for improvement in our reporting processes, environmental and social due diligence and traceability of raw materials.

02 We are gradually aligning our governance, traceability and transparency practices with global regulatory expectations, especially in the battery supply chain.

03 We work with our customers, auditors and certification bodies to strengthen compliance with standards such as the Initiative for Responsible Mining Assurance (IRMA) and the Responsible Minerals Initiative (RMI).

Promoting a Risk Management Culture

We periodically conduct targeted training focused on critical processes as part of the strengthening of the organizational culture around risk. We also require mandatory training in this area for all new employees.

Product and Service Development

We incorporate sustainability and risk management criteria at the early stages of product, process and service development. As established in our Corporate Sustainability Policy, all new activities are developed in accordance with current Chilean legislation and include a prior assessment of environmental and social impacts.

This preventive approach is based on the mitigation hierarchy, the involvement of stakeholders and the design of measures to ensure the protection of the environment, people's health and the integrity of our operations. We also use a rigorous quality and traceability system to manage the processes that incorporates international standards and voluntary certifications when applicable.

04
Responsible
Value Chain

The contents of this chapter are aligned with the following principles and commitments of our Corporate Sustainability Policy:

SQM Lithium Principle
I. Sustainable Governance
Commitments: 4, 7, 8, 11

We do business sustainably and have implemented processes designed to continuously improve our performance.

SQM Lithium Principle
II. Value Chain
Commitments: 1, 2, 3, 4, 5

We foster responsible and sustainable relationships throughout our production chain.

Corporate Sustainability Policy

Collaborative Relationship with Suppliers and Contractors

EM-MM-510a.2

In accordance with our Sustainability Policy, we are committed to responsible sourcing, which guarantees that our performance is aligned with practices of excellence in all aspects of our value chain, both nationally and internationally.

In particular, our Responsible Sourcing Policy describes SQM Lithium's approach to sustainable sourcing, offering our suppliers and stakeholders guidance for aligning their efforts with our sustainability commitments. As such, this policy includes agreements and collaboration mechanisms related to key issues such as respect for human rights, environmental stewardship, occupational health and safety and the promotion of ethical and transparent business practices.

To that end, we ensure they at least:
• Comply with our Code of Ethics.
• Are familiar with and understand our policies.
• Conduct an annual sustainability self-assessment.

One fundamental requirement of our supplier onboarding process is a commitment to the Code of Conduct for Business Partners and our internal policies. The Code of Conduct for Business Partners establishes minimum mandatory standards in the areas mentioned above and others such as legal and regulatory compliance, non-discrimination, conflicts of interest, transparency, intellectual property, data protection, anti-corruption policies, free competition and reporting and whistle-blowing mechanisms.

It is important to note that sustainability criteria are being incorporated at all stages of the supplier management cycle.

Thus, during 2024 we made significant progress in implementing the Responsible Sourcing Strategy under the supervision of senior management and with short-, medium- and long-term goals.

We also organize opportunities to present our strategic goals and challenges to suppliers, together with operating a self-assessment platform on sustainability issues aligned with our Corporate Sustainability Policy. The main objective is to ensure that they understand, value and meet our expectations while maintaining high performance standards.

The Supplier Portal sets guidelines for our suppliers. To learn more go to:
https://sqmlitio.com/portal-proveedores/

Sustainability Assessment and Programs

GRI 308-1; 308-2/ GRI 414-1

Supplier selection is based on a comprehensive assessment that considers both commercial criteria and sustainability aspects, with the participation of the Compliance, Procurement, Sustainability, and Health and Safety areas. This multidimensional vision allows us to make more informed decisions aligned with our standards.

We consider factors such as relationships with public entities, potential conflicts of interest, legal background and the supplier's geographic location, paying special attention to whether it operates in conflict or high-risk areas. During 2024, we used tools such as the TDi CAHRAs Index, the Heidelberg Conflict Barometer, the Corruption Perceptions Index and the European Union's CAHRAs List, along with the Dodd-Frank Act Country List to identify "red flags" and trigger corresponding risk assessment, mitigation and assurance protocols.

We also consider critical issues such as respect for human rights, climate change management, circular economy, waste management and traceability. The Compliance Area uses specific procedures to evaluate corruption risks in third party intermediaries and is responsible for oversight related to labor and social security obligations.

We use these inputs to identify significant suppliers in relation to our eight strategic sustainability axes. (For more details, see Chapter 2.) All the information collected is integrated into a database organized by company type—whether a product or a service.

In addition, we design programs that include audits and technical support. The data they generate are analyzed monthly to establish performance levels and provide valuable feedback for suppliers to understand their strengths and opportunities for improvement.

All supplier information is consolidated to support strategic decision-making in the supply chain. This approach considers the level of risk as well as the potential impact of their performance on the achievement of our strategic objectives.

Supplier Assessment

We have implemented a comprehensive assessment tool for suppliers to verify compliance with the principles established in our policies. This process encompasses six key categories:

1. Health and Safety
2. Environment
3. Respect for Human Rights
4. Corporate Social Responsibility
5. Business Ethics
6. Quality Management

In 2022, we launched a supplier self-assessment process to gain a deeper understanding of their sustainability efforts and enhance the traceability of our value chain. Over time, this process has grown to include more suppliers each year, becoming a formal annual practice.

We invite our suppliers to evaluate their own work and align their work with our sustainability commitments through the Self-Assessment Platform. The platform is available at: **https://ssaform.sqmlitio.com**

2022-2024 Self-Assessment Process

Bar chart — Total suppliers: 2022: 8; 2023: 49; 2024: 76

Each year, our suppliers complete the sustainability self-assessment process using our Responsible Sourcing Platform. This tool measures their level of performance in six categories aligned with our Sustainability Strategy. At the end of the self-assessment, each supplier is assigned a category based on its overall score. They also receive a downloadable report with their responses and a certificate of sustainability performance.

Our assessment methodology assigns suppliers to one of five categories depending on their compliance with the criteria explained above:

Score: "A" Compliance above	Score: "B" Compliance between	Score: "C" Compliance between	Score: "D" Compliance between	Score: "E" Compliance between
80%	60 and 80%	40 and 60%	20 and 40%	0 and 20%

The results for 2024 reflect satisfactory performance with respect to the standards that we have set, which shows progress in the integration of good environmental, social and governance practices in our supply network.
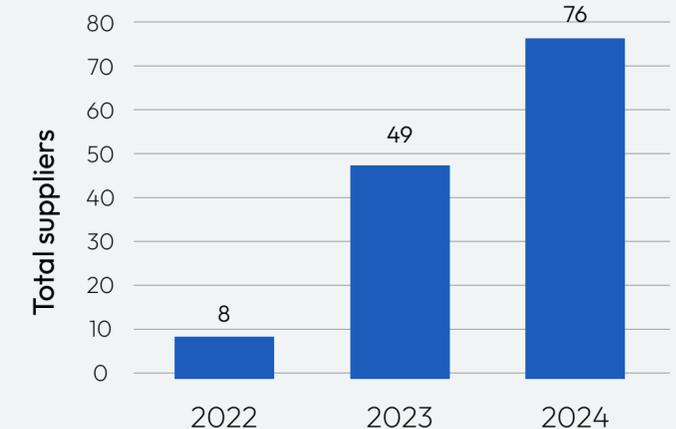
76

suppliers completed their self-assessment on the Responsible Sourcing Platform.

Category A: 23 **Category D:** 0
Category B: 41 **Category E:** 0
Category C: 12

Training for Our Teams

To develop this strategy, we held training programs for internal teams on procurement, compliance, operations and other relevant functions. We presented content on international standards such as IRMA and RMI, the use of the Responsible Sourcing Platform and methodologies for identifying and managing ESG risks.

Twenty-five SQM Lithium professionals, mostly from the Purchasing Area, completed specialized courses on responsible sourcing in accordance with the five steps of the OECD Due Diligence Guidance and the RMI guidelines. We also provide specific training to security service providers focused on the Voluntary Principles on Security and Human Rights.

Supplier Assessment and Development Indicators

Through systematic evaluation mechanisms and capacity building tools, we seek to ensure that our suppliers meet the standards set forth in our corporate strategy, contributing to continuous improvement in the value chain.

During the 2024 period, we monitored the following key indicators related to supplier assessment, selection, support and development. These results reflect our progress in more strategically and sustainably managing our value chain.

Supplier Assessment	2024
Total number of unique suppliers assessed	92

Supplier Selection	2024
Total number of Tier 1 suppliers	92
% of total spending on significant suppliers at Tier 1	41.5%
Total number of significant suppliers in non-Tier 1 companies	0

Supplier Support for Corrective Actions	2024
Total number of suppliers supported to implement a corrective action plan	24

Supplier Capacity Building Programs	2024
Total number of suppliers in capacity development programs	92

Spending on Suppliers
GRI 204-1

In 2024, spending by our Chilean operations was split as follows: 90% to domestic suppliers and 10% to international suppliers.

Spending on Suppliers			
Operation	Type	US$	%
Chile	National	$ 1,056,849,965	90.4%
	International	$ 112,492,913	9.6%
	Total	$ 1,169,342,878	100%

Spending on Local Suppliers

At SQM Lithium, we understand the need to promote local development in the Antofagasta Region, where our operations are located. During the reporting period, this figure was approximately US$ 262 million, equivalent to 24.8% of total domestic spending.

Gender Equity, Diversity and Inclusion Training Program for Supplier Companies

In collaboration with the consulting firm Equality Partner, we developed assessments and training sessions at the Salar de Atacama (SdA) and Carmen Lithium Chemical Plant (CLCP) sites for employees of supplier companies. This effort aimed to raise awareness of the importance of promoting an inclusive, equitable and diverse work culture free of violence and harassment in our operations. We used approaches and methodologies aligned with the mining context and the current demands of cultural change and public policy.

The first cycle, initiated in 2023, included three SQM Lithium partner companies: Excon S.A., Vopexa and Oyarzún & Michea Ltda. In 2024, the second cycle involved Oservim, YE & MA and Santa Laura, with a total of 664 beneficiaries. This represents approximately 70% of the staff of the six participating companies.

The indirect impact generated in the company Excon S.A. deserves special mention. Through its participation in this process, the company developed and implemented its own inclusion and diversity policy, called "A Culture of Respect." To date, more than 2,500 workers have taken part in workshops and ongoing training.

Conscientious Sourcing and Support for SMEs

SME Commitment Program

At SQM Lithium, we encourage the hiring of small and medium-sized companies (SMEs). In November 2024, we launched the SME Commitment Program, which is aimed at service providers located in the municipality of San Pedro de Atacama.

Its main objective is to help develop their operational and sustainability capabilities. In addition, the initiative encourages workers to learn about the local economy in order to generate opportunities for shared value.

During this first version of the program, 11 entrepreneurs in the areas of catering and food services, laundry, vehicle washing, engineering and construction were invited to participate because of their high potential for engagement with our operations and their key role in the local economy.

The program included diagnostic activities, initial mentoring sessions and participatory meetings between SME teams, mentors and partner organizations. The consulting firms Unión Emprendedora and EY Chile also provided methodological support.

The SME Commitment Program will continue during the first half of 2025. During this stage, we hope to draw on the lessons learned and design improvements suggested by the SMEs themselves that will allow us to continue and further develop this line of work.

Spending on SME suppliers in the Antofagasta Region reached ThUS$ 74.6 during the reporting year.

Vision That Drives Us | ESG Commitment | Sustainable Governance | Responsible Value Chain | People-Centered Operations | Social and Shared Value with Communities | Environmental Sustainability | Appendices

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Customers as Strategic Partners

Our customers are a strategic group whose concerns and issues are key inputs for our continuous improvement processes, the updating of public documents and the review of our policies and position statements, which must clearly and consistently reflect the most relevant information for this stakeholder group.

To meet their ESG needs, we implemented an engagement strategy that included answering questionnaires about our ESG performance and aspects related to product traceability and supply chain conditions. These are received through channels such as emails, assessment platforms and customer portals.

This allows us to maintain transparent communication and better understand our customers' expectations, concerns and regulatory challenges.

The assessment instruments that address ESG issues are referred to the Sustainability Area, which internally coordinates the collection and validation of the information, and may include supporting public documents, such as the Sustainability Report, policies, procedures and certifications.

During 2024, the Sustainability Area alone answered 56 questionnaires related to ESG topics. They addressed issues such as human rights, labor relations, human rights due diligence mechanisms and compliance with regulations such as the EU Batteries Regulation (EUBR), the Corporate Sustainability Due Diligence Directive (CSDDD) and the Sapin II Law, as well as information on lithium traceability, environmental conditions of production and management of water resources, emissions and biodiversity.

The requests were mostly submitted by customers in the automotive and energy storage sectors, particularly battery manufacturers. We also received them from companies in the chemical industry and others subject to international regulations that demand high standards of sustainability and regulatory compliance.

ESG Approach for Customers

As a producer of battery-grade lithium hydroxide and lithium carbonate, we support the global transition to electromobility by providing key inputs for low-carbon technologies.

We also actively participate in environmental awareness initiatives and services that help our customers understand, measure and mitigate their own environmental impacts.

The elements of our approach include:

> **Response to ESG requests:** In 2024, we answered over 50 ESG questionnaires from global clients, providing detailed information on GHG emissions, responsible water use, biodiversity, due diligence in human rights and supply chain sustainability. These responses are essential for our customers' Scope 3 emissions reporting, sustainability assessments and regulatory compliance.

> **European Union Batteries Regulation (EUBR) Position Statement:** We have developed and published a position statement aligned with the EU Batteries Regulation that outlines how we support downstream customer efforts to comply with regulatory requirements. The document includes information on lithium origin traceability, ESG due diligence in our supply chain and alignment with frameworks such as IRMA and OECD guidelines for multinational companies.

> **Delivery of climate and environmental data:** We deliver cradle-to-gate carbon footprint information for our lithium products, verified by third parties, to support their Scope 3 emissions inventories and life cycle assessments (LCAs). This provides greater transparency along the battery value chain.

> **Customer engagement and technical support:** Our technical and ESG teams regularly attend bilateral meetings with customers to clarify environmental performance data, impacts related to water in the Atacama area, climate action plans and the long-term sustainability strategy. These activities are part of our broader efforts to promote responsible supply chain and proactive environmental management.

Customer Health and Safety

RT-CH-410b.1, RT-CH-410b.2, EM-MM-150a.9, EM-MM-150a.10 | GRI 3-3, GRI 416-1, GRI 416-2

All of our products have undergone hazard assessment based on the criteria of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) and REACH, the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals regulation. In accordance with the GHS, 90% of our products have been assigned to categories 1 or 2 for corrosion/skin irritation and serious eye damage/eye irritation hazards.

In addition, 100% of the products classified as hazardous have undergone a Chemical Safety Assessment (CSA) and have a Chemical Safety Report (CSR) based on the methodology established by the European Union's REACH regulations.

Hazards are identified on the basis of robust technical and scientific data obtained from the Chemical Safety Report (CSR) or public databases. They are then communicated through labeling and safety data sheets for all of our products.

Regarding the analysis of chemical substances, we note that—according to REACH—all lithium finished products are free of Substances of Very High Concern (SVHC) and also of chemical substances classified as extremely hazardous or highly hazardous by the World Health Organization.

Since none of our products contain chemicals of concern that require alternative products to be developed, we do not have a hazardous substances policy per se or a system for generating alternatives that have less impact on humans or the environment.

However, the company does maintain updated information on product hazards and risks. In this context, we should mention that European authorities have proposed that lithium compounds be classified as being of concern. In view of this, SQM Lithium continues to promote the initiative—together with other lithium producing companies in the world—to conduct a more exhaustive risk assessment, the Risk Management Option Analysis (RMOA). It covers the entire life cycle of four lithium compounds, thus guaranteeing the availability of the information necessary for safely handling our products.

In addition, during 2024 we joined forces with other International Lithium Association (ILiA) member companies to organize a meeting of epidemiologists, toxicologists and other independent experts to conduct in-depth evaluations of the scientific information used by the European Union in its proposal for the classification of lithium compounds. The main goal is to determine whether the studies are sufficiently robust and reliable to justify the proposed classification.

Lithium carbonate is listed in California Proposition 65. No particular analysis related to that regulation was performed during this reporting period.

Product Excellence

GRI 417-1; 417-2; 417-3

Our products are labeled in accordance with the regulations for chemical products and the regulatory requirements of the destination markets, as well as international codes for transportation (IMDG or IATA/ICAO). We have a flow for updating art and labels that sets requirements to include information about:

I. Product origin: Listed on all labels.

II. Substance content: All products are mono-constituted substances that are duly identified in their labeling.

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.

We have achieved coverage of all of these procedures for 100% of our products. Two cases of container mislabeling were identified in 2024. The containers should not have been labeled. This led to warnings and extra payments to service providers. No cases of non-compliance with regulations related to marketing communications such as product advertising, promotion and sponsorship were identified.

Our customer satisfaction level was 98.15% in fiscal year 2024.

05
People-Centered Operations

The contents of this chapter are aligned with the following principles and commitments of our Corporate Sustainability Policy:

SQM Lithium Principle
I. Sustainable Governance
Commitment: 10

We do business sustainably and have implemented processes to continuously improve our performance.

SQM Lithium Principle
III. People
Commitments: 1, 2, 3, 4, 5, 8

We put people at the center, promoting inclusion, well-being and development.

Corporate Sustainability Policy

Vision That Drives Us | ESG Commitment | Sustainable Governance | Responsible Value Chain | People-Centered Operations | Social and Shared Value with Communities | Environmental Sustainability | Appendices

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Our Team and Commitment to Inclusion

EM-MM-000.B | GRI 3-3, GRI 2-7, GRI 2-8

The people who make up SQM Lithium drive our ability to be agents of cultural change and to actively contribute to building a more sustainable, just and livable planet for everyone.

As of the end of this reporting period, we had 3,954 employees working under two types of contracts: open-term and fixed-term. Forty-five percent of them are between 30 and 40 years old. (See appendices for further details on all age groups.)
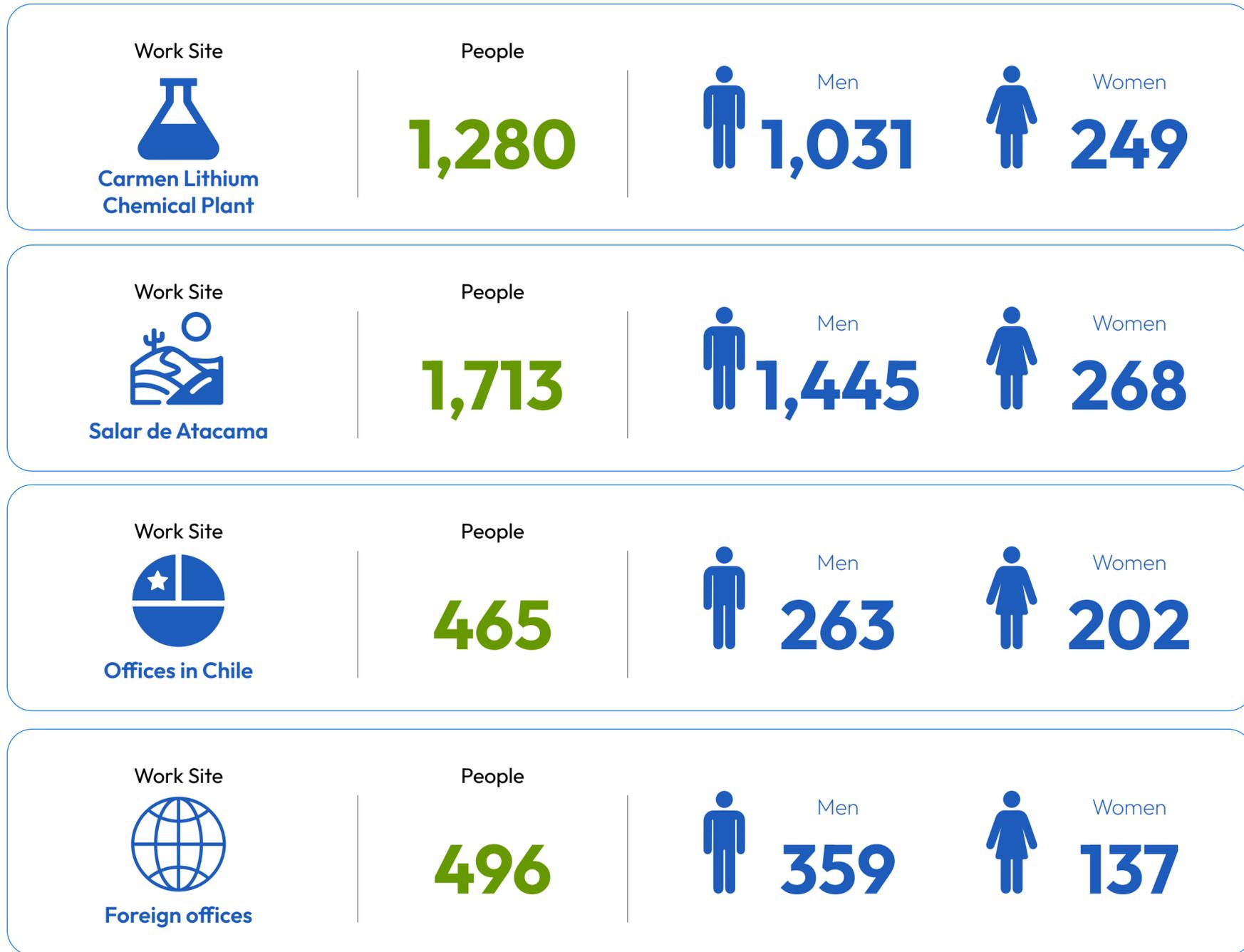
3,954
Total number of employees

78% Men   **22%** Women

Gender	Open-term Contract	Fixed-term Contract	Total
Men	2,983	115	3,098
Women	813	43	856
Total	**3,796**	**158**	**3,954**

During the reporting period, SQM Lithium had 94,878 contractor workers at its operational sites.

Carmen Lithium Chemical Plant
Work Site | People **1,280** | Men **1,031** | Women **249**

Salar de Atacama
Work Site | People **1,713** | Men **1,445** | Women **268**

Offices in Chile
Work Site | People **465** | Men **263** | Women **202**

Foreign offices
Work Site | People **496** | Men **359** | Women **137**

Improved Performance: NCh 3262:2021 and IRMA Certification

In 2024, we announced that we had been certified under Chilean Standard 3262 for Gender Equity and Work-Life Balance, which positioned SQM Lithium as a pioneer in the industry. We were the first mining company in the country to earn this accreditation for 100% of its operations. The fact that we have reached this milestone reaffirms our commitment to building an inclusive, equitable and sustainable labor culture through internal management based on Good Labor Practices.

The process for earning this certification included a comprehensive audit of the company's policies, practices and working conditions. Chilean Standard 3262 certification is granted to organizations that promote equal opportunities for men and women and implement policies that favor work, family and personal life balance. These actions are part of our sustainability strategy, and are aimed at having a positive impact both inside and outside our operations.

This initiative is aligned with our Gender Equality and Work-Life Balance Policy, which includes action plans built in partnership with our leadership teams.

We also undergo external audits under the Initiative for Responsible Mining Assurance (IRMA) at our Salar de Atacama operations, earning an excellent rating for our labor, human rights, community management and due diligence practices.

Diversity and Inclusion as Drivers of Change

The Talent Attraction and Diversity Department leads implementation of equity, inclusion and diversity policies in accordance with the NCh 3262:2021 management system. This includes establishing guidelines, action plans and structured processes that promote fairer work environments, work-life balance and a culture that recognizes and values diversity as a driver of sustainable development for the company and the territories where it operates.

In 2024 we reinforced labor inclusion by providing ChileValora certified training to five employees tasked with assessing the current state of the company in this area, implementing plans and coordinating training processes. This resulted in the distribution of internal information surveys, protocols for securing the National Disability Registry credential, role analysis coordination, leveling and awareness talks. We also introduced an inclusive internship program with technical high schools in the Antofagasta Region to foster a more open and diverse organizational culture and provide real development opportunities for students.

In addition, we worked with Equalité Partner to launch a diversity and inclusion program for our supplier companies. The initiative included on-site workshops on the subject at the Salar de Atacama (SdA) and Carmen Lithium Chemical Plant (CLCP) sites. In 2024, SQM Lithium was recognized by the National Council on Women and Mining led by the Ministry of Mining and Ministry of Women and Gender Equality.

Support for Minorities or Vulnerable Groups

SQM Lithium is the *main sponsor* of Expo Inclusión, Chile's most important work event for individuals with disabilities. We also receive advice from experts from Fundación Miradas Compartidas in our selection processes, working with them to conduct job evaluations and adapt environments and roles to the needs of the people who apply.

We have universal changing rooms and restrooms for all genders, ensuring access to safe, respectful and accessible spaces, which reinforces our commitment to equity, dignity and respect for diversity.

In addition, we develop awareness and inclusive culture activities, such as sports competitions, active breaks and healthy snacks.

Diversity Training to Prevent Discrimination or Harassment

During 2024, we conducted more than 600 hours of training on discrimination, harassment, diversity, equity and inclusion.

Unconscious biases	Inclusive leadership	Karin's Law	Implementation of NCh 3262 (process leaders)
45	**124**	**223**	**9**
people trained	people trained	people trained	people trained
◉ 90 hours	◉ 248 hours	◉ 337 hours	◉ 72 hours

Whistleblower Channels and Prevention of Discrimination

At SQM lithium, we strive to provide an environment free of discrimination based on sex, race, ideology, disability or other conditions, and we safeguard the physical and psychological integrity of our people. In the event of inequitable or discriminatory situations, our procedures offer various options for reporting incidents and mechanisms for supporting victims and vulnerable groups.

Available Reporting Channels

> SQM Lithium Ethics Point

> An online form can be completed at **www.sqmsalar.ethicspoint.com**. It can also be accessed using the corporate intranet..

> Reports can also be filed in person at the Northern Human Resources and Compensation Department or to the reporting party's manager by submitting an Unfair or Discriminatory Situation Claim Form.

> Individuals may also file a verbal complaint with the Northern Human Resources and Compensation Department.

> Finally, a direct complaint can be filed with the Labor Bureau.

Complaints received by the Northern Human Resources and Compensation Department channel are classified into inequitable practices (compensation, career development, training, benefits or work-life balance) and discrimination (gender, ethnicity, religion, sexual diversity or other legally recognized categories).

After the investigation, remedial procedures for proven cases of workplace discrimination and/or harassment include verbal reprimand, written reprimand and/or dismissal of the offending employee in accordance with current labor regulations.

These measures are taken in proportion to the offense and can be complemented with leadership and work climate training for the affected areas.

Safe and Harassment-free Work Environments

We developed and implemented a Protocol for the Prevention of Sexual and Workplace Harassment and Violence to promote safe, respectful and collaborative work environments focused on strengthening good treatment, equity with a gender perspective and the development of labor relations based on dignity, mutual respect and positive coexistence.

We also have an investigation procedure that was designed to rigorously address events covered under Karin's Law in accordance with current legislation. A confidential whistleblower channel is accessible to everyone. Each report is received and reviewed through an objective, impartial investigation conducted using the principles of due process, reclassifying complaints when required, verifying the facts, and determining the appropriate actions to be taken.

Two cases of workplace harassment that involved our company were filed with the Labor Bureau in 2024. During that period, our whistleblower channel received 37 reports with six cases substantiated and the respective corrective or disciplinary actions taken. No cases of discrimination were reported, as those initially identified as such were evaluated and reclassified as workplace harassment or sexual harassment, as appropriate.

See appendices for further details.

Occupational Health and Safety

RT-CH-320a.2 | GRI 3-3

The care and well-being of people is a priority in all our operations. To this end, we have an Occupational Health and Safety Management System (OHSMS) aligned with international standards which allows us to anticipate and manage working conditions that could affect the safety of our teams. This system applies to our employees as well as to contractors and subcontractors, who enjoy the same level of protection.

Leadership in this area is supported by senior management and strengthened by the participation of employees in joint committees that promote dialogue and continuous improvement. Tools such as the IPER Matrix allow us to identify the hazards and risks associated with critical processes and to apply preventive control measures, especially in regard to demanding or repetitive tasks.

Ongoing training, drills and emergency plans reinforce our preparedness for unforeseen situations. In addition, continuous monitoring of the work environment and periodic medical evaluations help us to anticipate health problems.

We work with external companies to establish health and safety contractual commitments, and these are verified through audits that ensure adequate conditions in all operational stages. All of this is complemented by systematic evaluations that drive the continuous improvement of our system.

Occupational Health and Safety Management System
GRI 403-2

Our OHSMS is aligned with the ISO 45001:2018 standard and aims to manage health and safety in an integrated manner. We are committed to engaging in continuous improvement of our processes and occupational health and safety conditions. Compliance with the OHSMS is the responsibility of the entire organization based on each person's role. It is managed by the Risk Prevention area, which is also responsible for the Operational Risk Management System (ORMS).

This includes actions such as identification of critical conditions and assessment of possible exposure scenarios, which allows us to apply effective preventive controls.

We note that the ISO 45001: 2018 certification process conducted at the Carmen Lithium Chemical Plant and Salar de Atacama site involved implementing formal and audited processes to identify hazards, assess risks and apply preventive controls, strengthening the protection of people's physical and mental well-being.
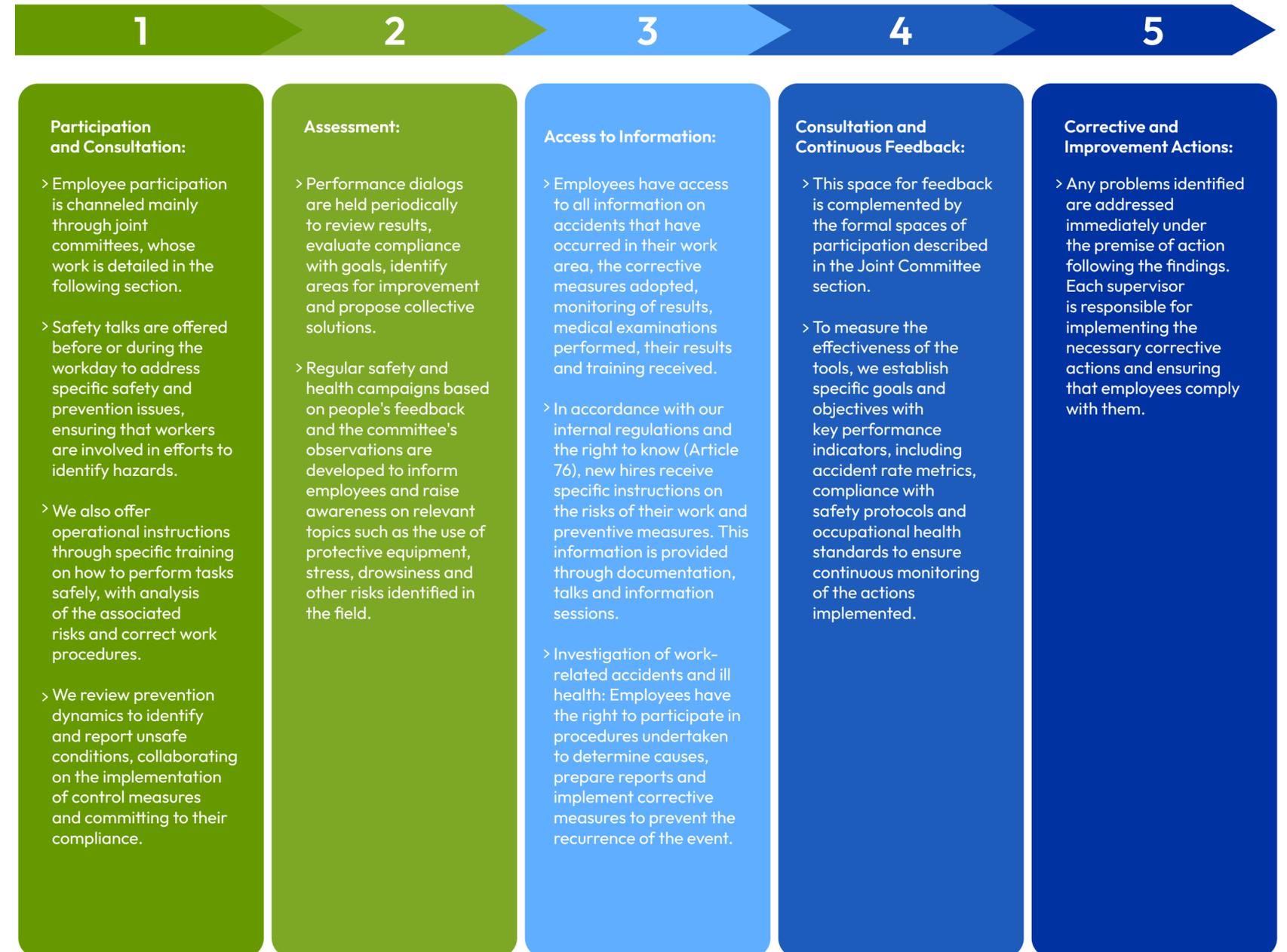
The OHSMS covers all company employees, including those in operational, administrative and supervisory areas, as well as contractors and subcontractors who must comply with the established regulations. It also covers visitors and suppliers who they perform tasks at SQM Lithium facilities and are exposed to occupational hazards.

This system is implemented in compliance with national and international legislation, including Law No. 16.744 on Occupational Accidents and Illnesses, Supreme Decree No. 44 on Preventive Management of Occupational Risks, Supreme Decree No. 132 on Mining Safety and international standards such as ISO 45001:2018. The scope is reviewed periodically to ensure both regulatory compliance and adaptation to new regulations and operational challenges.

The operations covered by this system include aquifer exploration and brine withdrawal, maintenance and operation of equipment and infrastructure, product transportation and storage, risk prevention and environmental protection.

This system is organized around five consecutive stages that ensure its effective implementation in our day-to-day operations: participation and consultation, assessment, access to information, continuous feedback and improvement measures.

Stages of the Occupational Health and Safety Management System (OHSMS)

1 2 3 4 5

1 — Participation and Consultation:

> Employee participation is channeled mainly through joint committees, whose work is detailed in the following section.

> Safety talks are offered before or during the workday to address specific safety and prevention issues, ensuring that workers are involved in efforts to identify hazards.

> We also offer operational instructions through specific training on how to perform tasks safely, with analysis of the associated risks and correct work procedures.

> We review prevention dynamics to identify and report unsafe conditions, collaborating on the implementation of control measures and committing to their compliance.

2 — Assessment:

> Performance dialogs are held periodically to review results, evaluate compliance with goals, identify areas for improvement and propose collective solutions.

> Regular safety and health campaigns based on people's feedback and the committee's observations are developed to inform employees and raise awareness on relevant topics such as the use of protective equipment, stress, drowsiness and other risks identified in the field.

3 — Access to Information:

> Employees have access to all information on accidents that have occurred in their work area, the corrective measures adopted, monitoring of results, medical examinations performed, their results and training received.

> In accordance with our internal regulations and the right to know (Article 76), new hires receive specific instructions on the risks of their work and preventive measures. This information is provided through documentation, talks and information sessions.

> Investigation of work-related accidents and ill health: Employees have the right to participate in procedures undertaken to determine causes, prepare reports and implement corrective measures to prevent the recurrence of the event.

4 — Consultation and Continuous Feedback:

> This space for feedback is complemented by the formal spaces of participation described in the Joint Committee section.

> To measure the effectiveness of the tools, we establish specific goals and objectives with key performance indicators, including accident rate metrics, compliance with safety protocols and occupational health standards to ensure continuous monitoring of the actions implemented.

5 — Corrective and Improvement Actions:

> Any problems identified are addressed immediately under the premise of action following the findings. Each supervisor is responsible for implementing the necessary corrective actions and ensuring that employees comply with them.

The stakeholders involved in our OHSMS are our employees, workers and suppliers.

Active Role of the Joint Committee in Occupational Health and Safety
GRI 403-1, GRI 403-4

Joint Health and Safety Committees (JHSC) are a fundamental pillar of our OHSMS. They are comprised of representatives of the workers and the company. Their purpose is to provide spaces for participation, ensure compliance with safety protocols and promote a culture of prevention at all levels.

We have two JHSCs that operate independently at both of the organization's sites. They meet monthly to verify compliance with and implementation of the established work program.
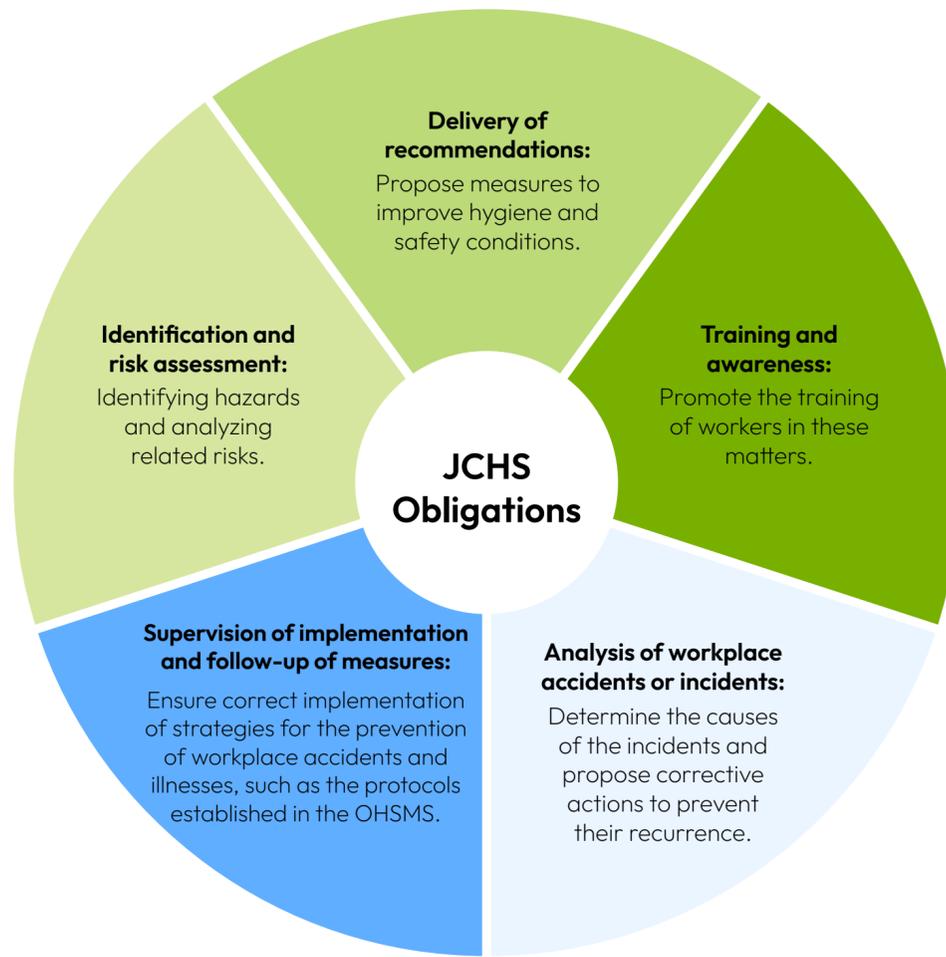
Occupational Risk Management

To manage vulnerabilities in the workplace, we use a model based on five pillars: hazard identification, risk assessment, risk treatment, monitoring and communication.

Risk identification associated with equipment, tasks and operating processes is carried out through meetings between supervisors, prevention teams, workers and employees in each area.

The assessment considers the probability of occurrence and potential impact based on a 5x5 matrix that classifies risks into different levels, allowing us to define the appropriate controls. (See Chapter 3 for further details.)

The hierarchy of controls is designed to eliminate the hazard at its source. If this is not feasible, we replace hazardous materials or processes with safer alternatives and then employ engineering controls to modify the work environment to reduce exposure. When these measures are not sufficient, administrative controls such as training and safety procedures are implemented. Finally, personal protective equipment (PPE) serves as a last line of defense.

Hazards or risk situations can be reported by speaking with a direct supervisor, using digital platforms such as ZYGHT, submitting a documented report or working directly with the JCHS. This collaborative approach enhances the continuous improvement of the system, reinforces dialogue between areas and promotes safe, reliable and participatory work environments.

The incident investigation procedure is based on methodologies such as causal analysis, Root Causes Tree and the 5 Whys method to identify the roots of the event and prevent its recurrence. The process involves immediately securing the scene, systematically collecting and organizing information and preparing a detailed report that includes the findings and the control measures defined. The company subsequently follows up on the matter to verify the implementation and effectiveness of corrective actions, thus contributing to the continuous improvement of the OHSMS and the sustained reduction of risks in the work environment.

Occupational Health Services
GRI 403-3

Our occupational health services play a key role in the integral care of people, promoting healthy and safe work environments through the timely detection of conditions that may affect their well-being.

JCHS Obligations

Delivery of recommendations: Propose measures to improve hygiene and safety conditions.

Training and awareness: Promote the training of workers in these matters.

Identification and risk assessment: Identifying hazards and analyzing related risks.

Supervision of implementation and follow-up of measures: Ensure correct implementation of strategies for the prevention of workplace accidents and illnesses, such as the protocols established in the OHSMS.

Analysis of workplace accidents or incidents: Determine the causes of the incidents and propose corrective actions to prevent their recurrence.

We also perform inspections and audits to verify the condition and safe operation of equipment used. These inspections and audits are conducted by qualified personnel and are part of the management system based on ISO 45001. They include reviews of critical equipment, work tools, hoisting systems and collective protection elements. Findings are documented and corrective action plans are implemented when appropriate.

The Role of Health Services

> Evaluating occupational risks through assessments and observation.
> Monitoring employee health through periodic medical examinations.
> Preventing accidents and illnesses through educational programs and the use of protective equipment.
> Developing emergency protocols for critical situations.
> Providing health and safety advice for employers and employees.
> Making improvements in working conditions and ergonomics to avoid health problems.
> Monitoring environmental factors such as air, lighting and temperature.
> Promoting healthy practices through wellness programs.
> Investigating accidents to implement preventive measures.
> Ensuring compliance with legal regulations on occupational health and safety.

Clinics and First Aid Rooms

The health and well-being of all our employees and workers is part of our commitment to safety, guaranteeing a secure environment and the ability to respond to any medical event or emergency.

The presence of these spaces is essential for:

> Providing a rapid response to any incidents or health emergencies that may occur.

> Minimizing risks and complications by providing timely and appropriate care.

> Complying with occupational health and safety regulations, ensuring that employees and workers have immediate access to basic medical assistance.

> Promoting a safe work environment, reinforcing the culture of prevention and wellness.

Emergency and primary care procedures performed in clinics and exam rooms:

> Initial patient assessment: severity and measures to be taken.

> Treatment and control of minor wounds: cleaning, disinfection and bandages.

> Care provided in case of poisoning or exposure to chemical substances: per established protocols.

> Stabilization of patients until specialized medical personnel arrive.

> Care for workers who become ill due to heat stroke, dehydration or extreme fatigue.

> Administration of basic first aid supplies such as saline solution, gauze, dressings and analgesics according to internal protocols.

Health and Safety of Employees and Subcontractors
GRI 403-5, GRI 403-7

All employees and subcontractors must comply with the same prevention and protection standards. This is why we require onboarding and training prior to entering the work site, validation of safety plans and compliance with operating and emergency protocols. We also conduct on-site inspections, hold safety meetings and engage in continuous monitoring to ensure effective preventive management.

Contractual Clauses and Socio-Environmental and Safety Requirements

All procurement and contract processes are aligned with occupational health and safety requirements along with social and environmental clauses. These provisions address key issues such as safe working conditions, respect for labor rights, prevention of child labor, environmental protection and compliance with human rights standards and responsible labor practices.

OHS Training

The company has a training program with a structured curriculum and annual compliance. We provide general courses on occupational risk prevention, use of Personal Protective Equipment (PPE) and emergency procedures, as well as mandatory training dictated by specialized health agencies such as PREXOR for prevention of occupational noise exposure, protection against UV radiation and management of psychosocial risk factors.

Specific courses are offered in response to identified occupational hazards, including working at heights, handling hazardous substances and the safe use of heavy machinery. We also offer closed courses based on the needs identified in each work area.

Our employees receive an average of 120 to 200 hours of training per year. This training includes both theoretical and practical sessions to strengthen the safety culture in the organization.

This comprehensive approach allows us to maintain a safe work environment, minimize risks and foster an organizational culture committed to occupational health and safety.

Repetitive Strain Injuries (RSI)

The measures aimed at preventing this type of injury include automating the hydroxide and carbonate production lines and incorporating automatic wrapping machines (stretch wrapper). In field operations, we have also acquired tools with extended rods that increase torque and reduce the effort required by operators when connecting or disconnecting pipes.

Protection of Individuals Working in Confined Spaces

To ensure the safety and peace of mind of people working in confined spaces, we have introduced measures designed to ensure optimal work conditions, complying with strict protection standards.

> Use of mandatory personal protective equipment

> Atmosphere measurement prior to entry using a portable radio gas meter.

>> Equipment must be powered on outdoors.

>> Equipment must be adjusted outdoors.

>> Pumps and hoses must be connected before measuring.

>> Measurements are performed at the bottom, middle and top of the space.

> Access to confined spaces prior to gas measurement is prohibited.

> Visual and audio alerts if the meter detects:

>> Lack or excess of oxygen.

>> Presence of flammable gases, explosives or carbon monoxide.

> Mandatory recording of measurements using a checklist for traceability.

> Repeated measurements during the work when tasks such as welding are being performed.

This initiative also established the need for:

> Process confirmations using checklists.

> Observation and feedback provided to workers regarding compliance with the standard.

> Adjusting task procedures to include lookouts.

Controlling Worker Exposure to Extreme Weather Conditions

RT-CH-320a.1, RT-CH-540a.1, EM-MM-320a.1

We have focused on administrative measures, encouraging water breaks at work sites and implementing other breaks throughout the workday. We are also testing the efficacy of thermal shirts designed to maintain body temperature in hot conditions.

Hours Worked During the Period: Employees and Contractors

Total Hours Worked		
	2023	2024
Employees	5,853,144	6,598,113
Partner companies	15,625,759	17,035,090
Total	21,478,903	23,633,203

Hours Worked per Operation						
	Salar de Atacama		Carmen Lithium Chemical Plant		Lithium Potassium Division	
Partner companies	2,738	65%	6,118	82%	8,856	76%
Employees	1,583	35%	1,247	18%	2,779	24%
Total	4,321	100%	7,365	100%	11,635	100%

Work-related Accident Rates GRI 403-8, GRI 403-9, GRI 403-10

Lost-Time Injury Frequency Rate (LTIFR):

LTIFR	Criterion	2021	2022	2023	2024
Employees	LTIFR (n/hours worked per million)	0.93	2.33	1.55	2.12
Coverage	Percentage of operations covered	100	100	100	100

LTIFR	Criterion	2021	2022	2023	2024
Partner companies	LTIFR (n/hours worked per million)	0.34	0	0.24	0.29
Coverage	Percentage of operations covered	100	100	100	100

Total Recordable Incident Rate (TRIR):

TRIR	Criterion	2021	2022	2023	2024
Employees	n/200,000 hours worked	0.18	0.46	0.3	0.42
Coverage	Percentage of operations covered	100	100	100	100

TRIR	Criterion	2021	2022	2023	2024
Partner companies	n/200,000 hours worked	0.06	0	0.04	0.06
Coverage	Percentage of operations covered	100	100	100	100

Level 1 process safety events

Process Safety Events: Level 1	Unit	2021	2022	2023	2024
Employees	Number	6	12	14	10
Coverage	Percentage of operations	100	100	100	100

No fatalities occurred in our company's operations during the reporting period. Although we recorded 19 workplace injuries, we continue to move towards an increasingly safe environment with a culture focused on mutual care and constant improvement.

Breakdown by Employee Category, Incident Type and Rate of Occurrence			
Criterion	Category	Number	Rate
Fatalities resulting from an work-related injury	Employees	0	0
	Partner companies	0	0
Work-related injuries with serious consequences (excluding fatalities)	Employees	0	0
	Partner companies	1	0.01
Work-related injuries	Employees	14	0.42
	Partner companies	5	0.06
The main types of work-related injuries	Employees	Fractures / thermal burns / sprains	
	Partner companies	Cuts / fractures	

Number of Days Lost				
	2021	2022	2023	2024
Employees	414	793	877	593
Partner companies	633	376	92	427

Criterion	Category	Response
Number of fatalities resulting from a work-related injury or ill health	Employees	0
	Partner companies	0
Number of cases of recordable work-related injuries and ill health	Employees	1
	Partner companies	0
Main types of work-related ill health and disease	Employees	–
	Partner companies	–

Social Dialogue and Freedom of Association

GRI 3-3, GRI 2-30

Freedom of Association and Collective Bargaining

77.9% | 94.8%

Employees represented by an independent trade union | Employees covered by collective bargaining agreements

Both % include only people working in Chile.

Social Dialogue and Collective Bargaining Agreements

The right to freedom of association and collective bargaining is fully recognized and supported in our operations in line with international conventions and current Chilean legislation. We believe that social dialogue is fundamental to building labor relations based on trust, mutual respect and transparency. As such, we have maintained conversations with the unions present in our operations.

> **Regular working groups:** These groups, which include union and management representation, address issues of concern such as working conditions, health and safety, benefits and professional development.

> **Periodic formal meetings:** These meetings are held to monitor the commitments set out in current collective bargaining agreements.

> **Participation in collective bargaining processes:** Such processes are developed in a context of respect, good faith and compliance with deadlines.

Note that our current collective bargaining agreements include benefits that exceed legal requirements, such as:

> Bonuses and incentives associated with performance and goal achievement.

> Wellness programs that include health, housing, education and recreation benefits.

> Special leaves of absence and work-life balance measures.

> Internal mechanisms for dispute resolution and joint monitoring of commitments.

This approach has allowed us to provide a constructive work environment with no shutdowns, contributing to operational continuity, increased productivity and improved well-being.

In accordance with Law No. 20.940, benefits may be extended to workers who are not members of unions.

Talent Attraction, Development and Leadership

The purpose of the Talent Attraction and Diversity Department is to develop an organizational culture that promotes the hiring and development of diverse employees with a focus on equal opportunities for all team members.

Its work is centered on attracting, training and retaining talent committed to SQM Lithium's values, promoting initiatives that encourage female participation, the inclusion of people with disabilities, the integration of people from local communities, the development of skills in young talents and the promotion of STEM (Science, Technology, Engineering and Mathematics) career paths.

During 2024, we trained 445 people and achieved 50% female participation in the Antofagasta Region. In addition, we implemented a mentoring program that gave 10 engineering students from Universidad Católica del Norte and Universidad de Antofagasta an opportunity to learn about the mining industry. Eight students completed an internship and two based their theses on their work at the site. We also fostered interest in STEM careers by mentoring students from Likan Antai High School in San Pedro de Atacama.

The department also promotes ongoing engagement with academic institutions, working with universities and technical schools to give students opportunities to learn about the mining-industrial sector. This relationship is reflected in initiatives such as technical training programs, mentoring, internships, visits to operations and early experiences that strengthen their professional development. These activities are developed through strategic partnerships with public and private sector institutions that promote coordinated efforts to have a positive and sustainable impact on the training of future talents.

Employee Well-Being, Work-Life Balance and Commitment

Improving the quality of life of our people and their families is paramount. For this reason, we have an area dedicated exclusively to managing the benefits of employees with open-term contracts. Some of those benefits are legally required and others are voluntary. Additional benefits have been established in the collective bargaining agreements based on the interests and union affiliation of each group.

> **Maternity leave:** Law No. 20.545 was passed in October 2011. It allows companies to extend the number of weeks of parental leave to ensure better care for newborns and increase the participation of both parents in childrearing activities.

> > Mothers have six weeks of prenatal leave.

> > Maternity leave lasts for 12 weeks (84 days) beginning when the child is born. Parental leave begins once that period ends, and the mother can transfer some of her days to the child's father.

> > This benefit can be used in two different ways:

> > > Twelve weeks full-time with a 100% subsidy up to 66 UF. The mother may transfer up to six weeks of leave to the father.

> > > Eighteen weeks part-time with a 50% subsidy up to 33 UF. The mother may transfer up to twelve weeks of leave to the father.

> **Paternity leave:** Leave for men begins immediately after the birth of the child, and they may also choose to use parental leave.

> > Workers are entitled to five days of paid leave, which they can take in one of two ways:

> > > From the day of delivery: This option gives parents five consecutive business days (excluding weekends or holidays).

> > > Distributed over the first month following the birth: The five days may be taken as needed as long as a request is submitted to the parent's employer.

Statistics on Parental Leave for Employees of Our Operations in Chile

GRI 401-3

136
Employees entitled to leave (104 men and and 32 women)

100%
of eligible employees took parental leave

107
of these employees returned to work after leave (104 men and 3 women)

111
of these employees remained with the company 12 months after returning to work (104 men and 7 women)

100%
Retention rate for both genders

Return to work rate
100% for men
17.6% for women

> **Flexible workday:** Chilean Law No. 20.761 expands the rights of working parents to use at least one hour per day to feed children under the age of two during the workday.

> **Daycare or similar offerings (corporate program):** A daycare facility that is open seven days a week is provided to support those who have rotating shifts. The corporate building in Santiago has a breastfeeding room and changing stations in an effort to support work-life balance.

> **Family leave or paid care:** Law No. 20.399 allows parents who take custody of or are responsible for caring for children under the age of two to access the daycare benefit.

> **Remote work:** We are developing a telework policy that emphasizes flexibility, benefits and well-being. This option is currently offered through flexible schedules that are approved for employees who request it from their supervisors.

Employee Housing

SQM Lithium offers various types of accommodations with adequate conditions in accordance with current national regulations and international best practices. We have three accommodation facilities at Salar de Atacama: Andino, Salar and Interplanta. The Lithium Division building is located in the city of Antofagasta.

Accommodations are available for employees, contractors and visitors. Priority is given to the first group; however, any vacancies may be offered to third parties after they are verified.

Corporate contracts are in place for all operation and support services. These are offered by specialized companies such as C&G, Sodexo, Brago and Mondo Servicios.

Our facilities meet all of the standards of the Chilean Health Ministry set out in the Regulations on Basic Sanitary and Environmental Conditions in Workplaces (Supreme Decree No. 594). This covers emergency exits, ventilation, heating and air conditioning, access to drinking water, hygiene services, availability of individual or shared rooms as needed, cafeteria, recreational areas, infirmary and gymnasium and guaranteeing a dignified and safe environment for the people housed.

In addition, the Prevention Team maintains an inspection program based on the decree, and MGI carries out an external audit using a Good Manufacturing Practices (GMP) checklist to evaluate living, hygiene and safety conditions.

GRI 403-6

At SQM Lithium, we care about the physical and mental well-being of our people. During the reporting period, we developed the +Actively program, which included paddle tennis championships, running, cross fit, functional training and active breaks.

Committed to Decent Work
GRI 405-2

We have publicly stated that we are committed to paying living and fair wages to our own employees and to the employees of our suppliers, contractors and business partners. The purpose of this commitment is to ensure that salaries cover the basic needs of all employees and their families.

- > We take steps to ensure that we offer adequate salaries, regularly participating in salary surveys and reviewing our structures to maintain internal and external equity. We adjust salaries annually based on contract type and collective bargaining agreements, which allows us to stay competitive with the market and aligned with cost-of-living estimates. These efforts also contribute to gender equity.

- > We monitor working hours and manage overtime. We use analytical and oversight tools and systems and have implemented mechanisms for approving overtime.

- > Our compensation system addresses overtime payments through approval flows and separation of duties in a manner that ensures timely and correct payment.

- > We develop relationships with employee representatives, maintaining constant contact based on the collective bargaining agreements in force. This allows us to engage in dialogue, address working conditions and maintain an environment based on mutual understanding.

- > We monitor the gender pay gap and apply the same tools as we do for pay equity to reduce said gap, including market surveys, rent adjustments and review of internal structures.

- > We offer social protection in addition to public programs, including additional benefits such as life insurance and supplemental health insurance provided for in collective bargaining agreements and internal documents. All of this extends social protection beyond public programs.

- > We ensure that our employees use their vacation days, encouraging effective use of time off through internal programs managed by each department. In addition, some collective bargaining agreements include economic incentives associated with the planning and timely use of days off.

- > We manage and provide compensation for overtime or extra hours through analytical tools and control systems with approval flows. These efforts are verified by internal audits. Employees are compensated through a system that ensures traceability and compliance with established criteria.

- > We have a bonus system in place to recognize performance and commitment. Bonuses are awarded annually to supervisors and executives based on company results and individual or team goals. General employees have bonus systems regulated by collective bargaining agreements.

- > We also offer benefits associated with years of service, personal events (births or start of studies) and other conditions that enhance well-being. Our variable compensation policy promotes a culture of merit and recognizes the work and effort of all our employees.

- > We currently do not have long-term incentive programs for people performing functions below senior management level.

Base salaries are governed by the legal minimum wage for Chile.

Wage Gap by Gender and Employee Category for 2024

Employee Category	Average Wage Gap			Median Wage Gap		
	Average Salary by Gender		Wage Gap	Median Salary by Gender		Wage Gap
	Men	Women		Men	Women	
Senior management	139,157	96,500	69%	112,288	105,338	94%
Management	45,533	38,080	84%	42,112	35,000	83%
Supervisors	18,903	19,046	101%	17,858	19,165	107%
Operators	6,117	5,315	87%	5,943	5,147	87%
Sales force	16,841	14,821	88%	15,601	14,265	91%
Administrative staff	7,761	7,133	92%	7,177	6,699	93%
Support staff	5,107	4,859	95%	5,101	5,101	100%
Other professionals	13,501	11,786	87%	12,151	11,017	91%
Other technicians	6,150	6,218	101%	5,978	5,964	100%

Note: SQM Salar SpA (Chile) and SQM Mag. Gross income (Ch$) per hour (i.e. the gross monthly salary divided by the number of monthly hours worked for each person).

Development Programs
GRI 404-2

Our Training Area covers the entire organization. Its purpose is to ensure that all employees have the tools necessary to optimize their performance and to continue to develop in response to future challenges in their respective roles.

Our teams have two types of development and transition programs: corporate programs with content for the entire organization and technical content focused on specific skills by role and department.

In terms of continuous development, we provide leadership, technical training, internal mobility and inclusion programs. In this context, some employees have participated in coaching and mentoring programs aimed at enhancing personal skills, improving management and supporting individual and professional development processes.

Leadership Programs

Community of Leaders - Fourth version	Women Leaders
This training program is offered to all company supervisors. It includes two e-learning sessions on the SQM Aprende training platform and two virtual work sessions.	This initiative is aimed at strengthening female leadership within the company, offering skills and tools to reinforce women's roles at SQM Lithium and professional opportunities.
To measure its impact, we used indicators and studied positive results reported in the Pulso 2024 Survey, where the percentage of leadership reached 85%.	The program focuses on networking, influence, confidence and presence, all of which are important for personal and professional development.
Twenty-eight percent of our full-time employees participated in this program.	Currently, 9% of the company's female employees hold leadership positions, which underscores the importance of this type of training.
	Seven percent of full-time female employees participated in this program.

Work Transition Programs	Digital Transformation Training	Professional Development Plan
In some cases, we offer transition programs to people who are retiring or leaving our company in order to responsibly support them.	We conducted a needs assessment with management and developed training plans focused on office automation skills and digital tools in an effort to support teams' technological transitions.	This initiative is aimed at high-performance individuals and is designed to strengthen their ability to move up within the organization.

We also have a formal internal mobility procedure in place to encourage professional growth and talent retention, and we include career development in our annual performance reviews.

To date we have not needed to implement retraining programs because of industrial or climate changes. However, we have mechanisms in place for analyzing and continuously reviewing training needs.

Training in key areas such as sustainability, occupational health and safety and human rights was a priority in 2024. We delivered 34,174 hours of training through various courses on the internal SQM Aprende platform.

In addition, we implemented the Excellence Scholarship Program to support professional development and strengthen capacities. This initiative is designed to support outstanding employees who demonstrate a high motivation to start or continue higher education, thus contributing to the development of competencies, capabilities and skills in the organization.

Training Area	Hours
Human rights	6
Sustainability	2,472
Occupational health and safety	31,696

See the appendices for data on the average number of hours of training provided at SQM Lithium by employee category and gender.

Performance Reviews
and Work Environment

GRI 404-3

We believe that working together allows us to improve both our professional environment and individual performance. We conduct company-wide performance reviews to recognize individuals and teams that have met goals, identify opportunities for improvement and promote dialogue between management and employees who are being reviewed.

Our performance review process is carried out annually between December and January, and includes all employees who joined the company prior to September 30 of the previous year (three months before the start of the process).

The performance review is mainly based on the goal management methodology. In practice, all employees must participate in an individual review process that includes a self-assessment, a review by their supervisor and exchange of feedback.

Review by direct supervisor	Validation of the review	Reviewer-reviewee feedback	Closing of the review

For supervisory and executive roles, there is also a voluntary self-assessment stage which contributes to the final review carried out by the leadership.

Pulso Survey

Annual survey conducted to gather information on the work environment, including elements such as satisfaction, engagement, leadership, recognition, professional development, cooperation, inclusion and sense of belonging.

A total of

3,298

people participated in the 2024 edition.

The most notable results include the leadership category, with 85% favorability, which reflects clarity in regard to goals, effective follow-up and openness to suggestions for improvement. The company reached an 87% favorability rate in the category of cooperation, which speaks to the existence of cooperative labor relations. In addition, we achieved 82% job satisfaction and 87% engagement, with 93% of people willing to go the extra mile to achieve objectives.

In addition, the VIVO recognition program allows employees to recognize their colleagues, supervisors, members of other areas and even entire teams online, strengthening the organizational culture based on mutual recognition and teamwork.

06

Social and Shared Value with Communities

The contents of this chapter are aligned with the following principles and commitments of our Corporate Sustainability Policy:

SQM Lithium Principle
I. Sustainable Governance
Commitments: 1, 7, 10, 12

We do business sustainably and have implemented processes to continuously improve our performance.

SQM Lithium Principle
III. People
Commitments: 6, 7, 8, 10

We put people at the center, promoting inclusion, well-being and development.

SQM Lithium Principle
IV. Communities
Commitments: 1, 2, 3, 4, 5, 6, 7

We create shared value through dialogue, respect and local development.

SQM Lithium Principle
V. Environmental Sustainability
Commitments: 1, 4, 5

We manage our environmental impacts responsibly and with a forward-looking perspective.

Corporate Sustainability Policy

Community **Engagement Strategy**

RT-CH-210a.1

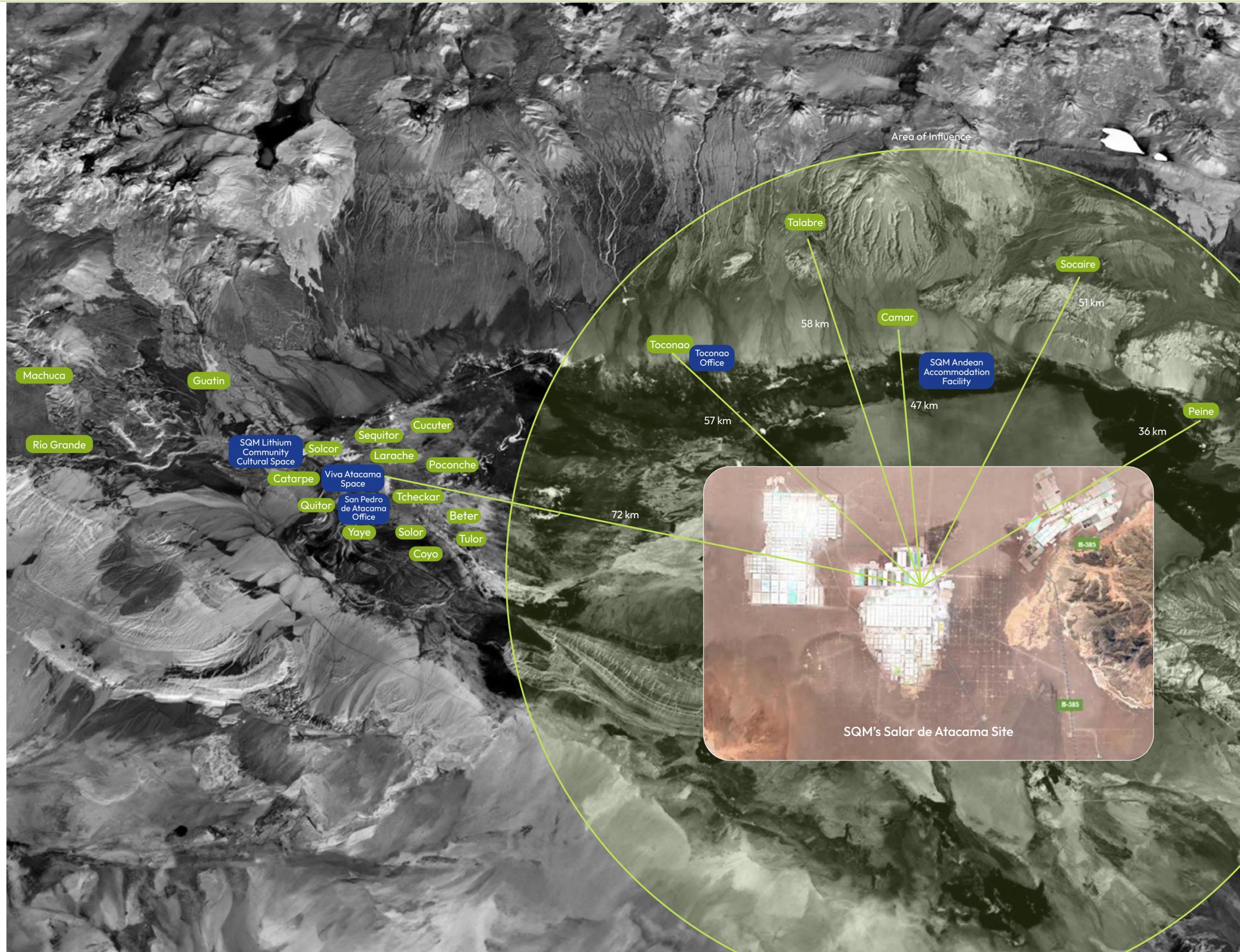At SQM Lithium, we prioritize and fully support the development of local communities.

Areas of Territorial Influence

We focus on the native peoples present in San Pedro de Atacama, considering the local context and the fact that the closest town to our operations is 36 kilometers away. We have worked with communities in our direct area of influence, which includes Toconao, Talabre, Camar, Socaire and Peine, and we have signed agreements that establish a "long-term relationship of cooperation and sustainability" through an ongoing relationship focused on the present and future.

Our Shared Value Program includes projects in a number of communities, even in areas as far away as Río Grande.

Long-term Agreements

SQM Lithium recognizes and respects the communities' ancestral presence in the territory and the principles and values of the Atacameño peoples. The company has stated that it intends to create shared value based on good faith, due diligence in human rights, capacity building, the promotion of transparency and cooperation for mutual benefit with a focus on human rights in general and those of Indigenous peoples in particular through genuine dialogue, trust, collaboration and mutual respect. One of the company's main challenges in this area involves supporting the life plans of the communities in its area of influence and developing formal opportunities for engagement that strengthen the relationship. The company has also signed agreements designed to achieve the objectives of "protection, respect and remedy" enshrined in the United Nations Guiding Principles on Business and Human Rights, identifying priorities based on the local context.

Area of Influence

Talabre

Socaire
51 km

Camar

58 km

Toconao
Toconao Office

SQM Andean Accommodation Facility

57 km

47 km

Peine
36 km

Machuca

Guatin

Río Grande

Sequitor
Cucuter

SQM Lithium Community Cultural Space
Solcor

Larache
Poconche

Catarpe
Viva Atacama Space

Quitor
San Pedro de Atacama Office
Tcheckar

Yaye
Solor
Beter
Tulor

Coyo

72 km

B-385

B-385

SQM's Salar de Atacama Site

Our community engagement strategy is aimed at fostering and maintaining relationships that promote sustainable development while respecting cultural traditions and forms of community organization. We engage in participatory and transparent processes to build mutually beneficial agreements that create shared value for the company and the communities, contributing to the social, economic and environmental well-being of the territories where we operate.

Given the environment in which we develop our operations and the socio-environmental challenges that we face, our strategy is based on the following principles:

Principles of Engagement

Senior leadership involvement

Horizontal and continuous dialogue

Promotion of socio-environmental working groups

Respect for the form of governance used by local communities

Community participation has been essential in our work since we began operating in the area. We set up territorial dialogue processes for each ongoing project in Salar de Atacama (SdA) and for the Carmen Lithium Chemical Plant (CLCP) in Antofagasta. The socio-environmental working groups endeavor to maintain direct, transparent communication with local communities and Indigenous peoples to generate an environment of mutual cooperation.

These entities identify the needs and concerns of the communities, and then develop communication channels and create spaces for conversation and socio-environmental work. This is how we address local concerns and develop social projects aligned with stakeholder expectations. An example of this is our participation in the development of community life plans.

To meet the challenges of these working groups, a continuous monitoring and evaluation process is carried out to measure the social and environmental impact of our operations, which allows adjustments to be made and ensures that the established objectives are met.

Our goal is to maximize the impact of our programs, aligning them with the needs of the territory and the company's strategic objectives. We go beyond what is legally required, working alongside our counterparts, ensuring that they have the technical advice that they need and involving senior management, including the Board of Directors and our top executives, in the work on the ground.

We also support the creation and strengthening of their own environmental units. We work with these entities to conduct participatory monitoring and exhaustive studies and analyses to control and minimize anything that could affect the communities and protected areas.

The main stakeholders in our socio-environmental efforts are Indigenous communities, authorities, social organizations, employees and local suppliers. Ongoing dialogue, adaptability to local requirements and transparency guide our strategy. We respect the cultural traditions of Indigenous peoples and strive to create positive impacts and reduce risks in line with global best practices.
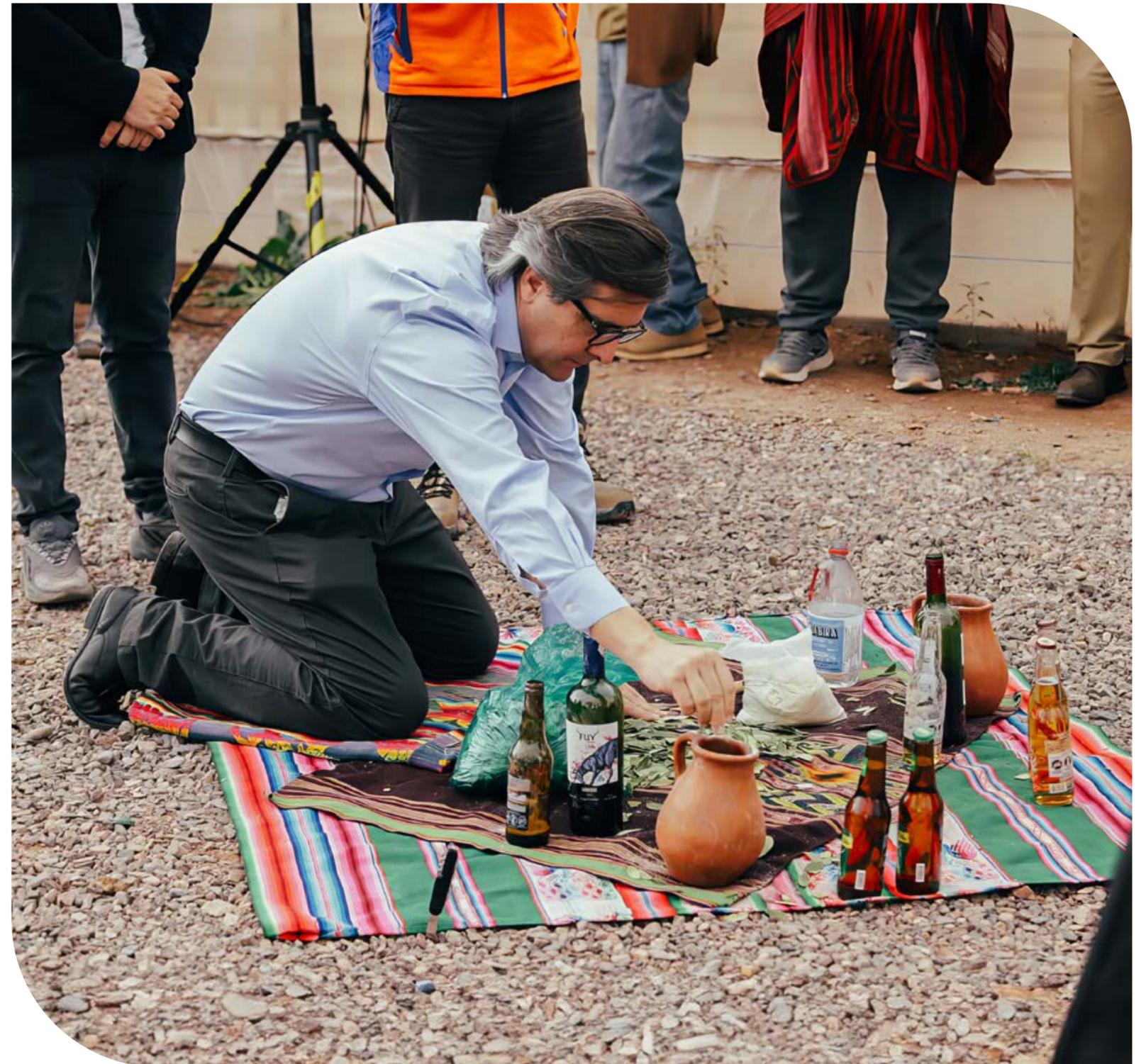
Shared Value Programs

Our organization allocates resources to develop projects with local and Indigenous communities in line with our corporate commitment to generating shared value. This allows us to build opportunities for socioeconomic development and local growth. The pillars of this effort include:

Human development

Improve quality of life through education, health and well-being, ensuring access to basic services.

Subtopics:
- Education
- Health
- Sports
- Community infrastructure

Economic and productive development

Drive growth and local economic development, strengthen entrepreneurship and value chains.

Subtopics:
- Promotion and chains of production
- Entrepreneurship
- Social innovation
- Technical training

Culture, identity and governance

Preserve our cultural heritage and strengthen social cohesion and community participation.

Subtopics:
- Culture and heritage
- Community participation
- Local governance
- Tourism

Environment and sustainability

Protect natural resources and promote responsible practices.

Subtopics:
- Environmental conservation
- Environmental education
- Adaptation to climate change
- Management and availability of water and other resources

Community investment is a key pillar of our strategy. We allocate funds to support projects ranging from support for access to basic needs (drinking water, health, education) to support for production and cultural initiatives that favor the autonomy of communities. Some examples are provided below:

Noteworthy Initiatives

Human development

Designing Rural Clinics in San Pedro de Atacama

Delivery of four rural clinic designs for Río Grande, Talabre, Camar and Socaire to improve access to health services while facilitating public investment in new infrastructure. All of them have electricity, drinking water and sewage systems per Health Ministry guidelines.

Human development

Promoting Women's Rights in Local Communities

We work with the Atacameño Women's Alliance (Alianza Mujer Atacameña, AMA) to promote the social, cultural and economic empowerment of women by strengthening their leadership, rescuing and promoting cultural heritage, creating safe spaces and supporting entrepreneurship and economic autonomy.

During the reporting period, this program was recognized as a good practice in mining by the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) and the International Institute for Sustainable Development (IISD). This led to an opportunity to present the work that we have done in this area to the UN. We also participated in key international forums such as the OECD in Canada and Paris, drawing attention to local realities and strengthening the participation of Atacameño women.

Key milestones include signing collaboration agreements with SernamEG and Prodemu, launching a telemedicine cart focused on mental health, carrying out medical missions and coordinating surgical interventions for 14 people in Santiago.

Culture, identity and governance

Casa Telar

A key cultural heritage preservation project that promotes the passing down of ancestral knowledge to prevent the loss of Atacameño textile heritage.

Culture, identity and governance

Competitive Grants to Promote Atacameño Arts and Culture

Supports projects to recover and promote cultural identity, preserving expressions that could disappear if timely action is not taken.

Human development

Enhancing Educational Initiatives

San Pedro de Atacama's Second-Chance Education Program is developed jointly with the local Municipal Labor Information Office (Oficina Municipal de Información Laboral, OMIL), allowing residents of Camar, Peine, Río Grande, Toconao, Talabre and Socaire to earn their 8th grade and high school diplomas to increase their ability to join the labor market.

For detailed information on all projects developed in 2024, see the appendices.

Managing Community Risks and Opportunities

EM-MM-210b.1 | GRI 3-3, GRI 2-25, GRI 411-1, GRI 413-2, GRI 414-2

To do our work efficiently and for the benefit of all those involved, we must identify the risks we face and the opportunities that arise in our relationship with local communities in order to improve management. These processes are continuously reviewed using instruments such as participatory human rights due diligence processes, double-materiality analysis and external assessments such as IRMA. As a result of these processes, the following outcomes stand out:

Risks

Social conflicts:
Social conflicts with community stakeholders that could interrupt or restrict operations.

Environmental impacts:
Our organization's activities may negatively affect natural resources that are essential to communities, such as water and biodiversity.

Cultural vulnerability:
If operations affect the values and traditions of Indigenous peoples, there could be risks of loss of cultural identity and conflicts over land rights.

Opportunities

Strengthening relationships:
By maintaining working groups and ongoing dialogue with communities, our organization can build lasting relationships based on trust and mutual cooperation.

Development of shared social projects:
Local job creation, improvement of infrastructure and training.

Support for the preservation of culture and heritage:
Collaboration on the conservation, preservation and revitalization of cultural practices through co-constructed, long-term projects.

These processes are conducted before, during and after projects to identify risks and negative impacts on communities and make informed decisions. The results allow us to introduce direct or indirect comprehensive mitigation adjustments that may impact their social, cultural, environmental and economic well-being.

In developing its operations in specific areas, the organization recognizes the importance of adequately addressing and managing negative impacts that may affect local communities and the environment in which they operate. The following section describes a comprehensive approach to identifying, assessing and mitigating these impacts, as well as monitoring and management measures, especially with regard to impacts on water resources.

Potential Impact on Natural Resources

Intensity/severity
The environmental impacts derived from the operations can be quite severe if not properly managed.

Likely duration
These can be short or long term. For example, damage to water sources could last for years, while others could be temporary.

Reversibility
Impacts like water pollution or the alteration of ecosystems could be irreversible in the long term if timely preventive and corrective measures are not taken. Other impacts, such as improved quality of life through community investments, are potentially reversible or adjustable.

Scale of impact
The scale of impacts will depend on the extent of the operations, their proximity to water sources and population density in affected areas. The scale may be larger in communities near critical water sources.

Vulnerability of the local community
A community's vulnerability to negative impacts is determined by several factors:
The communities of Salar de Atacama are directly dependent on water to be treated for drinking water and agriculture. This makes them more vulnerable to impacts derived from water availability and the effects of climate change.

Socioeconomic conditions: Although San Pedro de Atacama has grown at a moderate rate in recent years, challenges remain, such as the high percentage of the population that is socially vulnerable. Its income-based poverty rate was 4.9% in 2022. This rate is slightly higher than previous years, but below the regional and national average.

Preventive Measures to Manage Potential Risks / Sustainable Water Management

Preventive measures

We implement systems to efficiently use water, recovering and reusing it in operations through continuous improvements in each area relying on this critical resource. We currently operate with a limit of 120 l/s in Salar de Atacama.

In an effort to formalize these actions, in our Environmental Impact Assessment (EIA), titled Withdrawal Reduction Plan, we committed to reduce inland water withdrawal by 50% in relation to current permits, a measure that has already been implemented since 2019.

We monitor the parameters associated with current environmental qualification resolutions (RCA) in addition to hydrogeological monitoring under the Compliance Program (PDC) and the approved RCAs, along with additional voluntary commitments established with communities. Water and brine withdrawal and piezometric levels for over 200 points in the area, lagoon surfaces, air quality and the evolution of flora and fauna are continuously monitored to identify possible changes. All of this information is available to the public online at www.sqmsenlinea.com.

We establish early dialogue processes, engaging local communities through working groups to listen to their concerns and suggestions. We also seek to co-create social projects with communities through these spaces in addition to providing support in other areas.

We monitor community perceptions through periodic surveys and interviews with local leaders to assess the degree of awareness and impact of the programs.

(*) This information is available at www.sqmsenlinea.com, where we also present information about upcoming commitments and regulatory compliance.

During the reporting period, SQM Lithium reported no cases of violations of the rights of Indigenous peoples.

Community Participation in Operations and Projects

GRI 413-1

Our projects seek to actively promote community consultation that is aligned with environmental regulations and the company's voluntary commitments. This includes both current Salar de Atacama and Carmen Lithium Chemical Plant operations and the future stage of operational continuity at Salar de Atacama known as the "Salar Futuro" project.

Since beginning operations in the Salar de Atacama, SQM Lithium has been involved with local communities, recognizing their role as key players in sustainable development. However, in the initial stages of these projects (prior to Chile's ratification of ILO Convention 169 in 2008 and their formal incorporation into the Environmental Impact Assessment System [EIAS] in 2009), there was no regulatory framework requiring structured Indigenous consultation processes. In this context, interactions with communities were voluntary. Since the entry into force of Convention 169 within the EIAS in 2009, all of our operating assets have included community participation mechanisms as part of their environmental assessment and monitoring processes.

This process has strengthened over time and was ratified through the sustainability strategy and the adoption of the IRMA standard. Since 2021, the latter has guided implementation of community engagement plans, stakeholder mapping, participation matrices and structured feedback processes.

Community Participation Model

We promote active participation from the communities in our area of influence.

This model helps to identify risks, respond to legitimate concerns and build trust-based relationships, all of which are key principles in the respect and promotion of human rights.

Community Participation Model

01 Identification of impacted communities and key stakeholders

We engage in participatory processes, stakeholder analysis and impact assessments to implement agreements in good faith.

02 Implementation of an engagement plan

We have created dialogue mechanisms such as working groups, informative workshops, joint monitoring and specific agreements that guide the interests and concerns discussed in these spaces.

03 Community access to relevant information

We provide culturally appropriate information through various in-person actions and digital platforms like sqmsenlinea.com, which we update regularly with environmental information.

04 Ongoing discussion groups

We have processes to channel opinions, observations and concerns collected by the territorial team in areas such as cultural, social and environmental matters through specific committees and local offices.

05 Incorporation of feedback into operational and project decisions

We integrate feedback into the planning and adjustment of our programs and operations, where appropriate, with evidence of concrete actions taken based on dialogue.

06 Whistleblower and grievance mechanisms

We have a formal channel for communities and members of the public to file complaints about company practices through secure.ethicspoint.com

We also offer other mechanisms such as a Community Portal for neighbors to submit complaints, questions or direct requests.

07 Reporting to impacted communities and other stakeholders

We maintain continuous feedback processes through reports and meetings in addition to online public information regarding the projects developed jointly.

Respectful Relationship with Indigenous Peoples

Our corporate approach to engagement with Indigenous peoples is well-established and is continuously reviewed and adapted in line with our Sustainability Policy and our human rights commitments. This approach is based on respect for the cultural identity, collective rights and self-determination of Indigenous peoples and is supported by the local engagement team, the majority of whom are Lickanantay community members. We do this work in accordance with national and international regulations, including ILO Convention 169, the United Nations Declaration on the Rights of Indigenous Peoples and the IRMA Standard.

This form of engagement is articulated through a community consultation process that includes key aspects such as identifying potentially affected peoples, thoroughly understanding the socio-cultural context and applying good practice principles that ensure free, prior and informed participation.

In Salar de Atacama, we have established offices in the territory and actively partner with Atacameño and Lickanantay communities, designing dialogue processes that are culturally relevant and respectful of their forms of organization and worldview. No resettlement processes have arisen to date, but we have guidelines to address them responsibly, always prioritizing prevention, and we are subject to external audits, such as those by customers and IRMA, which evaluate this aspect.

During the reporting period, there were no cases of violation of the rights of Indigenous peoples in our operations. This commitment is reflected in our actions and in the integration of these principles in all stages of the life cycle of our projects, from early impact assessment to the implementation of mitigation and remediation measures where appropriate.

Active Citizenship and Local Development
GRI 203-1, GRI 203-2

Community investment is a key pillar of our strategy. At SQM Lithium, we allocate resources to projects that range from support for access to basic needs such as drinking water, health and education, to economic development and the promotion of productive, environmental, social and cultural initiatives that make communities more autonomous.

During 2024, we implemented more than 70 programs through our Community Engagement area. More details are provided in the appendices. We have also implemented projects and initiatives through agreements such as:

- Construction of a water treatment plant for the community of Camar.

- Enseña Chile program and second-chance education program.

- Training, generally certified by SENCE.

- Three mobile dental care trucks.

In the context of the lease agreement signed between SQM and the Chilean Economic Development Corporation (CORFO), SQM Lithium has established a contribution model that transcends the economic, creating social, territorial and cultural value in the Antofagasta Region and particularly in the Salar de Atacama basin.

This contract—which was renewed in 2018—includes significant contributions distributed along three main lines:

- Direct contributions to Atacameño Indigenous communities totaling US$15 million. The communities choose where to allocate the funds in accordance with the scope and general objectives defined in the SQM contract with CORFO.

- Contributions to regional development equivalent to 1.0% of SQM Salar's annual sales earmarked for the Antofagasta Regional Government to finance public investment projects, and an additional 0.3% for productive development initiatives.

- Contributions to local municipalities such as San Pedro de Atacama (0.2%), María Elena (0.1%) and Antofagasta (0.1%), which have financed infrastructure, health, cultural and education projects for a total of 0.4% of the company's annual sales SQM Lithium.

The following reports have been issued for 2018-2024:

$ **249,952,402** US$
to the Antofagasta Regional Government

$ **76,908,431** US$
contributions to municipalities

$ **91,256,544** US$
10,139,616 as a specific contribution for R+D support.

$ **92,703,075** US$
for communities, of which $21,719,809* have been paid.

	2018	2019	2020	2021	2022	2023	2024
Contributions made to the Antofagasta Regional Government (1%)	7,727,470	7,747,820	5,814,483	15,022,530	99,484,684	39,110,578	17,363,514
Contributions made to the Antofagasta Regional Government (0.3%)	2,318,241	2,324,346	1,744,345	4,506,759	29,845,405	11,733,173	5,209,054
Contribution to the Municipality of San Pedro de Atacama	1,545,494	1,549,564	1,162,897	3,004,506	19,896,937	7,822,116	3,472,703
Contribution to the Municipality of María Elena	772,747	774,782	581,448	1,502,253	9,948,468	3,911,058	1,736,351
Contribution to the Municipality of Antofagasta	772,747	774,782	581,448	1,502,253	9,948,468	3,911,058	1,736,351
R&D contribution provisioned	7,270,560	9,694,080	9,694,080	13,483,584	17,038,080	17,038,080	17,038,080
R&D contribution paid	–	–	–	–	–	–	–
Specific R&D contribution	807,840	1,077,120	1,077,120	1,498,176	1,893,120	1,893,120	1,893,120
Community contribution provisioned	11,250,000	14,026,063	10,386,378	13,900,467	15,000,000	15,000,000	13,140,167
Community contribution paid	–	–	–	1,573,150	10,280,310	3,412,754	6,453,595

(*) The actual payments to communities are made using a process that is not managed by SQM Lithium.

Vision That Drives Us

ESG Commitment

Sustainable Governance

Responsible Value Chain

People-Centered Operations

Social and Shared Value with Communities

Environmental Sustainability

Appendices

2024 Sustainability Report

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Measuring the Impact of Our Programs

We evaluate the results of competitive grants and monitor participation in our workshops to measure effectiveness and ensure that goals are met. We established the following indicators for this effort:

> **Environmental:** Number of monitoring efforts completed and quality of the data obtained.

> **Cultural:** Number of projects supported, direct beneficiaries and events held.

> **Educational:** Number of students who benefit from second-chance programs and technical support provided.

The impact of these efforts has been positive, resulting in noteworthy cultural projects. Workshops and meeting spaces have helped effectively pass down traditional knowledge, with an increase in participation.

We enhanced our training of local monitors based on the results of a measurement process that confirmed that community participation is key in environmental management. We also reaffirmed the importance of feedback for improving the methodology of the workshops and ensuring their continuity while identifying gaps in access to educational opportunities. We are expanding second-chance programs and promoting greater inclusion.

Local Hiring
GRI 202-2

We actively prioritize local employment in a sustained manner, particularly in Atacameño communities. This commitment is integrated into SQM Lithium's Sustainability Policy and community engagement plans, which give local residents preference in hiring processes. In the Antofagasta Region, 59% of our employees are local hires, and 64% of them hold leadership positions.

Work Site	% Local Staff*	% of Local Hires Who Hold Leadership Positions**
Antofagasta office	89%	94%
Carmen Lithium Chemical Plant	78%	68%
Salar de Atacama	44%	52%
Santiago office	89%	84%

Note: The data only include the SQM Lithium workforce in Chile. The following are considered leadership positions: supervisor, management and senior management.

* Formula: (Number of employees residing in the region where they work / Total number of employees at that work site) × 100.

** Formula: (Number of people in leadership positions residing in the region where they work / Total number of people in leadership positions at that work site) × 100.

In all locations, a significant portion of the staff is local residents. In the Antofagasta and Santiago offices, 89% of the staff is local, with 94% and 84% local leaders, respectively. At the CLCP, 78% of the workforce and 68% of the leadership come from the Antofagasta Region. At the Salar de Atacama operating site, 44% of the staff and 52% of the leaders reside in the region. Using more specific location criterion, such as the municipality of San Pedro de Atacama, local participation stands at 12%.

Promoting Work and Education

We seek to provide equal opportunities for local residents in terms of labor market access and recruitment. As such, in 2024 we gave technical talks in Antofagasta, Calama and La Serena, bringing our labor activities closer to communities to provide tools to help them apply for vacancies in the industry.

We also partnered with the San Pedro OMIL to organize job fairs to inform job seekers about our vacancies and identify the types of roles available in order to develop offers that are appropriate for the local labor force and fit our needs.

In relation to technical training, we offered 18 courses in Antofagasta, Calama and San Pedro de Atacama. This resulted in the hiring of 65 people by our company and 17 by supplier companies.

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**Total number of employees who are members of Indigenous communities**

Finally, we organized professional internships, talks and technical visits for high school and college students and signed framework agreements with Eulogio Gordo Industrial High School in Antofagasta, the Don Bosco Schools in Antofagasta and Calama, LECYA, B10 Mining School in Calama and Likan Antai High School in San Pedro de Atacama.

Educational Initiatives

We organized STEM workshops and leadership coaching for high school students from Likan Antai High School. We mentored Universidad Católica del Norte (UCN) and Universidad de Antofagasta (UA) students who have an interest in mining and completed internships and developed thesis projects with us.

We entered into framework agreements with these institutions and also with Universidad de Concepción (UdeC), Universidad Técnica Federico Santa María (UTFSM), Inacap and CEDUCN, focusing on research and development (R&D) and human capital formation programs. Our internship students co-created solutions and innovations in our processes.

We also collaborated on the Lithium Certificate awarded by UCN, UA and UTFSM. The transfer of knowledge from our teams to the students contributed to their professional development and to the lithium industry in Chile.
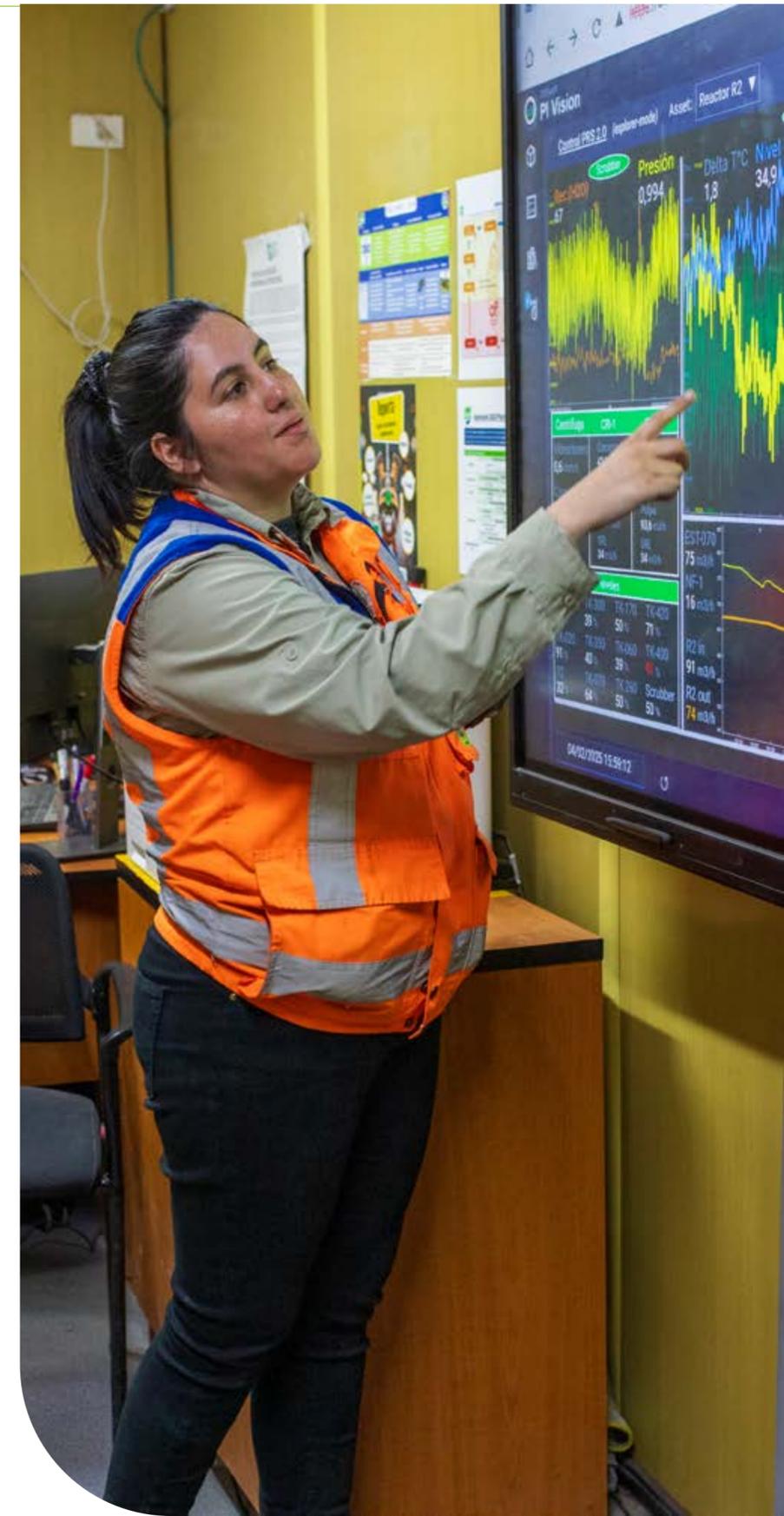
Site Closures: Anticipatory Planning with a Comprehensive Approach

At SQM Lithium, we develop closure plans for our sites with a social and environmental focus, promoting progressive closure and ensuring that stakeholders participate in their design in order to contribute to a sustainable legacy.

In compliance with Law No. 20.551 on the Closure of Mining Sites and Facilities and our Environmental Qualification Resolutions, the Salar de Atacama operations and the Carmen Lithium Chemical Plant have closure plans that have been updated and approved by the appropriate authorities:

> **Salar de Atacama:** Exempt Resolution No. 1381 of August 9, 2022 issued by SERNAGEOMIN.

> **Carmen Lithium Chemical Plant:** Exempt Resolution No. 1342 of August 5, 2022 issued by SERNAGEOMIN.

Both plans have active financial guarantees, which reflects our commitment to responsible operations at all stages. The plans are available for public consultation on the website of the National Geology and Mining Service (SERNAGEOMIN): www.sernageomin. cl/planes-de-cierre.

Our closure strategy is aligned with the most stringent international standards. These include the IRMA standard, which promotes plans that address technical, environmental, social, financial and governance concerns. This approach also requires planning that considers potential impacts on communities and human rights in advance. We adopted a progressive closure strategy. This means that the closure measures are introduced in advance, avoiding environmental liabilities and strengthening preventive management.

Closure plans are updated every five years or when significant changes occur in the operation. They include time-bound closure activities and mechanisms to ensure continuity of obligations even in divestment or ownership transfer scenarios.

Closure Plan Characteristics

01 Successful mine closure is part of the feasibility stage of the project.
The plans are integrated from the design phase on and include progressive implementation mechanisms.

02 Reviews are conducted with local stakeholders when required.
Reviews are triggered by expansions, new environmental qualification resolutions and regulatory updates. They include mechanisms for community participation and public information.

03 Our reviews have measurable goals that are set in collaboration with stakeholders.
Specific objectives in several areas including the physical and chemical stability of the site, environmental restoration, continuity of local development and the safety of people and the environment.

04 The goals are time-bound.
Closure measures are implemented in accordance with detailed schedules and monitoring of technical, environmental and financial progress.

05 Reviews are designed to ensure that closure and post-closure costs are up to date.
The plans are audited periodically to ensure their validity and to adjust to new operating conditions, emerging technologies and actual implementation costs.

06 Review of closure and recovery obligations.
The plans are audited/updated every five years to monitor the status of compliance at both the technical and financial levels.

07 Incorporation of progressive closure during operations.
Site closure measures are implemented in a timely manner to reduce the volume of work pending at the end of the project's useful life and to mitigate environmental risks.

08 Formal agreement for compliance with minimum closure requirements in the event of divestitures.
Any operation involving the total or partial transfer of the project carries a legal obligation for the new owner to assume and fully respect the closure commitments in force.

09 Financial provisions to ensure compliance with closure obligations and protect the transferor company.
The financial guarantees for closure remain enforceable for the new owners, ensuring the continuity of environmental obligations and protecting the transferor company from potential contingencies and liabilities.

We plan to develop social closure components until the end of our operations to ensure a transition of continuity in health, education, culture and employment programs in the Atacameño Indigenous communities. Any initiatives that are active during operations are considered base platforms that could evolve to support the post-closure community transition.

We also have economic diversification initiatives that reduce dependence and prepare for post-closure scenarios, such as the five-star hotel in Toconao and the Atacama Tierra Fértil program.

The plans also outline more than 40 specific measures, including removal of structures, road closures, signage, stabilization of ponds, dismantling of equipment and waste control.

07

Environmental
Sustainability

The contents of this chapter are aligned with the following principle and the commitments set out in our Corporate Sustainability Policy:

SQM Lithium Principle
V. Environmental Sustainability
Commitments: 1, 2, 3, 4, 5, 6, 7, 8

We manage our environmental impacts responsibly and with a forward-looking perspective.

Corporate Sustainability Policy

Climate Strategy and Action for the Future

GRI 201-2

Climate change is a material topic that has been incorporated into our strategy and Sustainability Policy. We understand the urgency of this global challenge and the negative effects that climate change will have if companies do not act decisively in terms of both mitigation and adaptation.

At SQM Lithium, we challenge ourselves to make significant contributions to global emissions mitigation through our lithium products, which are key to the energy storage required for decarbonization. In addition to producing more and higher quality battery-grade lithium with a low carbon footprint, we adapt our operations and contribute to local adjustments, thus increasing resilience to risks.

The climate crisis is included on the agendas of our Board of Directors and senior leadership. It is also one of the strategic areas that guide investment decisions, risk management and efforts to deliver on our ESG commitments.

Risks and Opportunities

We use three variables to assess the current and potential impacts of climate risks and opportunities: short-, medium- and long-term. This work is key to reinforcing our strategy and financial planning efforts.

Definition	Timeframe	Description
Short-term	0-1 years	Annual period for operating budget and spending in which the result is projected based on the various items, operations, projects and initiatives approved.
Medium-term	2-5 years	Range over which investment plans are evaluated based on supply and demand projections, operational risks and future environmental authorizations and estimates of mining reserves and activations of the various deposits.
Long-term	6-30 years	Horizon to evaluate the availability of resources, identify alternative fields, qualitatively weigh the risks associated with this availability and learn about new technologies and their effects on the business and operations.

Once the deadlines were set, we surveyed different types of risks, evaluating our exposure and vulnerability to potential operational and/or economic impacts associated with different climate-related hazards. This analysis considers the physical and transitional risks to our efforts in the area of climate change. The main results are outlined below:

Physical Risks

Climate Threat	Timeframe	Exposed Factors	Related Business Risk
Drought	Long-term	Operations / environment / communities	Our operations are affected by changes in precipitation patterns and extreme variability, which generate less recharge of the aquifers from which we obtain our water supply.
Higher temperatures	Long-term	People / communities	Increase in the average temperature that impacts the occupational health and safety of our employees and workers.
Swells	Short- and medium-term	Operations	Increase in the number of extreme weather phenomena that could close ports and limit our ability to export our products, bring in raw materials or transport strategic inputs.
Intense rain	Short- and medium-term	Operations / infrastructure / people / communities	Increase of intense rainfall in short periods and localized rainfall that may affect roads and infrastructure problems, affecting processes and safety.
Landslides	Short- and medium-term	Operations / infrastructure / people / communities	Increase in rain and high altitude snow events that can cause dragging of soil and other matter that affects our monitoring infrastructure, transportation, accommodation facilities and communities.
Heat waves	Short- and medium-term	People / operations / communities	Increase in maximum temperature events that exceed the historic average. These impact our employees' occupational safety and health.
Strong winds	Short- and medium-term	Operations / infrastructure / people	Increase in extreme weather events associated with strong winds that impact our operations and employees.

Transition Risks

Category	Timeframe	Related Business Risk
Political and legal	Short- and medium-term	New barriers to entry for our products. Increased mandatory reporting. Increase in the price of carbon. Exposure to litigation.
Technological	Long-term	Substitution for other products that imply a drop in demand. Increased energy transition costs.
Market	Short- and medium-term	Increased ESG expectations of our customers with no market effect as a differentiating element. Higher priced raw materials.
Reputation	Short- and medium-term	Stigmatization of the sector mainly due to the water component, which is related to lower recharge due to the effects of climate change. Increased concerns regarding the fulfillment of internal goals that depend on the evolution of technological sectors.

At SQM Lithium, we believe that efforts to keep the global temperature from increasing more than 1.5 degrees pose important opportunities. We benefit from measures designed to move towards a low-carbon economy. As such, we project an increase in our product requirements in:

> Electromobility has increased use of lithium batteries, boosting demand for and the prices of the lithium hydroxide and lithium carbonate provided by our company.

> Development of energy storage for variable renewable sources such as solar or wind. In regard to SDG 7, the market for storage batteries is expected to continue to grow, especially uninterruptible power supply (UPS) systems.

We also promote and implement changes to transport people and things more efficiently, reduce water consumption and foster the circular economy, which will positively affect our environmental footprint, resources and costs. We believe that this is the only way we can contribute to true global decarbonization, creating value in the places where we operate.

Energy Management

RT-CH-110a.1, RT-CH-130a.1, EM-MM-110a.1, EM-MM-130a.1
GRI 3-3, GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5

Based on our commitment to continuously improving energy use and optimizing lithium production processes, we earned ISO 50001:2018 certification in energy management from February 2024 to February 2027 for the Carmen Lithium Chemical Plant (CLCP) and the Salar de Atacama (SdA) operations. We base all our efficiency-related reduction initiatives in this area on this international standard.

The total energy consumption of the operations for the reporting period was 1,034,916 MWh. This does not include energy from renewable sources.

Type of Energy	Unit	2021	2022	2023	2024
Diesel	MWh	156,842	188,062	152,250	161,161
LPG	MWh	62,756	38,069	75,367	108,714
Natural gas	MWh	171,261	196,783	311,317	427,633
Electricity	MWh	252,251	243,763	302,427	337,407
Energy from non-renewable sources	MWh	643,110	666,677	841,361	1,034,916
Energy from renewable sources	MWh	0	0	0	0

Partner Company Consumption

Type of Energy	Unit	2021	2022	2023	2024
Diesel	MWh	85,556	108,561	115,312	108,548
Gasoline	MWh	0	0	0	0
Energy from non-renewable sources	MWh	85,556	108,561	115,312	108,548

During 2024, we reduced energy consumption by 108,492 MWh, including electricity and fuel, with respect to our baseline consumption for each operation. The greatest energy savings occurred in CLCP due to its operational characteristics.

Innovation and Energy Management Programs

Initiatives Implemented	Projects Confirmed
CLCP: We improved boiler efficiency by updating control systems and equipment and integrating energy from IT inputs.	**CLCP:** We decreased fuel consumption (natural gas and LPG) by production unit; improved availability of steam achieved by introducing turbocompressor seals; optimized insulation on hot water circuit lines; increased boiler efficiency; and installed complementary equipment such as thermocompressors to reduce consumption.
SdA: We reduced energy consumption in the old dryer and increased efficiency of operating pumps.	**SdA:** We increased the efficiency of pumps in various areas and replaced diesel generators with electric ones.

Controlling Air and Other Pollution

GRI 305-7

The Operations Department is responsible for implementing and monitoring technologies in work processes to mitigate emissions of atmospheric pollutants and other environmental aspects such as noise, odor, vibration and light pollution.

To do this, we have acquired more efficient machinery in terms of gas and particulate matter emissions. Our Energy and Automation Areas are replacing lighting fixtures based on DS1/2022 and thus have certified lighting throughout the company in accordance with the new Environment Ministry standard.

We monitor the quality of air pollutants (suspended particles, NOx, SO₂, Volatile Organic Compounds - VOC or heavy metals) monthly by measuring respirable particulate matter (PM10) and respirable fine particulate matter (PM2.5) at stations located on the western and eastern edges of the Salar de Atacama. The results of the latter are reported in the Environmental Monitoring System (SSA) that is maintained by the Environmental Superintendency (SMA).

Other stations located on both edges of the salt flat measure concentrations of PM10, PM2.5, sulfur dioxide (SO₂), nitrogen dioxide (NO₂), carbon monoxide (CO), COV and ammonia (NH₃). These stations also record meteorological variables such as wind direction and speed, ambient temperature, relative humidity and solar radiation.

Sedimentable particulate matter (SPM) is also measured on a monthly basis at 16 monitoring points distributed throughout the area. Two of them report their results to the SSA.

We measure air quality annually at the Carmen Lithium Chemical Plant and perform isokinetic measurements of the operation's stationary sources.

We conduct calculations and biannual measurement campaigns associated with the occupational noise exposure protocol (PREXOR) at the boundaries of both sites.

Air emissions of other pollutants during the period are calculated using a platform provided by the Environment Ministry based on the consumption of stationary and mobile sources reported in the operations.

Pollutant	t
PM	5.74
NOx	121.42
SOx	1.07

GHG Emissions Management

RT-CH 110a.2, RT-CH-120a.1, EM MM-110a.2, EM-MM-120a.1 | GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-6

The monitoring of greenhouse gas (GHG) emissions allows us to evaluate our compliance with short and long-term goals. As such, we measure them on a monthly basis for Scope 1, 2 and 3. The calculation is based on the GHG Protocol using factors updated to the 100-year GWP period.

Transparent Management of GHG Emissions

At SQM Lithium, we promote transparency and share our GHG emissions with internal stakeholders as part of our monitoring, goal management and strategic decision-making processes.

Each year, we participate in the Carbon Disclosure Project (CDP), a global initiative that evaluates companies' climate performance. In addition, our Scope 1, 2 and some Scope 3 GHG emissions are verified by an independent third party, ensuring the quality, traceability and reliability of the reported data.

We actively participate in working groups to improve the climate discussion. In 2024, we joined the International Lithium Association (ILiA). Together with other industry players, the entity developed the first specific guide to calculate the Product Carbon Footprint (PCF) of lithium derivatives such as battery-grade lithium carbonate and lithium hydroxide, with specific considerations depending on the source (brine, rock, etc.).
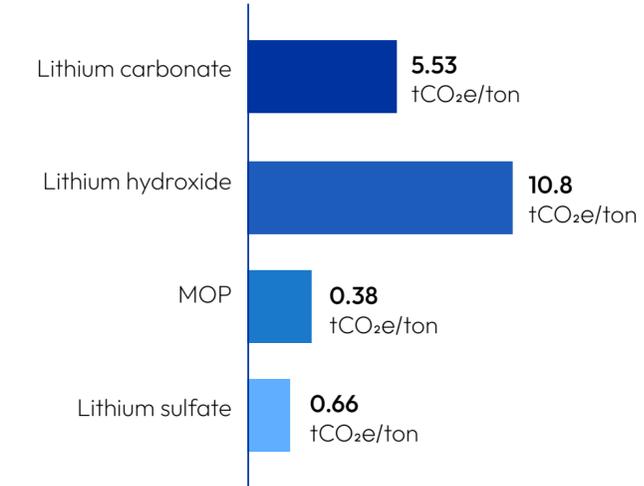
Direct and Indirect GHG Emissions from Operating Sites in Chile

Scope	Unit	2021	2022	2023	2024
Scope 1	tCO_2e	97,769	101,407	119,628	152,780
Scope 2	tCO_2e	214,515	250,711	258,877	288,820
Location-based	tCO_2e	98,598	75,860	73,269	131,825
Market-based	tCO_2e	214,515	250,711	258,877	288,820
Scope 3	tCO_2e	400,439	535,349	660,504	879,706
Category 1	tCO_2e	268,030	383,364	480,105	639,022
Category 3	tCO_2e	75,398	75,730	79,737	91,399
Category 4	tCO_2e	42,779	64,145	88,894	134,323
Category 9	tCO_2e	14,233	12,111	11,768	14,962
Total	tCO_2e	752,721	887,467	1,039,009	1,321,306

Production Volume of Lithium and Lithium Derivatives in Metric Tons

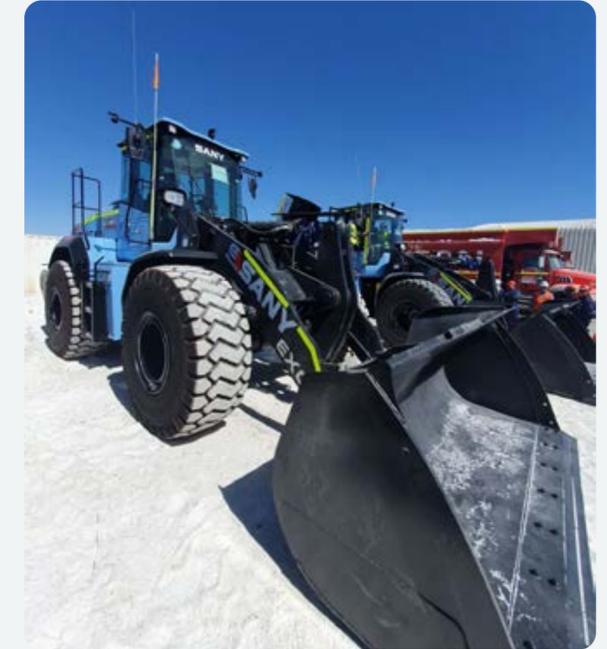| Production Volume (t) |
|---|
| 2021   119,800 |
| 2022   168,400 |
| 2023   165,600 |
| 2024   200,986 |

Emission Reduction Targets

In 2024, we received the validation letter for our science-based short-term commitments from the Science Based Targets (SBTi) initiative, which we submitted in October 2023.

Commitment to Climate Change Mitigation

Scope Covered by Target	Deadline for Target	% Reduction in Emissions Since Base Year	Target Validated by SBTi	Type of Target and Metric
Scopes 1 and 2	Base year: 2021 Target year: 2031	46.2	Yes	Absolute target
Scope 3	Base year: 2021 Target year: 2031	55	Yes	Intensity target

Emissions Intensity per Metric Ton Produced

Lithium carbonate	**5.53** tCO_2e/ton
Lithium hydroxide	**10.8** tCO_2e/ton
MOP	**0.38** tCO_2e/ton
Lithium sulfate	**0.66** tCO_2e/ton

Reducing Diesel Consumption

In 2024, we acquired the first four CAT 988 XE loaders in South America for use in the salt harvesting process at Salar de Atacama. This allows us to reduce diesel consumption by 20% to 25% compared to a conventional CAT 988 model while achieving higher productivity and less downtime due to longer maintenance intervals.

We had previously purchased the first SANY SW956E electric front-end loader in South America. We added three more loaders to the Salar de Atacama operation in the third quarter of 2024 based on its positive results.

Responsible Use of Water

RT-CH-140a.2, RT-CH-140a.3, EM-MM-140a.2 | GRI 3-3, GRI 303-2

We prioritize responsible water management in our operations because we are located in an area impacted by water scarcity. SQM Lithium has exploitation rights that have been duly authorized by the Chilean General Water Bureau. We comply with all requirements and commitments associated with their operation in accordance with the limits established in our environmental impact assessments. We implemented monitoring and early warning plans, and the Sustainability Plan includes specific commitments to reduce both consumption and withdrawal of water and brine.

The flows and volumes extracted are reported to the authorities on an ongoing basis, while the water table for groundwater withdrawal is monitored and transmitted online to the General Water Bureau through the Actual Withdrawal Monitoring System. We did not record any incidents of non-compliance with respect to water quality permits, standards or regulations.

We identify ways to use water efficiently and evaluate each facility's water management indicators on a yearly basis.

At the Carmen Lithium Chemical Plant, we promoted the acquisition of circular water, which represented 30% of the plant's water intake during the reporting period. We executed a set of initiatives at Salar de Atacama to optimize industrial water. Some of the actions related to these efforts that were carried out during 2024 are described below:

> Critical analysis of water consumption in different production areas.

> The creation of the industrial water supply report for each area of Salar de Atacama to 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 operating variations.

> Creating the Plant Stoppage Standard, which involves reporting the stoppage time and release of cubic meters of water that can be used and offered as industrial water to critical areas such as ponds and other processes.

> Implementation of a daily industrial water consumption report, which uses an automated dashboard to track daily withdrawal and industrial water pond levels and compares water withdrawal to actual daily consumption.

Water Risk Management

We developed a program that addresses the main risks and opportunities in order to anticipate impacts, strengthen operational resilience and ensure a harmonious relationship with the natural and social environment, especially in sensitive contexts such as the Salar de Atacama basin.

Water Risk Assessment Model

Water dependence	Impact on water	Future availability
We carefully assessed the risks associated with water resource dependence, including present and future availability in the Salar de Atacama basin, water stress and competition for water.	We consider how our operations may affect the quality and availability of the resource, examining possible sources of contamination, overexploitation of aquifers and changes in surface and groundwater flows.	We consider climate projections, demand growth and other factors that could influence availability, such as population growth and the development of new economic activities.

Future quality	Impact on communities	Regulatory changes
We monitor water quality and assess potential risks on an ongoing basis, including diffuse contamination and saline intrusion.	We calibrate how our operations affect communities and their activities, always seeking to generate mutual benefit and build lasting relationships.	We monitor environmental legislation in an effort to anticipate changes that may require us to adapt our operations and ensure compliance with regulations.

We have identified two risks related to our water resources:

Changes in laws and other water rights regulations that could affect our business, financial position and results of operations

We maintain water use rights for rivers and wells near our facilities, which are sufficient to meet our current requirements.

However, in January 2022, Chile's National Congress approved a bill that amends the Water Code. One of the most important changes is related to the term for which water rights are granted: (i) they will be of a temporary nature, granted for a maximum of 30 years (the term will depend on the characteristics of the watercourse and its water availability); (ii) they will be fully or partially subject to expiration due to non-use; (iii) they must prioritize human consumption and sanitation; and (iv) they will be subject to a minimum ecological flow to ensure nature conservation and environmental protection as determined by the General Water Bureau.

Geological changes, climate change or other natural factors that may impact the water supply

Our access to water resources may be impacted by geological changes, climate change, natural phenomena and other variables beyond our control that alter the availability of water in wells.

The use and/or recovery of seawater for future or current operations could increase our operating costs. Any such change could have a material adverse effect on our results of operations and business.

In this regard, risks are occasionally reviewed and assessed to design strategies to reduce inland water use and optimize operations.

To mitigate these risks, we implement actions and rigorous monitoring plans to identify any possible deviations from what was assessed and planned, such as the withdrawal of water from pumping wells to ensure operational continuity.

Sustainable Water Management Actions

Actions	Description	2024 Results
Reduced inland water withdrawal	Initial goal of reducing inland water withdrawal by 40% by 2030 and 65% by 2040. We are developing the Salar Futuro project (2031-2060) in an effort to move away from withdrawing water from inland sources.	Last year, 107 l/s were withdrawn, which is 7% less than in 2023 and 11% less than the flow approved by authorities.
Efficient technologies	Innovation to reduce water consumption and improve the efficiency of our processes, such as the Solution Recovery Plant (SRP) at CLCP.	The plant achieved annual recovery of 1,036,846 m³ of water, which is equivalent to 33 l/s.
Monitoring and control	Monitoring programs to ensure that our operations comply with environmental standards and current regulations. See www.sqmsenlinea.com.	Ongoing monitoring and system improvements to incorporate more and better information.
Commitment to communities	Execution of multiple initiatives to improve the quality of life of local communities and promote sustainable development in the region.	The San Pedro de Atacama Water Management project promotes the efficient use of water and implements irrigation systems for small-scale farmers. In Socaire we installed a drinking water container and are building a new irrigation reservoir. We support farming families in Soncor by improving irrigation canals, introducing new crops and building a pipeline system. We worked with the Rural Drinking Water Committee (CAPRA) in San Pedro de Atacama to build a raw water well that provides a flow of 32 l/s for the treatment and distribution of drinking water. We implemented a grazing project in Río Grande that has an irrigation system and solar panels for alfalfa production. We also provide technical support to the Alto Jama Garden Club to optimize the use of water in their crops.

Water Efficiency Projects

Solutions Recovery Plant (SRP)

This project is designed to recover clean condensed water through evaporative crystallization in the process of concentrating lithium-rich brine at CLCP. In addition to facilitating water reuse, it recovers lithium to improve operational performance and resource efficiency. The plant achieved 87% greater recovery in 2024 compared to 2023.

Salar Futuro (Salar de Atacama)

Innovation initiative developing new lithium extraction technologies for the Salar Futuro project from 2031 to 2060, which includes zero inland water withdrawal and the implementation of:

- Advanced evaporation technologies (AET) and mechanics for a significant part of the brines from the Salar de Atacama.

- Direct lithium extraction (DLE) to reduce brine withdrawal and allow for reinjection.

- Yield improvements to increase lithium carbonate and lithium hydroxide production by 5% or more along with a desalination plant.

Creating a Culture of Water Efficiency

As part of our 360° culture program, we offer two-hour educational sessions that address the principles of IRMA certification, the main water requirements and how they are incorporated into operations. The latter includes water management, efficient use, resource quality, pollution prevention, source protection, legal compliance and community engagement. We also reviewed our water footprint and the main sources used.

Water Withdrawal and Consumption

RT-CH-140a.1, EM-MM-140a.1 | GRI 303-1; 303-2; 303-3; 303-4; 303-5

All our products come from operations located in areas classified as having high water stress according to the World Resources Institute's Aqueduct Water Risk Atlas, making their management key for the business and environmental care.

The company is authorized to withdraw 240 l/s of water from the Salar de Atacama. However, in an effort to use the resource more effectively, we have reduced the maximum to 120 l/s, and 8 l/s have been replenished through wastewater recovery. We obtain water for the CLCP through third parties, mainly treatment plants and desalination plants. During the reporting period, the SRP recovered 33 l/s of water. This is equivalent to 47% of the operation's intake.

We note that none of our operations discharge water. Similarly, at CLCP, water from first-use sources acquired for the process corresponds to 524,701 m³. That number is 3,394,243 m³ for Salar de Atacama.
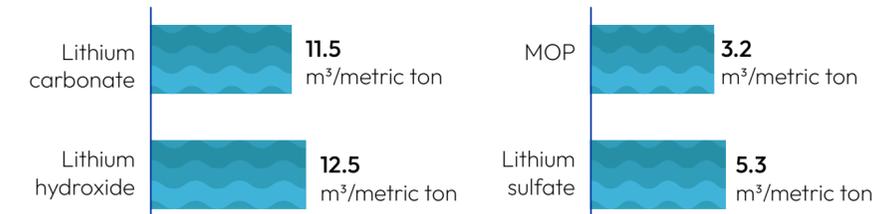
The Salar de Atacama operation draws its water from the aquifer of the same name, while CLPC obtains the resource from third parties and the recovery and recirculation of water from processes.

Operations	Withdrawal / Acquisition	Type of Water	Unit	2021	2022	2023	2024
Salar de Atacama	Groundwater	Salt	m³	3,688,426	3,526,900	3,633,616	3,394,243
	Third parties*	Fresh	m³	687	755	1,157	1,462
	Recovered	Industrial	m³	202,859	222,898	240,674	258,712
Carmen Lithium Chemical Plant	Third parties	Fresh	m³	293,386	392,669	556,450	524,701
	Recirculated	Industrial	m³	746,228	1,064,194	859,759	667,055
	Recovered	Industrial	m³	0	0	554,244	1,036,846

We align our work with the definition of freshwater established by GRI as follows: i. Freshwater (≤1,000 mg/L total dissolved solids) ii. Other water (>1,000 mg/L total dissolved solids).
The treated water reused at the Carmen Lithium Chemical Plant is wastewater from Antofagasta, which is purchased by the company.
*This water comes from the purchase of bottled drinking water for human consumption.

Water Intensity per Metric Ton Produced

Lithium carbonate: **11.5** m³/metric ton
Lithium hydroxide: **12.5** m³/metric ton
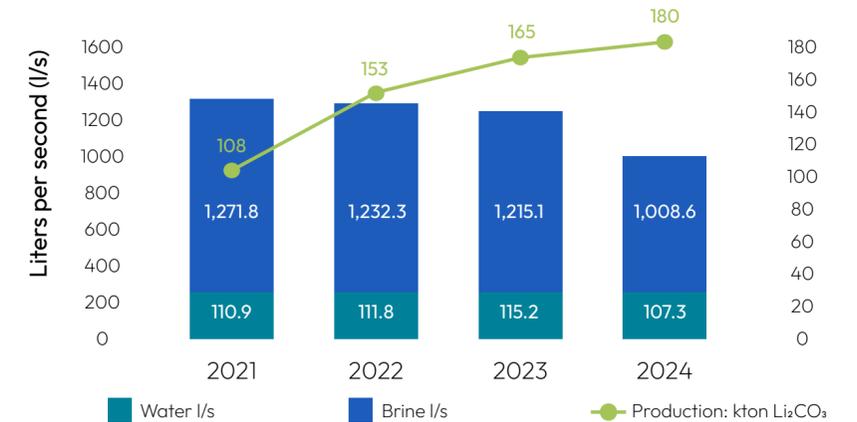MOP: **3.2** m³/metric ton
Lithium sulfate: **5.3** m³/metric ton

Brine and Water Withdrawal Goals

We are committed to reducing the impacts of our operations. As such, we established goals to reduce brine and well water withdrawal in Salar de Atacama. We are focused on maintaining an operating flow rate that is below 120 l/s, which is significantly lower than the authorized limit of 240 l/s.

32% Reduction in brine withdrawal since 2020

35% Reduction in water withdrawal since 2019

The data are publicly available at www.sqmsenlinea.com.

Resource Use vs. Lithium Carbonate Production (2021-2024)

Year	Brine l/s	Water l/s	Production: kton Li₂CO₃
2021	1,271.8	110.9	108
2022	1,232.3	111.8	153
2023	1,215.1	115.2	165
2024	1,008.6	107.3	180

Water l/s | Brine l/s | Production: kton Li$_2$CO$_3$

Preventing Water-related Incidents

We monitor water-related incidents that may affect our operations, causing interruptions, plant shutdowns or restrictions on use. There have been no incidents with significant financial impact (greater than US$ 10,000) over the past four fiscal years. This speaks to the effectiveness of our water risk management system and the investments made in monitoring, water efficiency and preventive planning.

Incident	Currency	2021	2022	2023	2024
Actual and opportunity costs (revenue foregone) arising from water-related incidents	US$	0	0	0	0

Note: Water is defined as a diverse resource of brines. There were no incidents of the type indicated.

Nature and Protection of Natural Capital

EM-MM-210a.1, EM-MM-210a.2, EM-MM-160a.3 | GRI 3-3

During the reporting period, we began to develop a strategy to address nature and natural capital issues appropriate to the needs of our operating sites. We assessed dependencies, impacts, risks and opportunities related to biodiversity through the LEAP Assessment in accordance with the guidelines of the Task Force on Nature-related Financial Disclosure (TNFD).

LEAP Assessment* based on TNFD

Localization Phase

This phase identifies whether a company is operating in places considered to be sensitive for biodiversity in order to better understand interactions with nature and guide monitoring. We evaluated the SdA and CLCP operating sites as well as other places of interest near them, the Puerto Angamos operations and our operations in China (Dixin).

The results show that they all qualify as sensitive locations according to TNFD. Salar de Atacama, CLCP and Puerto Angamos were identified as highly sensitive due to their proximity to biodiversity protected areas and because they are located in a region with high water stress. We note that all indicators are based on global data sets. These are designed to be signals of the ecological status of the sites we are evaluating, allowing for easy comparisons of scores between sites in different regions of the world.

Evaluation Phase

The Evaluation Phase builds on the findings of the Localization Phase, determining which of SQM Salar's sites operate in sensitive areas in order to analyze the impacts and dependencies of our operations on these sites. This allows us to identify the most significant impacts, where they should be prioritized according to their magnitude and the sensitivity of the site and where mitigation efforts should be focused.

We defined eight significant indicators to prioritize our mitigation efforts:

Land use	Water use	Soil pollution	Air pollution
Water pollution	Waste generation	Environmental disturbance	Resource extraction

Note: LEAP approach

The findings showed that the main indicators of impacts from our operations are water use, air pollution (non-GHG emissions), natural resource extraction, environmental disturbance and waste generation. The greatest impacts at SdA involve resource extraction and air pollution.

In general, we suggest prioritizing water conservation actions, reducing air emissions and continuing with environmental monitoring efforts to ensure progress towards meeting the established objectives over time.

Nature and Biodiversity

GRI 304-1; 304-2; 304-3; 304-4

The Salar de Atacama is a desert ecosystem that is home to flora and fauna and is part of the cultural heritage of the Indigenous communities present in the territory.

To avoid and mitigate risks to both the balance of the ecosystem and the cultural beliefs of the communities, we implemented an online monitoring system (www.sqmsenlinea.com), which allows us to comply with regulations and fosters transparent management.

We do not operate in World Heritage Sites or areas that are on the tentative list for registration as such, in protected areas of categories I to III according to the International Union for Conservation of Nature classification, or in buffer zones of UNESCO biosphere reserves.

Location of Operations in Areas of Vulnerable Biodiversity

The Salar de Atacama borders the Los Flamencos National Reserve and high Andean ecosystems that are part of the Soncor Ramsar site, which is internationally recognized for its ecological value and for hosting protected species such as Andean flamingos.
However, our activities do not generate direct negative impacts because we operate under strict environmental controls, management plans approved by the authorities and monitoring programs that include habitat quality and presence of indicator species.
These efforts reflect the obligations assumed in our environmental statements and compliance with national and international regulations, including the precautionary approach and the application of the mitigation hierarchy.

Biodiversity-related Risk Assessment

We implemented a process to identify and assess risks that covers both dependencies (ecosystems that support operations) and impacts (effects of activities on biodiversity). The procedure is part of the company's environmental and risk management and is based on the Corporate Sustainability Policy, the environmental compliance strategy and the monitoring instruments associated with the RCAs.

Actions to Identify and Assess Biodiversity-related Risks

> Public reporting such as the sustainability report and *SQM monitor online*, where methodologies, mitigation approaches and monitoring elements are made explicit.

> Localized approach through site-specific analyses, emphasizing highly sensitive areas such as the Soncor lake system, the Camar ravine and the core of the Salar de Atacama.

> Methodological references aligned with OECD guidance, UN Guiding Principles, the IRMA standard, SEIA regulations and tools such as cumulative impact assessments.

> Integration of this analysis into corporate risk management as part of the inter-area management processes and under the supervision of the Environmental Department and the Sustainability Committee.

> Analysis of critical dependencies of the operation and local biodiversity to the groundwater ecosystem in the Salar de Atacama.

> Evaluation of impacts due to brine withdrawal, waste generation, habitat loss and possible effects on endangered or endemic species.

Scope of the Biodiversity Risk Assessment

> SQM Lithium operations such as the Salar de Atacama and its associated facilities.

> Adjacent areas that often coincide with territories inhabited by Indigenous communities.

> Upstream activities such as those related to water supply.

> Downstream activities, which are indirectly considered in the value chain with sustainability policies and training programs for suppliers.

Risks Identified

We have identified a number of potential impacts on biodiversity. These are mainly associated with activities in the Salar de Atacama:

- Changes in the water balance of high Andean wetlands including Soncor, Quelana, La Punta and La Brava due to possible shifts in underground piezometric levels associated with brine withdrawal. This could affect aquatic ecosystems of high ecological value, especially the habitat of avifauna species such as flamingos.

- Reduced vitality and regeneration of native plant species such as the algarrobo (*Prosopis sp.*) in areas like Quebrada de Camar that could lead to changes in soil humidity, alter photosynthesis processes and impact flowering and recruitment of new plants.

- Disturbance of fauna species with low displacement range such as the Atacama Tuco Tuco (*Ctenomys fulvus*) through activities that generate noise, vibrations or changes in the substrate that could cause them stress and/or displacement from their usual territories..

- Decrease in vegetation cover and loss of habitat in areas intervened by infrastructure, roads, platforms or other logistic activities. This can increase ecological fragmentation and reduce connectivity between patches of native vegetation.

These risks have not been verified, but are relevant in the predictive models and environmental baselines and are part of the monitoring commitments established by the company.

Preventing Soil Compaction

The company takes preventive measures to avoid soil compaction during our operations, construction and equipment installation. The measures are adjusted to the conditions of each site.

In the Salar de Atacama, where the soils have a fragile surface structure and contain salt crusts that are sensitive to physical disturbance, we limit the use of heavy machinery to pre-designated areas and design routes that minimize the number of passes and the pressure on the ground. We complement these actions with satellite monitoring and technical studies to evaluate possible subsidence processes.

At the Carmen Lithium Chemical Plant, activities are performed in a previously disturbed industrial zone without the presence of natural soils or salt crusts. Although the risk of compaction is low, good construction and material handling practices are applied to ensure adequate control of the substrate during construction.

Biodiversity Management Plans

GRI 304-2

The SdA and CLCP operations cover an area of 36,037 hectares. The biodiversity management plans, which are updated periodically, include measures to protect flora and fauna, monitoring of critical environmental variables, protocols for dealing with wildlife incidents, training and reporting to authorities.

Biodiversity Exposure and Assessment	Number of Sites	Surface (Hectares)
Salar de Atacama	1	35,911
Carmen Lithium Chemical Plant	1	126
Total	**2**	**36,037**
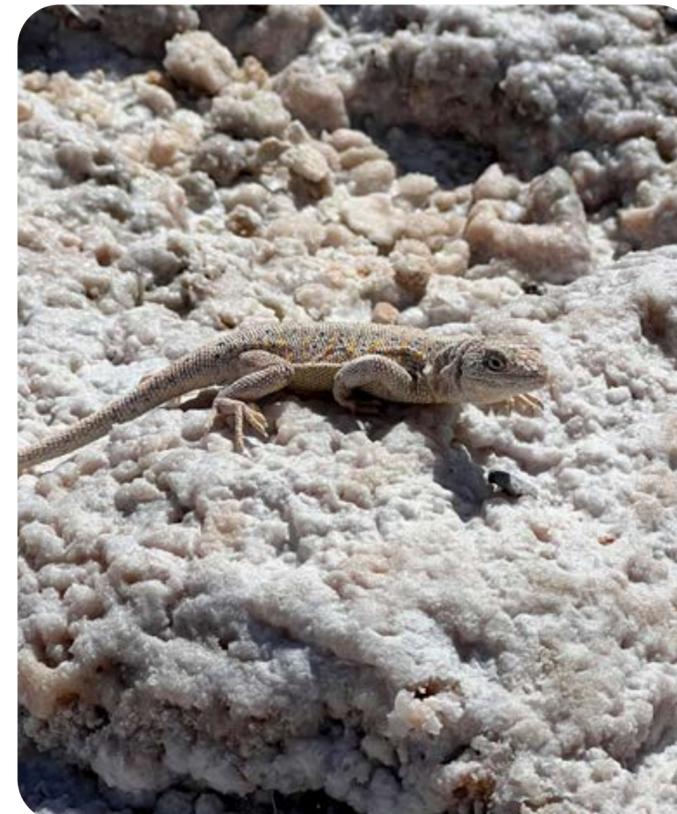
Protected Areas or Areas of High Biodiversity Value in the Antofagasta Region

Protected Areas

- Office
- SQM Lithium production site
- Priority sites
- Regional strategy sites
- Lagoons

- Nature sanctuary
- National reserve
- National park
- Ramsar site, wetlands of international importance
- DGA protected meadow or wetland areas

Based on the environmental commitments derived from Environmental Qualification Resolution 226/2006, we continuously monitor flora and fauna and publish the results on our website www.sqmsenlinea.com.

Species Present in the Salar de Atacama and Their Conservation Status GRI 304-4

Constanza lizard
(Liolaemus constanzae)
Least concern

Small big-eared brown bat
(Histiotus montanus)
Least concern

Chilean flamingo
(Phoenicopterus chilensis)
Near threatened

Tawny tuco-tuco
(Ctenomys fulvus)
Least concern

Puna lizard
(Liolaemus puna)
Near threatened

Andean seagull
(Chroicocephalus serranus)
Least concern

Culpeo fox
(Lycalopex culpaeus)
Least concern

Warty toad
(Rhinella spinulosa)
Least concern

Fabiani lizard
(Liolaemus fabiani)
Endangered

Mouse-tailed bat
(Tadarida brasiliensis)
Least concern

Grey fox
(Lycalopex griseus)
Least concern

Andean gerbil mouse
(Eligmodontia puerulus)
Least concern

Paulina lizard
(Liolaemus paulinae)
Vulnerable

Mouse-eared bat
(Myotis atacamensis)
Near threatened

James flamingo
(Phoenicoparrus jamesi)
Least concern

Andean flamingo
(Phoenicoparrus andinus)
Vulnerable

Darwin's rhea
(Rhea pennata tarapacensis)
Vulnerable

Peregrine falcon
(Falco peregrinus)
Least concern

Dragon of Torres-Mura
(Liolaemus torresi)
Near threatened

Lesser yellowlegs
(Tringa flavipes)
Least concern

Mountain parakeet
(Psilopsiagon aurifrons)
Least concern

Andean avocet
(Recurvirostra andina)
Vulnerable

Tawny-throated dotterel
(Oreopholus ruficollis)
Near threatened

Hoary bat
(Lasiurus cinereus)
Data deficient

Tortuous mesquite
(Neltuma flexuosa)
Vulnerable

Tamarugo
(Prosopis tamarugo)
Endangered

Atacama niterwort
(Nitrophila atacamensis)
Endangered

Argentine mesquite
(Neltuma alba)
Least concern

Ecosystem Health and Functioning After Project and Activity Closure

We take actions aimed at restoring, rehabilitating and maintaining the health and functioning of ecosystems after mining operations are completed. These measures have been progressively designed and planned out during the project's useful life and the post-closure phase to leave behind stable, safe conditions from a physical, chemical and biological point of view.

The main actions include:

Progressive rehabilitation of areas that have been intervened, prioritizing the reconfiguration of the terrain to ensure stability and integration with the natural landscape.

Protection and monitoring of nearby bodies of water and sensitive ecosystems through environmental surveillance systems that remain operational after site closure.

Erosion and runoff control measures aimed at preventing soil degradation processes in rehabilitated areas.

Safe removal of infrastructure and waste to minimize the generation of environmental liabilities and allow for natural recovery of the environment.

Actions to preserve biodiversity and protect native species through the application of revegetation programs in areas where ecological conditions allow for such work.

Post-closure monitoring of key environmental variables such as water and soil quality and structural integrity, ensuring that the measures implemented remain effective.

These measures have been reviewed and approved by authorities through the environmental assessment system and consider the specific characteristics of the environment of the Salar de Atacama, a highly environmentally sensitive and ecologically valuable ecosystem.

Complementary Study of the Lagoons of the Borde Este, Aguas de Quelana, Soncor, Peine and Tebenquiche in the Salar de Atacama.

Its purpose is to deepen knowledge about these unique and diverse areas that harbor Extremophilic Microbial Ecosystems (EMEs) and serve as protected habitat for waterfowl of high ecological value.

Using a multidisciplinary approach, the study analyzes the dynamic interactions between microbial communities, free biota, aquatic geochemistry and sediment types in various seasonal scenarios. It is designed to establish a baseline description of the salt lagoons, reconstruct the subsurface geologic record, and develop an updated conservation and monitoring plan that considers seasonal and geologic variations.

The team is composed of researchers from the University of Miami, Universidad Católica del Norte and the consulting firm FisioAqua SpA.

Wildlife and Domestic Animals

1. Awareness and education campaigns: animal rescue operation and Mission Adoption, which promote the protection of wildlife and discourage the feeding of animals without a commitment to adoption. They also educate the public on the risks of interacting with wildlife and encourage responsible practices.

2. Wildlife protection training: The SQM Aprende learning platform offers a Wildlife Protection Requirements course, which trains the team on regulations and best practices, reinforcing the role of each person in complying with the standards.

3. Waste management and access control: household waste is stored in airtight containers to avoid attracting wildlife. We also engage in regular maintenance of and inspect perimeter fences to prevent animals or unauthorized persons from entering the operating areas.

4. Use of deterrents and internal regulations: We use sound deterrents near bodies of water to protect birds. Internal regulations prohibit the introduction or feeding of domestic animals at work sites, as well as the capture of wildlife, and establish penalties for non-compliance.

Our flagship conservation programs include one that focuses on the Andean flamingo as part of our commitment to preserving native species and their habitat.

Circularity as a Regenerative Model

GRI 3-3, GRI 301-3

The circularity strategy is designed to accelerate the advancement of our processes, materials, water and energy, and this approach has been deepened over the last few years, incorporating three circularity principles in our operations.

Our strategy is a production and consumption model optimized to ensure sustainable growth through the following principles:

1. **Prevent waste generation from the outset.**

2. **Extend the useful life of resources.**
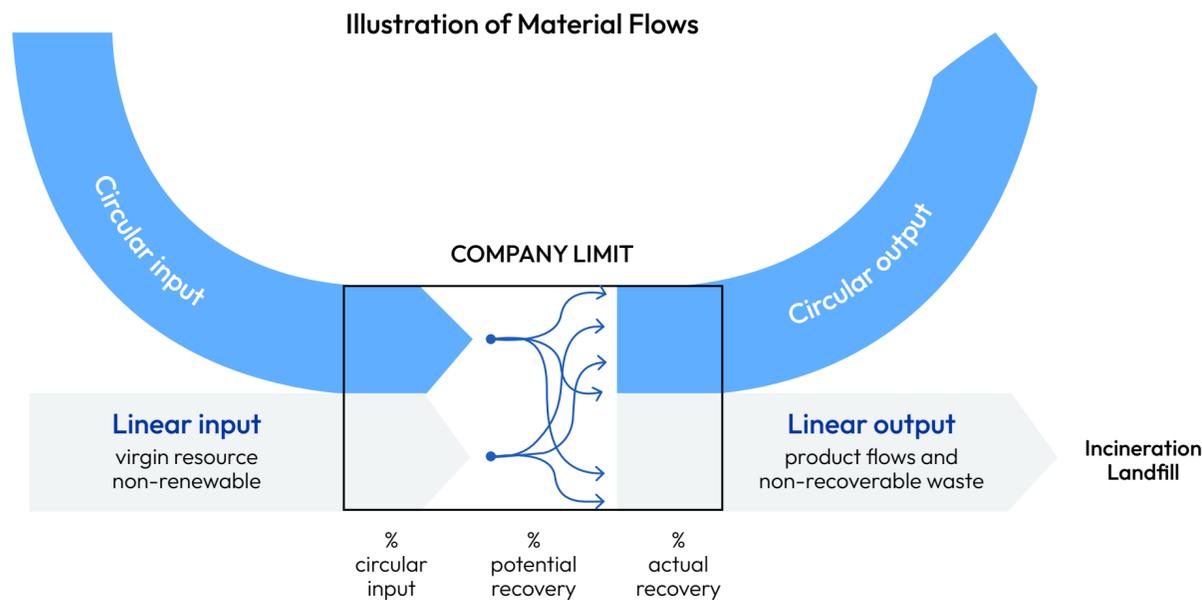
3. **Use waste as a resource.**

We have incorporated new tools and approaches that are aligned with international standards. As part of this updating process, we worked with the company IQ Circular using the CTI Tool to obtain Circular Transition Indicators (CTI). This is a quantitative guide that was developed by the World Business Council for Sustainable Development (WBCSD) to measure the level of circularity of an organization, focusing on the analysis of material flows, efficiency in the use of resources and strategies for closing production cycles.

At CLPC, we collect data based on inputs, materials and water consumption, always according to the particularities of each production process. This made it possible to generate individual flow metrics as well as aggregate circularity indicators. We also integrated internal recovery rates of liquid waste, highlighting the percentage of lithium that is treated again and reused in our production processes.

To evaluate the circularity of water, we classify its use as linear or circular and consider the percentage of internal recirculation. This dimension is key in our productive context given the relevance of water efficiency in the lithium industry.

In terms of circular inputs, we are developing an innovative project involving plastic pallets made from waste generated in the plant. We will start collecting and treating the plastic material for its recovery in 2024, and it will be used for the sale of our products. One of the goals of our global strategy is to promote the recovery of waste that could be integrated into our operations and contribute to the reduction of virgin inputs to progressively increase our percentage of circularity.

The following is a conceptual illustration of the input and output flows within the system based on the CTI methodology guidelines. This figure shows the general functioning of circular and linear flows within the organizational boundary together with the recovery and assessment rates that are part of the calculation of the circularity percentage.

Illustration of Material Flows

Circular input
Circular output

COMPANY LIMIT

Linear input
virgin resource
non-renewable

Linear output
product flows and
non-recoverable waste

Incineration
Landfill

% circular input
% potential recovery
% actual recovery

Source. Circular Transition Indicators – WBCSD

In the current scenario associated with process inputs and materials, including the internal reuse of liquid industrial waste through solution recovery plants, we achieved a circular output of 10.1%. Without reusing liquid industrial waste, circular output drops to 0.01%. The overall circularity of the process in this case is 5.1% considering both inputs and outputs; however, in the base situation the total circularity of the process is only 0.3%. This comparison allows us to quantify the positive impact of the recovery strategies currently implemented at the CLCP, which form the basis for developing other innovations that will allow us to advance in circularity.

Regarding the circular use of water, CLCP determined an input percentage of 66%. Its internal circulation indicator was then calculated, which represents how many times on average a drop of water travels through the system before exiting, yielding a value of 1.65. This suggests that a significant amount of water is reused, reducing the water footprint of our products.

This evaluation process is part of our ongoing commitment to move towards more sustainable production models that are aligned with the principles of circular economy and continuous improvement. This measurement of circularity allows us to identify opportunities for efficiency and recovery and offers a technical basis for strategic decision-making. Thus, this tool supports efforts to communicate the basis of the shift from the current linear model to a more circular one. To accomplish this, we must incorporate recycled materials and acquire secondary materials, thus anticipating market trends.

At SQM Lithium, we want to work with more sustainable processes that improve the circularity of production, thus reaffirming our commitment to SDG 12: Sustainable production and consumption.

Circularity Strategy Objectives and Targets

We are moving towards recovering more than 50% of our waste to minimize the impact of our operations. We are currently working to ensure that none of our recoverable waste is directed to a landfill by 2030. In 2024, 7,061* metric tons of non-hazardous waste were disposed of, yielding a recovery rate of 15.8%.

*Note: Our recovery target does not consider the disposal of debris.

Circularity Milestones for the Period

01 Circularity Metrics

> **2024–2025**
Develop and organize a portfolio of ongoing projects linked to the 2025 target.
Expected outcome
Evaluate circularity development at each site.

> **2024**
Measure the maturity of operations in regard to circularity issues.
Expected outcome
Achieve a score of 2 (target fully achieved) in each of the indicators evaluated.

> **2024–2025**
Identify new initiatives to integrate into the portfolio.
Expected outcome
Enabling initiatives to increase circularity maturity.

> **2024**
2024 investment plan: progress on the purchase of scales.
Expected outcome
Weighing and description of industrial waste.

> **2023–2025**
Analysis of specific materials and processes in the evaluation with CTI Tools.
Expected outcome
Standard circular metrics of the World Business Council for Sustainable Development.

02 Circular Procurement

> **2024**
Supplier platform.
Expected outcome
Self-assessment that allows us to rate our suppliers' sustainability efforts on a scale of "A" to "E."

> **2024**
Understanding of traceability of recovery entities.
Expected outcome
Ensure that our waste meets the integrity criteria to comply with circularity.

> **2024**
Incorporation of suppliers that contribute to the circularity strategy.
Expected outcome
Suppliers that contribute to waste recovery at SQM Lithium.

03 Circular Governance

> **2024–2025**
Design governance structure for strategy execution.
Expected outcome
Governance for implementation and monitoring.

> **2025**
Achieve commitment from stakeholders and senior management.
Expected outcome
Definition and monitoring of senior management commitments on circular culture issues.

> **2024–2025**
Implementation of initiatives.
Expected outcome
Implementation of initiatives that promote circularity.

04 Partnerships and Collaboration

> **2024**
Participation in SOFOFA HUB Venture Client.
Expected outcome
Development of projects that promote circularity.

> **2024**
SOFOFA HUB Circular Territory.
Expected outcome
Possible strategic partnerships or industrial symbioses.

> **2024**
Connections with universities.
Expected outcome
Thesis projects related to circularity issues.

> **2024**
Verification of recovery processes in Region II with the regional government.
Expected outcome
Advances in waste treatment in the Antofagasta Region.

> **2024–2025**
Implementation of the ESR Law.
Expected outcome
Creation of baseline and reporting in Gransic at national level.

> **2024–2025**
Partnership with strategic recovery service suppliers.
Expected outcome
Increase the percentage of waste recovered.

05 Labor and Economic Growth

> **2024–2025**
Jobs related to sorting non-hazardous waste.
Expected outcome
Encourage accurate sorting and increase the recovery quota from the site.

06 Circular Processes and Technology

> **2024**
Innovation pilots in startup operations.
Expected outcome
Implementation of pilot projects to improve waste generation metrics at the site.

> **2024**
Air humidity capture technology for the production of drinking water.
Expected outcome
Installation of air humidity capture equipment to reduce purchases of water in plastic containers.

> **2024–2025**
Physical treatment of waste for recovery.
Expected outcome
Waste compaction process that helps optimize transportation.

> **2024–2025**
Physical treatment of waste and compliance with the ESR Law.
Expected outcome
Recycling of waste covered by the ESR Law (cardboard, plastic, paper and scrap).

> **2023–2025**
Incorporation of circular pallets for the sale of our products.
Expected outcome
Increase circular purchases.

07

Reduce PET Bottle Use

2023 – 2024
Distribution of stainless steel bottles to workers.

Expected outcome
Reduction in the purchase of disposable plastic bottles.

2023 – 2024
Recharging stations at Salar de Atacama operations.

Expected outcome
Refilling points for drinking water, which reduces the generation of plastic bottles.

08

Replace Wooden Pallets

2024
Pilot project to evaluate plastic pallets.

Expected outcome
Use of plastic pallets for product shipment.

2024
Economic feasibility study to incorporate plastic pallets.

Expected outcome
Reduce virgin material purchases for plastic pallets.

09

Incorporate Strategic Waste Coordinators

2024–2025
Recover our industrial waste to avoid landfill disposal.

Expected outcome
Increase recovery and reduce disposal of our waste in landfills.

10

Safely Designed and Operated Storage Facilities

2024
The sorting points are designed to be safe according to the standard for sorting and disposing of non-hazardous industrial waste.

Expected outcome
Promote safety at sorting points by minimizing the associated risks as much as possible.

11

Sorting and Circularity Strategy Training

2024
Our employees receive training in waste reduction to promote a culture of sustainability and integrate the company's circularity strategy.

Expected outcome
Training to ensure the correct sorting of industrial waste. Employees with knowledge of the 10Rs of circularity.

12

Safe Treatment and Disposal of Hazardous Waste

2024
They are treated using authorized methods and sent for safe disposal in industrial landfills.

Expected outcome
Achieve comprehensive management of the life cycle of hazardous substances, applying rigorous procedures for labeling, storage, handling and transportation in accordance with Chilean regulations and international agreements.

Water Stations

As part of our circularity and water goals, an innovative hydration system was implemented at CLCP called Sustainable Hydration Points.

This initiative was promoted by the Lithium Operations Department and the CLCP Joint Health and Safety Committee and supported by the Sustainability Department. It makes it possible to obtain purified water from humidity in the air, reducing the use of plastic bottles, the carbon footprint and the risks associated with transporting containers.

During the second half of 2024, we installed URBAN and FW60 equipment from FreshWater Solutions with a capacity of up to 60 liters per day. This technology was originally designed for rural areas without access to potable water and has been well received by the CLCP community, highlighting its efficiency, quality and environmental contribution.

This solution promotes the responsible use of water resources, improves the quality of water available to workers and advances the adoption of sustainable technologies in our operations.

Traceability and Environmental Reporting of Waste

We use the two official systems provided by the Chilean government to ensure the traceability of our industrial waste. We report our non-hazardous waste on a monthly basis to the National Waste Declaration System (SINADER), through the PRTR Single Window, in compliance with the provisions of Supreme Decree No. 1/2013 of the Environment Ministry. This report provides an official receipt of information that outlines the types of waste, quantities, treatments, managers involved and their final destination.

We also manage and declare hazardous waste through the Hazardous Waste Declaration and Tracking System (SIDREP) maintained by the Health Ministry. This allows us to obtain closure documents validated by health authorities, including information on the generator, the transporter, the authorized recipient and the complete traceability of the waste from its origin to its final disposal.

Waste

RT-CH-150a.1; EM-MM-150a.7 | GRI 306-1; 306-2; 306-3

The company's operations generated 9,318 metric tons of waste, which can be broken down as follows:

Type of Waste	Metric	Salar de Atacama	Carmen Lithium Chemical Plant	Total
Hazardous waste	t	741	295	1,037
Non-hazardous waste	t	5,304	2,978	8,281
Total	t	6,045	3,273	9,318

During this reporting period, we also recycled 21% of the non-hazardous waste at our at our Salar de Atacama operation, which is equivalent to 1,115 metric tons:

Types of Non-Hazardous Waste Disposal	Metric	Salar de Atacama	Carmen Lithium Chemical Plant	Total
Incineration (with energy recovery)	t	0	0	0
Incineration (without energy recovery)	t	0	0	0
Transfer to landfill	t	4,189	2,978	7,167
Recovery	t	1,115	0	1,115
Total	t	5,304	2,978	8,281

Types of Hazardous Waste Disposal	Metric	Salar de Atacama	Carmen Lithium Chemical Plant	Total
Incineration (with energy recovery)	t	0	0	0
Incineration (without energy recovery)	t	0	0	0
Transfer to landfill / secure storage	t	741	295	1,037
Total	t	741	295	1,037

Other Forms of Mining Waste

Our Salar de Atacama operations are based on the extraction of lithium from natural brines, avoiding the massive removal of rock and the generation of tailings or other solid waste typical of conventional mining operations.

This was validated by an independent audit conducted under the IRMA standard. The findings indicate that the site has no tailings facilities and that the ore does not generate acid drainage. It also classifies the common salt waste as low risk and not containing contaminants.

End-of-Life Tire (ELT) Management

For the fourth year in a row, we transferred end-of-life tires from the site for final disposal, reaching a total of 600 metric tons. The recycled rubber was used to manufacture products that we use in offices and sustainable open spaces in our operations.

Materials, Marketing and Labeling

GRI 204-1b; 301-1; 301-2; 301-3; 417-1; 417-2; 417-3

All of our 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 information should include regulatory requirements such as origin of product; content (duly identified monoconstituted substances); safe use in accordance with destination market regulations; disposal of the product when required by the relevant regulations; and safety information regarding the hazard classification inherent to the product as established by the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) and the local regulations applicable in each destination market.

All of our products are covered by and assessed for compliance with labeling procedures.

Two cases of container mislabeling were identified in 2024. The containers should not have been labeled. This led to warnings and extra payments to service providers. However, no cases of non-compliance with regulations related to marketing communications such as product advertising, promotion and sponsorship were identified.
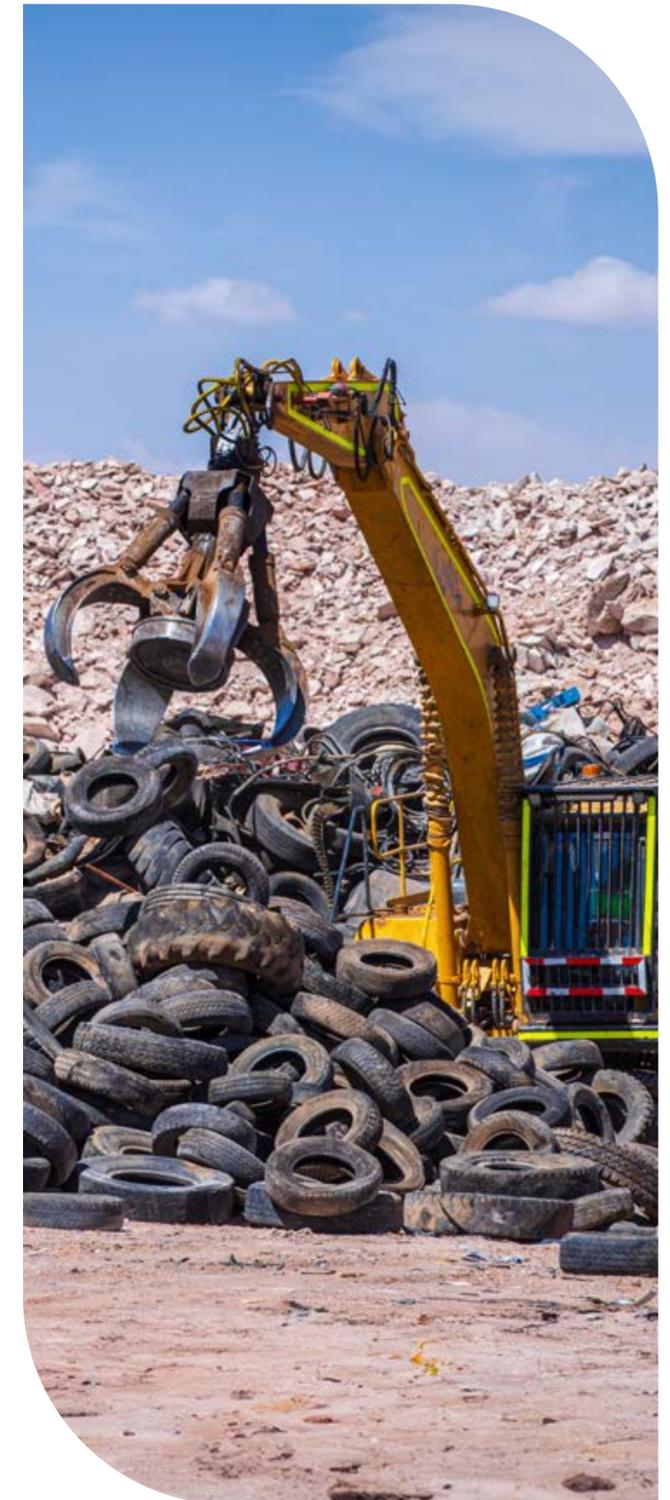
Other Environmental Actions

EM-MM-150a.7, EM-MM-160a.1

All our operations in Chile are ISO 14001 and ISO 50001 certified.

Environment Management System (EMS) Assurance

SQM Lithium has earned ISO 14001:2015 certification for its operations in the Salar de Atacama and the Carmen Lithium Chemical Plant. This certification is valid from February 2023 to February 2026 and reflects our efforts to maintain environmentally responsible practices. It covers activities related to brine withdrawal, lithium carbonate and hydroxide production and the production of potassium products.

Certification/Audit/Third-Party Assurance

We also adhere to the IRMA standard, which promotes responsible mining practices based on four principles: corporate integrity, positive legacy management, social responsibility and environmental responsibility.

In 2023, the SdA site achieved a score of 75 on its independent assessment, which is indicative of its commitment to responsible mining.

Return on Environmental Investments

The EMS allows us to track capital investments, operating expenses, savings and cost avoidance associated with environmental projects. This is done on an annual basis based on the volume of production and covers all the company's operations.

Financial breakdown of environmental investments and spending for the last four fiscal years:

	Currency	2021	2022	2023	2024
Asset disbursement	ThUS$	8,834	8,977	4,653	2,291
Expense	ThUS$	438	503	3,926	3,264
Total	ThUS$	9,272	9,480	8,579	5,555
Savings, cost avoidance, revenue, tax incentives, etc.	ThUS$	0	0	0	0
% of operations covered	Production volume	100	100	100	100

Environmental Violations

SQM Lithium has not been subject to any significant penalties (greater than US$ 10,000) related to the environment or ecology over the past four fiscal years. This reflects our ongoing compliance with current regulations and the effectiveness of our environmental management systems. We note that no fines were issued in this area during these periods and no accumulated environmental liabilities were recorded at the end of the fiscal years considered.

Category	2021	2022	2023	2024
Number of legal/regulatory violations	0	0	0	0
Amount of related fines/penalties (US$)	0	0	0	0
Accumulated environmental liability at year-end (US$)	0	0	0	0

Note: This does not include costs incurred to implement the Art. 42 Environment Ministry Organic Law Compliance Program. As such, it does not include the payment of compensation or amounts that could be qualified as punitive or penalties in the context of an agreement.

Product Life Cycle Analysis

At SQM Lithium, we are committed to assessing our environmental and social impact, and we understand the importance of these assessments being supported by expert judgment in order to foster transparency with our stakeholders. During the reporting period, we prepared two Life Cycle Assessments (LCA), one conventional and one social (S-LCA). We aim to update these tools at least every three years.

LCAs allow us to assess our environmental impacts associated with our lithium carbonate and lithium hydroxide production and to identify opportunities for optimization. The analysis is based on ISO 14040:2006 and 14044:2006 standards in addition to the guidelines of the International Lithium Association (ILiA). Activity data from the years 2023 and 2024 were used to analyze the impact categories: climate change, water use, acidification potential, freshwater ecotoxicity and the use of metal/mineral resources.

The Social LCA was conducted in collaboration with the Technical University of Berlin to assess the potential social impacts of our lithium operations in the Salar de Atacama. This methodology allowed us to identify opportunities for improvement in areas such as access to water, local employment, relations with Indigenous communities and protection of cultural heritage. We visited local communities to conduct interviews and analyzed internal data, identifying significant advances in community participation and local development as well as areas where there are still perceptions of risk, especially regarding the use of fresh water and respect for Indigenous rights. This study reinforces our commitment to a more transparent and inclusive mining industry that respects the social and cultural environment in which we operate.

See the appendices for details on the main results.

Social LCA

Remarks from the Chairwoman of the Board of SQM S.A.

As the year 2024 draws to a close, this new Sustainability Report is a source of both pride and reflection that showcases the work we have done, the progress we have made and the lessons we have learned as a company. Our Board of Directors has continued to reinforce our commitment to responsible, modern and transparent mining that contributes to the development of Chile and the well-being of millions of people around the world.

This year was marked by important milestones such as the Memorandum of Understanding we signed with CODELCO in the context of the National Lithium Strategy. This public-private partnership is much more than an operational projection. It is a model of collaboration for the future that combines the experience of the private sector with the vocation of the State to benefit the country and its people.

SQM Salar was converted into a simplified corporation (SpA) to strengthen our organizational structure and prepare us to respond with greater agility to the global, regulatory and environmental challenges we face as an industry. We have also strengthened our internal policies on human rights, diversity, environmental management, integrity and compliance, aligning them with international standards and recommendations from our stakeholders.

Our commitment to the areas where we operate is reflected in our respect for cultural diversity through transparent dialogue. We are especially proud of the community work led by our local teams, which includes emblematic initiatives in health, education, entrepreneurship, sports and culture that positively impact neighboring communities. Internally, we continued our work towards equity and were recognized as pioneers in the industry by earning certification under Chilean Standard 3262 on Gender Equality Management and Work-Life Balance. SQM Lithium is the first mining company in Chile to secure this joint accreditation in all its lithium operations thanks to the efforts of everyone at this company.

Gina Ocqueteau
Chairwoman of the Board of SQM Lithium

Remarks from the Senior Vice President of Sustainability and Corporate Services

With each step we take together with the communities of northern Chile, we reaffirm a deep belief that sustainability is built together through dialogue and with a sense of purpose. At SQM Lithium, we understand that our role in the territory goes far beyond our operations. We generate shared value and build solid, permanent and transparent relationships.

During 2024, we strengthened our participation and active listening mechanisms, forming dozens of community working groups that have facilitated direct dialogue with communities and social organizations in the Antofagasta Region.

Among this year's milestones, we highlight the strengthening of the Atacameño Women's Alliance, which has been recognized for its contribution to gender equality, and the launch of the first Sports Initiatives Fund in San Pedro de Atacama, focused on promoting sports and personal and community well-being.

We also continue to promote projects that originate in the communities themselves, such as the Mobile Dental Clinics and initiatives for sustainable agriculture and access to water and basic services for integral development. We must add to this list the continuing emblematic project: medical missions in communities such as San Pedro de Atacama, Peine, Socaire and Camar, among others, which provide a concrete solution to wait lists by means of high-level procedures in various medical specialties. This virtuous public-private partnership with the health care system delivers essential, timely and quality health care services.

We know that important challenges related to improving the quality of life of the people of the Antofagasta Region remain in areas such as human rights, indigenous culture and inclusive development. In light of this, we updated our policies and strengthened our due diligence systems this year, improving traceability and providing more timely responses to concerns and complaints.

We also substantively improved our outreach channels, including the Communities Portal and the territorial offices in San Pedro de Atacama and Toconao, which now operate as permanent spaces for dialogue and community engagement.

We are inspired by building shared value with the communities, and we are aware that the trust that allows us to operate is renewed every day, with concrete, coherent and respectful actions.

> **We will continue to move forward with local residents and their territories, treating them with respect, responsibility and commitment to make a real and sustained contribution to the development of northern Chile.**

José Miguel Berguño
Senior Vice President of Sustainability and Corporate Services

08
Appendices

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Vision That Drives Us | ESG Commitment | Sustainable Governance | Responsible Value Chain | People-Centered Operations | Social and Shared Value with Communities | Environmental Sustainability | Appendices

About This **Report** *

GRI 2-2, GRI 2-3, GRI 3-1, GRI 3-2

This report covers all consolidated activities of SQM Salar SpA (SQM Lithium) for financial reporting purposes. Its primary focus is on the management and performance of the operations in Chile, as they are the most material and active during the period from January 1 to December 31, 2024. It mainly includes the Salar de Atacama (SdA) operations, the Carmen Lithium Chemical Plant (CLCP) and the Lithium Division's corporate offices.

Published in August 2025, this annual document reports on SQM Lithium's main environmental, social and governance challenges and results using the Global Reporting Initiative (GRI Standards 2021) and Sustainability Accounting Standards Board (SASB EM-MM, RT-CH,) standards for the reporting period. The content is compiled and reviewed by the organization's top executives and validated by the company's Board of Directors.

In addition, this report constitutes our Communication on Progress (CoP) to the United Nations Global Compact, reflecting our compliance with its 10 Principles on human rights, labor relations, the environment and anti-corruption, as well as our commitment to achieving the Sustainable Development Goals (SDGs) by 2030.

Double Materiality and Prioritizing Topics

This exercise includes external stakeholders such as communities, investors and industry experts, who play a key role in identifying the material topics to be reported. Within this framework, we gathered opinions from 17 internal and 7 external stakeholders.

In addition, we integrate other in-house and third-party studies that broaden the perspective. These include participatory human rights due diligence, *Pulso* surveys, sustainable culture workshops, questionnaires and meetings with customers, suppliers, communities and employees.

To define and prioritize material topics, we assessed the identified impacts based on their severity and likelihood. We then set a threshold to determine their significance. A total of 106 sub-topics passed the materiality threshold and were grouped together.

(*) The information presented in this report includes operations in Chile, except for figures related to employees, which include foreign offices.

Assessment and Validation Process:

1	2	3	4	5
113 identified sub-topics	Workshop to assess sub-topics for SQM Lithium	**106** sub-topics after applying the threshold	Workshop to validate grouping, names and definitions of material topics	**22** material topics
Grouping of impacts and assessment of sub-topics based on diagnostic		Work meeting to define the threshold that determined the most relevant sub-topics		Construction of double materiality matrix for SQM Lithium

Financial Materiality and ESG Impact Matrix

1 Sustainable water management
2 Supplier and contractor management
3 Occupational health and safety
4 Transparency and communication strategy
5 Society and local development
6 Climate strategy
7 Communities
8 Cybersecurity and privacy
9 Inclusive and diverse workplace
10 Human rights and business
11 Expansion agreements
12 Talent development and attraction
13 Shareholder relations
14 Biodiversity and natural capital
15 Circularity
16 Innovation, research and development
17 Changes to ESG standards and regulations
18 Contribution to national development
19 Product excellence
20 Diversification and challenges of a sustainable business
21 Stakeholders
22 Fair labor practices

Ambiental Social Gobernanza

IMPORTANTE   MUY IMPORTANTE   CRÍTICAMENTE IMPORTANTE

Materialidad financiera

SASB Indicators
Resource Transformation Sector: Chemicals

Topic	Metric	Category	Unit of Measure	Code	Page	Comments
Greenhouse gas emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations.	Quantitative	Metric tons (t), percentage (%)	RT-CH-110a.1	56	
Greenhouse gas emissions	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Discussion and analysis	N/A	RT-CH-110a.2	57	
Air quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs).	Quantitative	Metric tons (t)	RT-CH-120a.1	57	
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.	Quantitative	GWh; %	RT-CH-130a.1	56	
Water management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	Quantitative	m3; %	RT-CH-140a.1	59	
Water management	Number of incidents of non-compliance associated with water quality permits, standards and regulations.	Quantitative	Number	RT-CH-140a.2	58	
Water management	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Discussion and analysis	N/A	RT-CH-140a.3	58	
Hazardous waste management	Amount of hazardous waste generated, percentage recycled.	Quantitative	Metric tons (t), percentage (%)	RT-CH-150a.1	66	
Community relations	Discussion of engagement processes to manage risks and opportunities associated with community interests.	Discussion and analysis	N/A	RT-CH-210a.1	46	

Topic	Metric	Category	Unit of Measure	Code	Page	Comments
Workforce health and safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees.	Quantitative	Rate	RT-CH-320a.1	40	
Workforce health and safety	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks.	Discussion and analysis	N/A	RT-CH-320a.2	37	
Product design for use-phase efficiency	Revenue from products designed for use-phase resource efficiency.	Quantitative	Presentation currency	RT-CH-410a.1	10	Data is reported as a percentage of sales
Safety and environmental stewardship of chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment.	Quantitative	% by revenue; %	RT-CH-410b.1	33	There are no products with hazardous substances
Safety and environmental stewardship of chemicals	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact.	Discussion and analysis	N/A	RT-CH-410b.2	33	
Genetically modified organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs).	Quantitative	% by revenue	RT-CH-410c.1	N/A	
Management of the legal and regulatory environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry.	Discussion and analysis	N/A	RT-CH-530a.1	28	
Operational safety, emergency preparedness and response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR).	Quantitative	Number; Rate	RT-CH-540a.1	40	This is described as a target but does not address accident by process (i.e., an unintentional release of a hazardous material or energy (fire, explosion, etc.)).
Operational safety, emergency preparedness and response	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	ND	

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Activity Metric	Category	Unit of Measure	Code	Page	Comments
Production by segment	Quantitative	Cubic meters (m3) or Metric tons (t)	RT-CH-000.A	9	Data is by revenue, not number

Extractives and Minerals Processing Sector: Metals and Mining

Topic	Metric	Category	Unit of Measure	Code	Page	Comments
Greenhouse gas emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations.	Quantitative	Metric tons (t), percentage (%)	EM-MM-110a.1	56	
Greenhouse gas emissions	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Discussion and analysis	N/A	EM-MM-110a.2	57	
Air quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb) and (7) volatile organic compounds (VOC).	Quantitative	Metric tons (t)	EM-MM-120a.1	57; 100	
Energy management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable.	Quantitative	Gigajoules (GJ); %	EM-MM-130a.1	56	
Water management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	Quantitative	m3; %	EM-MM-140a.1	59	
Water management	Number of incidents of non-compliance associated with water quality permits, standards and regulations.	Quantitative	Number	EM-MM-140a.2	58	
Waste and hazardous materials management	Total weight of non-mineral waste generated.	Quantitative	Metric tons (t)	EM-MM-150a.4	100	
Waste and hazardous materials management	Total weight of tailings produced.	Quantitative	Metric tons (t)	EM-MM-150a.5	N/A	
Waste and hazardous materials management	Total weight of waste rock generated.	Quantitative	Metric tons (t)	EM-MM-150a.6	N/A	
Waste and hazardous materials management	Total weight of hazardous waste generated.	Quantitative	Metric tons (t)	EM-MM-150a.7	66	
Waste and hazardous materials management	Total weight of hazardous waste recycled.	Quantitative	Metric tons (t)	EM-MM-150a.8	100	
Waste and hazardous materials management	Number of significant incidents associated with hazardous materials and waste management.	Quantitative	Number	EM-MM-150a.9	33	
Waste and hazardous materials management	Description of waste and hazardous materials management policies and procedures for active and inactive operations.	Discussion and analysis	N/A	EM-MM-150a.10	33	
Biodiversity impacts	Description of environmental management policies and practices for active sites.	Discussion and analysis	N/A	EM-MM-160a.1	67	
Biodiversity impacts	Percentage of mine sites where acid rock drainage is (1) predicted to occur, (2) actively mitigated and (3) under treatment or remediation.	Quantitative	Percentage (%)	EM-MM-160a.2	N/A	
Biodiversity impacts	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat.	Quantitative	Percentage (%)	EM-MM-160a.3	60-61	
Security, human rights and rights of Indigenous peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict.	Quantitative	Percentage (%)	EM-MM-210a.1	60	
Security, human rights and rights of Indigenous peoples	Percentage of (1) proved and (2) probable reserves in or near indigenous land.	Quantitative	Percentage (%)	EM-MM-210a.2	60	
Security, human rights and rights of Indigenous peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights and operation in areas of conflict.	Discussion and analysis	N/A	EM-MM-210a.3	18	

Topic	Metric	Category	Unit of Measure	Code	Page	Comments
Community relations	Discussion of process to manage risks and opportunities associated with community rights and interests.	Discussion and analysis	N/A	EM-MM-210b.1	49	
Community relations	Number and duration of non-technical delays.	Quantitative	Number of days	EM-MM-210b.2	ND	No technical delays have been registered
Workforce health and safety	(1) All MSHA incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees.	Quantitative	Rate	EM-MM-320a.1	40	
Business ethics and transparency	Description of the management system for prevention of corruption and bribery throughout the value chain.	Discussion and analysis	N/A	EM-MM-510a.1	23	
Business ethics and transparency	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.	Quantitative	Metric tons (t)	EM-MM-510a.2	30	
Tailings storage facilities management	Tailings storage facilities inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP.	Quantitative	Various	EM-MM-540a.1	N/A	
Tailings storage facilities management	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities.	Discussion and analysis	N/A	EM-MM-540a.2	N/A	
Tailings storage facilities management	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities.	Discussion and analysis	N/A	EM-MM-540a.3	N/A	

Activity Metric	Category	Unit of Measure	Code	Page	Comments
Production of (1) metal ores and (2) finished metal products.	Quantitative	Metric tons (t)	EM-MM-000.A	10	
Total number of employees, percentage contractors.	Quantitative	Number; percentage (%)	EM-MM-000.B	35	

GRI Indicators

GRI Content Index			
Declaration of use:	**SQM Lithium** has presented the information cited in this GRI content index for the period from **January 1 to December 31, 2024,** with reference to the GRI Standards.		
GRI 1 used	**GRI 1: Foundation 2021**		

GRI Standard	Indicator	Page	Comments
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organization details	2	
	2-2 Entities included in the organization's sustainability reporting	71	
	2-3 Reporting period, frequency and contact point	2; 71	
	2-4 Restatements of information	ND	No updates were made
	2-5 External assurance	101	
	2-6 Activities, value chain and other business relationships	8-9	
	2-7 Employees	35	
	2-8 Workers who are not employees	35	
	2-9 Governance structure and composition	21	
	2-10 Nomination and selection of the highest governance body	21	
	2-11 Chair of the highest governance body	21	
	2-12 Role of the highest governance body in overseeing the management of impacts	21	
	2-13 Delegation of responsibility for managing impacts	21	
	2-14 Role of the highest governance body in sustainability reporting	21	
	2-15 Conflicts of interest	21	
	2-16 Communication of critical concerns	22	
	2-17 Collective knowledge of the highest governance body	21	
	2-18 Evaluation of the performance of the highest governance body	21	SQM Lithium does not have a performance review process for the highest governance body.
	2-19 Remuneration policies	22	
	2-20 Process to determine remuneration	22	
	2-21 Annual total compensation ratio	ND	
	2-22 Statement on sustainable development strategy	3-4	

GRI Standard	Indicator	Page	Comments
General disclosures			
GRI 2: General Disclosures 2021	2-23 Policy commitments	18	
	2-24 Embedding policy commitments	25	
	2-25 Processes to remediate negative impacts	49	
	2-26 Mechanisms for seeking advice and raising concerns	23	
	2-27 Compliance with laws and regulations	23-5	
	2-28 Membership associations	16	
	2-29 Approach to stakeholder engagement	15	
	2-30 Collective bargaining agreements	41	
Material topic: Communities			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	71	
	3-2 List of material topics	71	
Material topic: Sustainable water management			
GRI 3: Material Topics 2021	3-3 Management of material topics	58	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	59	
	303-2 Management of water-discharge related impacts	58-59	
	303-3 Water withdrawal	59	
	303-4 Water discharge	59	
	303-5 Water consumption	59	
Material topic: Supplier and contractor management			
GRI 3: Material Topics 2021	3-3 Management of material topics	30-31	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	31	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	30	
	308-2 Negative environmental impacts in the supply chain and actions taken	30	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	30	Although new suppliers are assessed, the number of new suppliers is not published.
	414-2 Negative social impacts in the supply chain and actions taken	49	

Column 1

GRI Standard	Indicator	Page	Comments
Material topic: Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	37-40	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	38	
	403- 2 Hazard identification, risk assessment and incident investigation	38	
	403-3 Occupational health services	38-39	
	403-4 Worker participation, consultation and communication on occupational health and safety	38	
	403-5 Worker training on occupational health and safety	39	
	403-6 Promotion of worker health	42	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	39	
	403-8 Workers covered by an occupational health and safety management system	40	
	403-9 Work-related injuries	40	
	403-10 Work-related ill health	40	
Material topic: Transparency and communication strategy			
GRI 3: Material Topics 2021	3-3 Management of material topics	23-25	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	23-24	
	205-2 Communication and training about anti-corruption policies and procedures	23-24	
	205-3 Confirmed incidents of corruption and actions taken	23	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust and monopoly practices	23-24	
Material topic: Climate strategy			
GRI 3: Material Topics 2021	3-3 Management of material topics	57	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	57	
	305-2 Energy indirect (Scope 2) GHG emissions	57	
	305-3 Other indirect (Scope 3) GHG emissions	57	
	305-4 Reduction of GHG emissions	57	

Column 2

GRI Standard	Indicator	Page	Comments
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	57	
	305-6 Emissions of ozone-depleting substances (ODS)	57	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	56	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	56	
	302-2 Energy consumption outside of the organization	56	
	302-3 Energy intensity	ND	
	302-4 Reduction of energy consumption	56	
	302-5 Reductions in energy requirements of products and services	56	
Material topic: Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	49	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous people	49	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	50	
	413-2 Operations with significant actual or potential negative impacts on local communities	49	
Material topic: Cybersecurity and privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	19	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	19	
Material topic: Inclusive and diverse workplace			
GRI 3: Material Topics 2021	3-3 Management of material topics	35	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	21; 82	
	405-2 Ratio of basic salary and remuneration of women to men	43	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	24	Indicator is outside the scope of the review
GRI 202: Market Share 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	ND	
	202-2 Proportion of senior management hired from the local community	52	

Column 3

GRI Standard	Indicator	Page	Comments
Material topic: Human rights and business			
GRI 3: Material Topics 2021	3-3 Management of material topics	18	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	18	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	18	
Material topic: Expansion agreements			
GRI 3: Material Topics 2021	3-3 Management of material topics	10; 12	
This material topic has no specific GRI Standard associated with it.	Information on material topic: Expansion agreements	10; 12	
Material topic: Shareholder relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	15	
This material topic has no specific GRI Standard associated with it.	Information on material topic: Shareholder relations	15	
Material topic: Talent development and attraction			
GRI 3: Material Topics 2021	3-3 Management of material topics	41	
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	81	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees.	ND	
	401-3 Parental leave	42	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	87	
	404-2 Programs for upgrading employee skills and transition assistance programs	43	
	404-3 Percentage of employees receiving regular performance and professional development reviews	44	

GRI Standard	Indicator	Page	Comments
Material topic: Biodiversity and natural capital			
GRI 3: Material Topics 2021	3-3 Management of material topics	60-62	
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	60	
	304-2 Significant impacts of activities, products and services on biodiversity	60	
	304-3 Habitats protected or restored	60-62	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	62	
Material topic: Circularity			
GRI 3: Material Topics 2021	3-3 Management of material topics	63	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ND	
	301-2 Recycled input materials used	ND	
	301-3 Reclaimed products and their packaging materials	63	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	66	
	306-2 Management of significant waste-related impacts	66	
	306-3 Waste generated	66	
	306-4 Waste diverted from disposal	100	
	306-5 Waste directed to disposal	100	
Material topic: Innovation, research and development			
GRI 3: Material Topics 2021	3-3 Management of material topics	56	
This material topic has no specific GRI Standard associated with it.	Information on material topic: Innovation, research and development	56	
Material topic: Changes to ESG standards and regulations			
GRI 3: Material Topics 2021	3-3 Management of material topics	27-28	
This material topic has no specific GRI Standard associated with it.	Information on material topic: Changes to ESG standards and regulations	27-28	

GRI Standard	Indicator	Page	Comments
Material topic: Contribution to national development			
GRI 3: Material Topics 2021	3-3 Management of material topics	10	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10	
	201-2 Financial implications and other risks and opportunities due to climate change	55	
	201-3 Defined benefit plan obligations and other retirement plans	ND	
	201-4 Financial assistance received from government	10	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	51	
	203-2 Significant indirect economic impacts	51	
GRI 207: Tax 2019	207-1 Approach to tax	23	
	207-2 Tax governance, control and risk management	26-28	
	207-3 Stakeholder engagement and management of concerns related to tax	15	
	207-4 Country-by-country reporting	7-9	
Material topic: Product excellence			
GRI 3: Material Topics 2021	3-3 Management of material topics	33	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	33	
	416-2 Incidents of non-compliance on health and safety impacts of products and services	33	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	33	
	417-2 Incidents of non-compliance regarding product and service information and labeling	33	
	417-3 Incidents of non-compliance concerning marketing communications	33	
Material topic: Diversification and challenges of a sustainable business			
GRI 3: Material Topics 2021	3-3 Management of material topics	11	
This material topic has no specific GRI Standard associated with it.	Information on material topic: Diversification and challenges of a sustainable business	11	

GRI Standard	Indicator	Page	Comments
Material topic: Stakeholders			
GRI 3: Material Topics 2021	3-3 Management of material topics	15	
This material topic has no specific GRI Standard associated with it.	Information on material topic: Stakeholders	15	
Material topic: Fair labor practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	41	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	ND	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	18	
Material topic: Security practices			
GRI 3: Disclosures on Material Topics 2021	3-3 Management of material topics	18	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	18	

Material Topics: Creating Business Value

1. Responsible Water Management

Responsible use of water is an important aspect of our production processes due to its scarcity in some of the locations where we operate.

> **Business justification:**
> Responsible water management is crucial to the operational sustainability of SQM Lithium for reasons related to environmental stewardship, regulatory compliance and community relations. Our operations are located in water-stressed areas, where water scarcity is an urgent issue. By prioritizing this topic, SQM Lithium not only ensures efficient and sustainable production, but also contributes to the well-being of the communities and ecosystems where it operates. This approach is key to maintaining our industry leadership and fulfilling our ethical commitments. In addition, water plays an important role in lithium production, and any interruption or inefficiency in its management can directly affect our production capacity, potentially leading to cost increases, delays, or reduced product quality. Local and global regulatory requirements have also become increasingly stringent, requiring proactive and responsible water resource management.

> **Business strategies:**
> We have authorized water use rights and comply with all related requirements and commitments. We use water efficiently and properly manage the water ecosystems from which we withdraw water, favoring recirculation and optimizing processes. Our Sustainability Plan includes specific commitments to reduce water use and withdrawal. In addition, we have environmental monitoring and early warning plans in place to protect these ecosystems. We set up the website https://www.sqmsenlinea.com/ to supply communities and other stakeholders with environmental information. We have designed a system to report water and net brine withdrawn and verify compliance with current regulatory withdrawal limits.

> **Target:** All our operations are committed to reducing inland water consumption by up to 120l/s in the Salar de Atacama. This figure is 50% less than our rights approved in environmental permits.

> **Progress towards the target:**
> > We disclosed our progress in water management in our Sustainability Report.
>
> > In the Salar de Atacama, we have reduced water consumption by 50% since 2021 and are committed to maintaining it until 2030. Since November 2020, we have reduced brine withdrawal by 25% and are moving towards a 50% reduction by 2028. We also reduced water consumption intensity for potassium chloride production by 2.9%.

> **Executive compensation:**
> At SQM Lithium, some executives' annual variable bonuses have components linked to water resource management. For example, in 2024, the "CORFO Project Compliance" metric, which includes commitments from the Salar Futuro project related to reducing inland water consumption, represents 10% of the Sustainability Manager's annual variable bonus.

2. Human Rights and Business

The company's responsible approach in its social role is a key factor in the perception and commitment of internal and external stakeholders.

> **Business justification:**
> Human rights—especially non-discrimination and gender equity—are fundamental to ensuring compliance with local and international regulations, which are constantly evolving. Failure to comply can result in legal penalties and reputational damage. On the other hand, properly managing these issues helps attract diverse and skilled talent, and mitigates operational risks such as labor disputes or litigation. Adopting these principles strengthens SQM Lithium's competitiveness and supports its long-term sustainable growth.

> **Business strategies:**
> We identified priority areas through human rights due diligence processes and made a public commitment in our SQM Lithium Sustainability Policy. We prioritize inclusive environments, health and safety, and community well-being, backed by policies, procedures, metrics and governance bodies that report to the Board of Directors. We have a Diversity and Inclusion Policy that seeks to eliminate barriers to female participation.

We implement management systems to ensure gender equity and work-life balance. We use blind recruiting and people analytics to guarantee pay equity and detect biases in hiring or promoting practices. We are also moving forward on accreditation under Chilean standard NCh 3262.

> **Progress towards the target:**
> Women made up 22% of workforce in 2024

> **Executive compensation:**
> Executive compensation: Some executive positions at SQM Lithium have goals related to diversity and human rights incorporated into their variable bonus structure. In 2024, for example, the "Female Participation" metric, with a target of 23% by the end of the year, makes up 20% of the annual bonus for the Deputy Manager for Talent Attraction and Diversity.

3. Climate Change

Climate change, driven by lithium demand, represents financial risks and opportunities for SQM Lithium. The EU Batteries Regulation and pressure from stakeholders demand immediate environmental action.

> **Business justification:**
> > **Risks:**
> > > **Costs:** Increase in withdrawal costs due to water scarcity and extreme climate phenomena in Salar de Atacama. Necessary investments in low-emission extraction technologies (DLE). Costs associated with the traceability required by the Battery Passport. Possible fines for non-compliance.
> >
> > > **Revenue:** Loss of customers looking for lithium with a low carbon footprint, especially in Europe. Risk of losing access to the European market if the Batteries Regulation is not complied with. Reputational damage if climate change is not addressed urgently.
>
> > **Opportunities:**
> > > **Revenue:** Increased demand for lithium for electric vehicles and renewable energy. Access to the European market by complying with the Batteries Regulation. Competitive advantage by offering sustainable and traceable lithium.
> >
> > > **Financing:** Greater access to green bonds and sustainable finance.
> >
> > > **Reputation:** Improved brand positioning and relationships with stakeholders.

> **Business strategies:**
> > **Mitigation:** Implement low-carbon extraction technologies (e.g. DLE), increase the use of solar energy and power purchase agreements (PPA), optimize water use in the Salar de Atacama through recycling and reuse, and manage GHG emissions throughout the value chain.
>
> > **Adaptation:** Prepare infrastructure for extreme climate events (droughts/floods) with resistant designs and early warning systems. Diversify water sources and develop contingency plans.
>
> > **Compliance:** Implement traceability systems to comply with the EU Batteries Regulation and the Battery Passport.
>
> > **Transparency:** Participate in initiatives like SBTi, TCFD and CDP. Transparent reporting of progress and regulatory compliance.

> **Target:**
> > Reduce absolute Scope 1 and 2 GHG emissions by 46.2% by 2031 (base year 2021).
>
> > Reduce Scope 3 GHG emissions by 55% per metric ton of lithium carbonate equivalent produced by 2031.

> **Progress towards the target:**
> > Although emissions temporarily increased due to the expansion of lithium production to meet global demand, SQM Lithium has signed renewable energy contracts and is working with its suppliers to reduce its footprint. The company remains committed to decarbonization through innovative energy solutions and supply chain involvement.

> **Executive compensation:**
> > The compensation structure at SQM Lithium considers climate indicators for the variable bonuses of certain executives. By way of example, in 2024, 10% of the Sustainability Manager's bonus was linked to specific climate metrics, 60% to operational efficiency and 20% to sustainable projects that contribute to carbon footprint reduction. This structure reinforces the alignment between sustainability and financial performance.

Material Topics from an Environmental Impact Perspective

1. Availability of Water in Communities

SQM Lithium operates in an area with water scarcity, making the responsible use of water a key priority. Water availability directly affects residents' daily lives, their health and their ability to engage in economic activities such as farming and raising livestock. Accordingly, we have implemented various measures to contribute to the stability and sustainability of water resources to benefit the communities. At the same time, the organization's water use must be continuously monitored and managed to ensure the long-term availability of this valuable resource.

- **Initiatives:**
  One example of the impact of providing a constant, sustainable water supply is the forage plot in San Pedro de Atacama. The water supplied to the Yerbas Buenas sector of the Río Grande district was provided exclusively using water trucks, with no direct access. In response, we installed modern irrigation systems to ensure a reliable water supply and purchased machinery to sustainably use and efficiently distribute water.
  Since 2022, SQM Lithium has also been working with the Rural Drinking Water Committee (CAPRA) of San Pedro de Atacama, a non-profit organization under the Water Works Bureau, which is responsible for supplying drinking water to the town. The objective of this collaborative effort is to urgently address and stabilize the drinking water supply, as the committee was facing financial challenges that led to daily interruptions in service.

- **Materiality metrics:**
  i. In the Yerbas Buenas sector of the Rio Grande district, 30 residents previously relied on water trucks to irrigate their alfalfa crops. Thanks to our efforts, 21 of them now have modern irrigation systems, which means that 70% of the community now has stable, sustainable access to irrigation for their crops.
  ii. With stable and sustainable access to water, residents are more autonomous, as they can grow alfalfa to feed their livestock, reducing their dependence on external sources and becoming more self-sufficient. This leads to greater availability and quality of food, and a significant improvement in their quality of life.
  iii. As a result of this autonomy in forage production, 70% of the residents have increased their income by selling alfalfa. Estimates predict that 21 farmers will produce approximately 350 bales on 5 hectares, with an estimated selling price of Ch$12,000 per bale. This would mean revenue per harvest of approximately **USD $5,122** once the full production is sold.

2. Community Relations

Community relationships are important because of the direct connection between the financial stability of local communities and the success of SQM Lithium, which influences employment, income levels and economic growth. In remote areas where services are limited, such as those where SQM Lithium operates, educational initiatives foster employability and economic empowerment. In addition, education enables young people to improve their living conditions, and better trained professionals to actively contribute to community development. This helps to close gaps in services and products essential for local life by strengthening the capabilities of residents.

- **Initiatives:**
  For the past seven years, SQM Lithium has supported a program to provide technical knowledge and educational tools to agriculture students at Lickan Antai Bicentennial High School to prepare them for the world of work. This program aims to facilitate access to quality jobs through: curriculum development, hiring of qualified professionals, training in areas of interest, technical and demonstration field trips, acquisition of agricultural technologies and machinery, and implementation of a farm school and plots available to students.

- **Materiality metrics:**
  i. This year, **32 students** in their third and fourth year at the local high school participated in the educational program. Over the past seven years, approximately **80%** of program participants have successfully completed professional internships.
  ii. During this time, about **15%** of the students have been hired in the agricultural sector, embarking on a career aligned with their training.

Chapter 3: Sustainable Governance

Identification of Emerging Risks

Emerging Risks	Description	Impact	Mitigation Actions
International trade tensions could negatively impact our financial performance	Increasing tensions in international relations, particularly with China, represent a potential risk for SQM Lithium. These tensions could lead to political and economic measures targeting Chinese-owned companies, which could result in adverse effects on our business, financial position and results of operation. China holds an important position as a key market for our company. However, their economic conditions remain vulnerable to global economic fluctuations. The recent turmoil in global financial markets, triggered by trade disputes and tariffs between the United States, China and other countries, is a cause for concern. The imposing of substantial tariffs on goods by both governments has the potential to escalate further, impacting several sectors.	The United States recently announced new, considerably higher tariffs on a number of goods made in China, including batteries and electric vehicles. On the other hand, it is still uncertain whether Europe will raise tariffs on Chinese imports and which goods could be affected. We cannot predict how the Chinese government will respond, nor the policies of the Chinese, European and U.S. governments, but the escalating trade war between China and the U.S., coupled with additional tariffs on bilateral imports, could continue to affect global economic conditions. If the list of products subject to tariffs is expanded or tariffs are increased further, this could negatively impact economic conditions in both countries. This could also lead to a decrease in demand for raw materials such as lithium and other commodities, resulting in a material adverse effect on our business, financial position and results of operation. In addition, escalating tensions in international relations with China could result in political and economic measures against Chinese-owned companies, which could also have a negative impact on our business, financial position and results of operation.	We are actively monitoring these developments and proactively evaluating our strategies to mitigate potential impacts on our business, financial health and results of operation. For example, we have made great strides in diversifying our operations. One notable achievement in 2024 was the acquisition of our first refining plant outside Chile, located in China. This strategic move allows us to manufacture a maximum of 30,000 metric tons of lithium hydroxide per year using lithium sulfate sourced from Chile. We are also committed to achieving our expansion targets in a responsible manner, while focusing on improving efficiency through various projects, including innovation initiatives.
Risk arising from the introduction of new hazard classes in the European Commission (EC)'s CLP regulation and the EC proposal to classify lithium compounds as substances toxic to reproduction.	The EC proposal to classify lithium compounds is in the final stages of being evaluated and is very likely to be approved. Additionally, the EC has introduced new hazard classes for endocrine disruptors, as well as for chemicals that do not degrade in the environment and have a high potential to bioaccumulate in living organisms or to spread through the water cycle, including drinking water. Lithium compounds are under evaluation, but are likely to be classified in one or more of these classes, which means that they may become Substances of Very High Concern that are subject to new regulations, increased restrictions and bans on use in consumer (retail) products unless they are shown to be essential to society. This is in the context of the European Union's (EU) Chemicals Strategy for Sustainability, which is part of the EU's Zero Pollution ambition, a key commitment of the European Green Deal. Such decisions by the EU have an effect on business globally and are also imitated by other countries and carried over into international agreements related to chemicals. In fact, the competent authority in Korea has already asked lithium compound registrants to provide scientific evidence to assess whether to adopt this classification.	While the classification would not stop the use of lithium in batteries, it will very likely have an impact on at least four stages in the lithium battery supply chain in the EU and other countries adopting these classifications: lithium mining, processing, battery production and recycling. The impact would be reflected in increased administrative burden, operational risk management and restrictions that could affect each of these industries, which would increase costs. Since this classification will be adopted by Chile in the future, it will also have an impact on production costs, which will require mitigation measures at operations to avoid occupational exposure of workers and the release of lithium into the environment.	SQM Lithium is a member of Eurometaux, a trade association of producers and recyclers of non-ferrous metals in Europe, and of the International Lithium Association (ILiA). To encourage regulatory decisions to be made on the basis of robust and risk-based scientific evidence, SQM Lithium works with these two organizations to actively and permanently monitor regulatory changes and new scientific evidence related to the proposed classification, as well as recommendations and new scientific methods to evaluate the new classifications. At ILiA, SQM Lithium helped organize two roundtables in London of independent toxicology and epidemiology experts to assess whether the existing scientific evidence to support the EC's proposed classification as toxic to reproduction is robust and adequate. Both roundtables concluded that the scientific evidence is very weak and insufficient for classification in the highest category as proposed by the EC, but recommend classification in a lower category, which would translate into less impact. Furthermore, SQM Lithium supports the Risk Management Option Analysis (RMOA) project. In parallel, the industry in Korea is working together to provide regulators with robust and updated technical and scientific information, to favor the adoption of the most appropriate classification. SQM Lithium is an active member of a public-private lithium roundtable formed in Chile that is preparing a technical response to the EU classification proposal and other emerging regulations.

Subject or Topic	Corporate Position	Description of Position / Engagement	Total Spending in 2024 (US$)
Fundación Chile is a public-private entity that works to move Chile towards sustainable development For over 45 years, it has collaboratively created high-impact solutions for the country's development, addressing local challenges that are global in scope. It functions as a network, forming alliances with public and private stakeholders from more than 160 institutions in 65 countries.	Support	Supporting this organization is key to SQM Lithium's relationship with public and private entities and helps position us as a key player in the country's sustainable transition.	88,180
Libertad y Desarrollo is a think tank that addresses a wide range of economic, social and political issues in Chile. The key areas it analyzes include: Economic policy: policies, reforms and regulations aimed at promoting economic growth, competitiveness and sustainable development. Betterment of education Fiscal and tax policy: the efficiency, equity and stability of the tax system. Labor market and social security: job creation and the development of labor skills. Innovation and technology Energy and natural resources: energy policy and resource management.	Support	SQM Lithium does not support a specific cause or issue. The contribution to Libertad y Desarrollo is intended to support the organization's research and analysis work in various areas, such as sustainable development, economic growth, education, employment, the private sector, free markets and openness to foreign trade. SQM Lithium considers these to be key issues for the country's future, and therefore supports initiatives that foster informed debate and help develop proposals in these areas.	75,252

	Type of Organization	Total Spending in 2024 (US$)
Azerta SPA	Azerta is a strategic communications consulting firm specializing in public affairs, crisis management and digital communications.	183,848
Libertad y Desarrollo (LyD) is a Chilean think tank focused on researching and analyzing public policies and the economy.	Founded in 1990, Libertad y Desarrollo is an independent think tank not affiliated with any political, religious, corporate or governmental group. It focuses on analyzing public affairs and promoting the values and principles of a free society.	75,252
Fundación Chile	Public-private entity that works to move Chile towards sustainable development. For over 45 years, it has collaboratively created innovative, high-impact solutions for Chile. To do this, it addresses local challenges that are global in scope and creates networks, forming public and private alliances with over 160 institutions in 25 countries.	88,161

*The expenses described above are an estimate, specifically 50% of SQM S.A.'s total spending, because expenses were not incurred directly by the lithium and iodine/plant nutrition divisions until the year 2023. Exact amounts broken down by division should be available as of fiscal year 2024.

Chapter 5: People-Centered Operations

GRI 401-1

New Employee Hires

Total Number of New Employee Hires			
Category	Women	Men	Operation
Employees under 30 years old	33	82	Salar de Atacama
Employees 30-50 years old	37	135	
Employees over 50 years old	2	9	
Employees under 30 years old	19	48	Carmen Lithium Chemical Plant
Employees 30-50 years old	18	63	
Employees over 50 years old	0	3	
Employees under 30 years old	13	25	Office in Santiago
Employees 30-50 years old	52	62	
Employees over 50 years old	10	7	
Employees under 30 years old	7	2	Office in Antofagasta
Employees 30-50 years old	11	9	
Employees over 50 years old	2	1	
Employees under 30 years old	17	51	Foreign offices
Employees 30-50 years old	56	212	
Employees over 50 years old	4	12	

Employee Turnover

Total Number of Employee Turnover			
Category	Women	Men	Operation
Employees under 30 years old	11	24	Salar de Atacama
Employees 30-50 years old	15	77	
Employees over 50 years old	2	17	
Employees under 30 years old	11	16	Carmen Lithium Chemical Plant
Employees 30-50 years old	15	55	
Employees over 50 years old	0	3	
Employees under 30 years old	5	4	Office in Santiago
Employees 30-50 years old	10	16	
Employees over 50 years old	0	2	
Employees under 30 years old	1	0	Office in Antofagasta
Employees 30-50 years old	4	1	
Employees over 50 years old	0	0	
Employees under 30 years old	0	7	Foreign offices
Employees 30-50 years old	7	24	
Employees over 50 years old	0	1	

Total Hiring of a Operations in Chile

Metric	2024
Total number of new employee hires	650
Percentage of vacancies filled by internal candidates	34.5%
Average cost per hire/FTE (Currency: US$)	537

*There were 343 internal promotions in 2024.

Employee Turnover Rate	2024
Total employee turnover rate	8.8%
Voluntary employee turnover rate	3.0%
Data coverage (% of total full-time equivalent employees)	87.4%

Note: Does not include foreign operations

Parental Leave Taken at Operations in Chile

Parental Leave			
Requirement	Men	Women	Total
Employees entitled to parental leave	104	32	136
Employees who took parental leave	104	32	136
Employees who returned after parental leave	104	3	107
Employees who returned from parental leave and continue to be employed 12 months after returning to work	104	7	111
Retention rate	100%	100%	2
Retention rate	100%	17.6%	1.18

* Men: considers those who received a birth bonus.
  Women: considers those who took maternity leave.

Employees by Employee Category and Gender
GRI 405-1

Employee Category	Men No.	Women No.	Total No.	Men %	Women %	Total %
Senior management	13	0	13	100%	0%	0%
Management	49	18	67	73%	27%	2%
Supervisors	255	61	316	81%	19%	8%
Operators	1,659	208	1,867	89%	11%	47%
Sales force	7	16	23	30%	70%	1%
Administrative staff	14	25	39	36%	64%	1%
Support staff	5	1	6	83%	17%	0%
Other professionals	680	342	1,022	67%	33%	26%
Other technicians	416	185	601	69%	31%	15%
Total	3,098	856	3,954	78%	22%	100%

Breakdown of Workforce by Gender

Indicator	Percentage (%)
Share of women in total workforce	22%
Share of women in all management positions (including junior, middle and top management)	20%
Share of women in junior management positions (first level of management)	19%
Share of women in top management positions (i.e. maximum two levels away from the CEO or comparable positions)	23%
Share of women in management positions in revenue-generating functions (e.g., sales), excluding support functions (HR, IT, Legal, etc.)	70%
Share of women in STEM-related positions (science, technology, engineering and mathematics)	32%

Breakdown of Workforce by Nationality and Leadership Positions by Nationality

Nationality	% of Total Workforce*	% of People in Leadership Positions by Nationality**
Chilean	84.70%	94.95%
Chinese	11.20%	0.51%
Venezuelan	1.09%	1.01%
Bolivian	1.04%	0.25%
Colombian	0.83%	0.25%
Peruvian	0.63%	0.25%
Belgian	0.33%	0.25%
Ecuadorean	0.20%	0
Spanish	0.15%	0.76%
American	0.13%	0.51%
German	0.05%	0%
Italian	0.05%	0.25%
Brazilian	0.03%	0%
French	0.03%	0.25%
Mexican	0.03%	0.25%
South African	0.03%	0%
Australian	0%	0%
Indian	0%	0%
Dutch	0%	0%

*This considers the lithium-potassium division, which includes foreigners in the calculation.
**Includes supervisor, management and senior management positions.

Share of Persons with Disabilities

Group	% of Total Workforce*	Number of Direct Employees with Disabilities
Persons with disabilities	1%	24

*Data as of December 2024.

Employees by Employee Category, Gender and Nationality

Employee Category	Gender	Chilean	Chinese	Venezuelan	Bolivian	Other, South America	Other, Asia	North American	European	African	Total
Senior management	Men	11	1	0	0	0	0	0	1	0	13
	Women	0	0	0	0	0	0	0	0	0	0
Management	Men	40	0	1	0	2	1	1	2	0	47
	Women	16	1	0	1	0	0	2	0	0	20
Supervisors	Men	253	0	1	0	0	0	0	1	0	255
	Women	56	0	2	0	1	0	0	2	0	61
Operators	Men	1,363	228	12	22	34	0	0	0	0	1,659
	Women	145	49	5	2	7	0	0	0	0	208
Sales force	Men	4	1	0	0	0	1	0	1	0	7
	Women	1	6	0	0	0	3	2	3	1	16
Administrative staff	Men	12	1	0	0	1	0	0	0	0	14
	Women	21	4	0	0	0	0	0	0	0	25
Support staff	Men	5	0	0	0	0	0	0	0	0	5
	Women	1	0	0	0	0	0	0	0	0	1
Other professionals	Men	580	66	14	2	8	4	0	6	0	680
	Women	276	37	6	4	4	6	1	8	0	342
Other technicians	Men	362	38	1	5	10	0	0	0	0	416
	Women	165	11	1	5	3	0	0	0	0	185
Subtotal	Men	2,630	335	29	29	55	6	1	11	0	3,096
	Women	681	108	14	12	15	9	5	13	1	858
Total		3,311	443	43	41	70	15	6	24	1	3,954

Employees by Employee Category, Gender and Region of Residence

Employee Category	Gender	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other Regions	Abroad	Total
Senior management	Men	0	3	9	0	1	13
	Women	0	0	0	0	0	0
Management	Men	2	14	19	6	8	49
	Women	0	8	8	0	2	18
Supervisors	Men	6	127	46	75	1	255
	Women	0	31	22	6	2	61
Operators	Men	40	792	21	578	228	1,659
	Women	4	137	1	17	49	208
Sales force	Men	0	2	1	0	4	7
	Women	0	0	1	0	15	16
Administrative staff	Men	2	7	1	3	1	14
	Women	0	14	5	2	4	25
Support staff	Men	2	1	1	1	0	5
	Women	0	1	0	0	0	1
Other professionals	Men	10	243	156	193	78	680
	Women	2	138	104	44	54	342
Other technicians	Men	24	196	30	128	38	416
	Women	8	105	24	37	11	185
Subtotal	Men	86	1,385	284	984	359	3,098
	Women	14	434	165	106	137	856
Total		100	1,819	449	1,090	496	3,954

Direct Employees by Employee Category, Gender and Age Group for Operations in Chile

Employee Category	Gender	Age Group						
		Under 30 years old	30-40 years old	41-50 years old	51-60 years old	61-70 years old	Over 70 years old	Total
Senior management	Men		3		7	2		12
	Women							0
Management	Men		12	14	10	5		41
	Women		5	9	2			16
Supervisors	Men	13	112	90	30	9		254
	Women	6	28	18	6	1		59
Operators	Men	289	597	347	169	29		1,431
	Women	49	77	25	7	1		159
Sales force	Men	1	2					3
	Women	1						1
Administrative staff	Men	3	4	2	3	1		13
	Women	5	8	3	5			21
Support staff	Men		2		1	2		5
	Women	1						1
Other professionals	Men	112	276	155	49	10		602
	Women	70	151	53	13	1		288
Other technicians	Men	100	180	64	27	6	1	378
	Women	55	87	25	6	1		174
Subtotal	Men	518	1,188	672	296	64	1	2,739
	Women	187	356	133	39	4	0	719
Total		705	1,544	805	335	68	1	3,458

Percentage of Employees by Age Group, Region of Origin and Gender

Age Group	Gender	Tarapacá Region	Antofagasta Region	Metropolitan Region	Other Regions	Abroad	Total
Under 30 years old	Men	64.3%	75.4%	58.3%	76.9%	65.3%	72.5%
	Women	35.7%	24.6%	41.7%	23.1%	15.1%	27.5%
30-40 years old	Men	83.3%	73.1%	63.4%	89.0%	76.4%	76.9%
	Women	16.7%	26.9%	36.6%	11.0%	39.6%	23.1%
41-50 years old	Men	95.8%	77.6%	64.4%	95.1%	70.9%	81.8%
	Women	4.2%	22.4%	35.6%	4.9%	72.5%	18.2%
51-60 years old	Men	100%	87.6%	65.1%	96.1%	73.7%	87.6%
	Women	0%	12.4%	34.9%	3.9%	71.4%	12.4%
61-70 years old	Men	100%	96.3%	76.9%	100%	100%	94.3%
	Women	0%	3.7%	23.1%	0%	0%	5.7%
Over 70 years old	Men	0%	100%	0%	0%	0%	100%
	Women	0%	0%	0%	0%	0%	0%
Subtotal	Men	86.0%	76.1%	63.3%	90.3%	72.8%	78.4%
	Women	14.0%	23.9%	36.7%	9.7%	27.2%	21.6%
Total		2.5%	46.0%	11.4%	27.6%	12.5%	100%

Employees by Employee Category, Gender and Years of Service

Employee Category	Gender	Years of Service					
		Less than 3 years	3-6 years	6-9 years	9-12 years	More than 12 years	Total
Senior management	Men	2	0	1	1	9	0
	Women	0	0	0	0	0	0
Management	Men	13	7	9	4	16	49
	Women	4	4	2	1	7	18
Supervisors	Men	78	54	38	31	54	255
	Women	23	17	10	4	7	61
Operators	Men	725	345	204	192	193	1,659
	Women	143	51	13	1	0	208
Sales force	Men	6	1	0	0	0	7
	Women	7	4	1	1	3	16
Administrative staff	Men	5	3	1	3	2	14
	Women	20	2	1	0	2	25
Support staff	Men	1	0	0	0	4	5
	Women	1	0	0	0	0	1
Other professionals	Men	394	114	59	41	72	680
	Women	240	52	27	5	18	342
Other technicians	Men	211	85	60	28	32	416
	Women	106	44	27	4	4	185
Subtotal	Men	1,435	609	372	300	382	3,098
	Women	544	174	81	16	41	856
Total		1,979	783	453	316	423	3,954

Percentage of Employees by Employee Category, Gender and Years of Service

Employee Category	Gender	Years of Service					
		Less than 3 years	3-6 years	6-9 years	9-12 years	More than 12 years	Total
Senior management	Men	100%	0%	100%	100%	100%	100%
	Women	0%	0%	0%	0%	0%	0%
Management	Men	76.5%	63.6%	81.8%	80%	69.6%	73.1%
	Women	23.5%	36.4%	18.2%	20%	30.4%	26.9%
Supervisors	Men	77.2%	76.1%	79.2%	88.6%	88.5%	80.7%
	Women	22.8%	23.9%	20.8%	11.4%	11.5%	19.3%
Operators	Men	83.5%	87.1%	94.0%	99.5%	100%	88.9%
	Women	16.5%	12.9%	6.0%	0.5%	0%	11.1%
Sales force	Men	46.2%	20.0%	0%	0%	0%	30.4%
	Women	53.8%	80.0%	0%	0%	0%	69.6%
Administrative staff	Men	20%	60.0%	50.0%	100%	50.0%	35.9%
	Women	80%	40.0%	50.0%	0%	50.0%	64.1%
Support staff	Men	50%	0%	0%	0%	100%	83.3%
	Women	50%	0%	0%	0%	0%	16.7%
Other professionals	Men	62.1%	68.7%	68.6%	89.1%	80.0%	66.5%
	Women	37.9%	31.3%	31.4%	10.9%	20.0%	33.5%
Other technicians	Men	66.6%	65.9%	69.0%	87.5%	88.9%	69.2%
	Women	33.4%	34.1%	31.0%	12.5%	11.1%	30.8%
Subtotal	Men	72.5%	77.8%	82.1%	94.9%	90.3%	78.4%
	Women	27.5%	22.2%	17.9%	5.1%	9.7%	21.6%
Total		50.1%	19.8%	11.4%	8.0%	10.7%	100%

Employees by Gender and Years of Service

Years of Service	Men No.	Women No.	Total No.	Men %	Women %	Total %
Less than 1 year	603	204	807	74.7%	25.3%	20.4%
1-3 years	836	340	1,176	71.1%	28.9%	29.7%
3-5 years	436	125	561	77.7%	22.3%	14.2%
5-10 years	701	138	839	83.6%	16.4%	21.2%
10-20 years	452	40	492	91.9%	8.1%	12.4%
More than 20 years	70	9	79	88.6%	11.4%	2.0%
Total	3,098	856	3,954	78.4%	21.6%	100%

Ranges for years of service defined internally by the company

Cases Reported to the Labor Bureau or Equivalent Agency (based on SQM Lithium classification):

Category of Issue Reported	No. of Cases Reported in Whistleblower Channel	No. of Cases Filed by Women	No. of Cases Filed by Men	No. of Cases Filed by Unspecified Sex	No. of Cases Still Open	No. of Cases Substantiated	Corrective or Disciplinary Actions Taken
Workplace harassment	2	1	1	0	0	0	0
Sexual harassment	0	0	0	0	0	0	0
Violence in the workplace	0	0	0	0	0	0	0
Subtotal	2	1	1	0	0	0	0

Cases Filed in Whistleblower Channel (based on SQM Lithium classification)

Category of Issue Reported in SQM's Whistleblower Channel	No. of Cases Reported in Whistleblower Channel	No. of Cases Filed by Women	No. of Cases Filed by Men	No. of Cases Filed by Unspecified Sex	No. of Cases Still Open	No. of Cases Substantiated	Corrective or Disciplinary Actions Taken
Workplace harassment	34	9	19	6	0	6	- Letter of reprimand - Climate and leadership training - Dismissal under 160 letter f) of the Labor Code
Sexual harassment	3	0	3	0	0	0	N/A
Violence in the workplace	0	0	0	0	0	0	0
Subtotal SQM Lithium Whistleblower Channel	37	9	22	6	0	6	0

Evaluation of OHS Programs

Goal	Indicator Name	Monitoring Indicator	Target	Frequency of Monitoring
Establish an occupational health and safety hazard management methodology to implement preventive controls and mechanisms to protect against occupational hazards.	Effective closure of corrective actions (CA)	= (No. CA effectively closed / No. CA planned) * 100	Greater than or equal to 95%	Weekly
	Execution of significant potential corrective actions (SP).	= (No. SP actions executed / No. SP actions planned) * 100		Weekly
	Execution of prevention activities.			Weekly
	Execution of hazard detections (HD).	= (No. total HD verified / (No. total HD - open HD)) * 100		Weekly
Improve safety at our operations, minimizing work-related incidents and ill health as much as possible.	Frequency Index (FI).	= (No. LT accidents / total HW) * 10^6	Less than or equal to 1	Weekly
	Severity Index (SI).	= (TDL total days lost / total HW) * 1,000,000	Less than or equal to 60	Weekly
	Combined Frequency Index (CFI).	= (No. LT + NLT accidents / total HW) * 10^6	Less than or equal to 3	Weekly
	Accident rate per million km traveled.			
	Significant Incident Rate.	= (No. SI / total HW) * 10^6	Less than or equal to 10	Weekly
Promote, maintain and improve health and working conditions to preserve a state of physical, mental and social well-being for employees.	Effective closure of occupational health corrective actions (CA_OH technical reports).	= (No. CA_OH effectively closed / No. CA_OH planned) * 100 / No. CA_OH planned) * 100	Greater than or equal to 95%	Monthly
Implement and maintain the Occupational Health and Safety Management System, generating preventive actions that guarantee a safe and healthy work environment.	Compliance with individual supervisor plan.	= (No. activities executed / No. activities planned) * 100	100%	Monthly
Identify, assess and manage precursors of serious and fatal accidents, establishing controls to mitigate and/or eliminate occurrence.	Incident and finding reportability indicator.	= (No. of reports / No. of supervisors) * 100	Less than or equal to 3	Monthly

SQM Lithium Training by Employee Category, Gender and Age Group

Employee Category	Age Group	Gender	Average Hours of Training
Senior management	Under 30 years old	Men	0.0
		Women	0.0
	30-40 years old	Men	20.0
		Women	0.0
	41-50 years old	Men	2.0
		Women	1.0
	51-60 years old	Men	11.3
		Women	0.0
	61-70 years old	Men	6.5
		Women	0.0
	Over 70 years old	Men	0.0
		Women	0.0
Management	Under 30 years old	Men	0.0
		Women	0.0
	30-40 years old	Men	26.2
		Women	112.0
	41-50 years old	Men	42.8
		Women	42.6
	51-60 years old	Men	15.0
		Women	20.0
	61-70 years old	Men	1.7
		Women	0.0
	Over 70 years old	Men	0.0
		Women	0.0
Supervisors	Under 30 years old	Men	32.9
		Women	66.6
	30-40 years old	Men	48.0
		Women	50.4
	41-50 years old	Men	39.7
		Women	34.2
	51-60 years old	Men	36.7
		Women	27.8
	61-70 years old	Male	17.1
		Women	100.0
	Over 70 years old	Men	0.0
		Women	0.0

SQM Lithium Training by Employee Category, Gender and Age Group
GRI 404-1

Employee Category	Age Group	Gender	Average Hours of Training
Operators	Under 30 years old	Men	20.7
		Women	20.7
	30-40 years old	Men	24.9
		Women	11.9
	41-50 years old	Men	20.3
		Women	8.9
	51-60 years old	Men	17.2
		Women	9.0
	61-70 years old	Men	17.0
		Women	3.0
	Over 70 years old	Men	0.0
		Women	0.0
Sales force	Under 30 years old	Men	190.0
		Women	17.0
	30-40 years old	Men	9.0
		Women	0.0
	41-50 years old	Men	0.0
		Women	0.0
	51-60 years old	Men	0.0
		Women	0.0
	61-70 years old	Men	0.0
		Women	0.0
	Over 70 years old	Men	0.0
		Women	0.0
Administrative staff	Under 30 years old	Men	1.0
		Women	10.3
	30-40 years old	Men	8.3
		Women	10.5
	41-50 years old	Men	0.0
		Women	9.5
	51-60 years old	Men	3.0
		Women	2.5
	61-70 years old	Men	0.0
		Women	0.0
	Over 70 years old	Men	0.0
		Women	0.0

Employee Category	Age Group	Gender	Average Hours of Training
Support staff	Under 30 years old	Men	0.0
		Women	0.0
	30-40 years old	Men	18.0
		Women	0.0
	41-50 years old	Men	0.0
		Women	0.0
	51-60 years old	Men	15.0
		Women	0.0
	61-70 years old	Men	15.0
		Women	0.0
	Over 70 years old	Men	0.0
		Women	0.0
Other professionals	Under 30 years old	Men	28
		Women	23
	30-40 years old	Men	33
		Women	29
	41-50 years old	Men	24
		Women	45
	51-60 years old	Men	22
		Women	14
	61-70 years old	Men	5
		Women	0
	Over 70 years old	Men	0
		Women	0
Other technicians	Under 30 years old	Men	24.4
		Women	21.1
	30-40 years old	Men	22.9
		Women	16.8
	41-50 years old	Men	21.4
		Women	18.9
	51-60 years old	Men	16.0
		Women	50.0
	61-70 years old	Men	12.0
		Women	0.0
	Over 70 years old	Men	0.0
		Women	0.0

Note: Types of training may include, but are not limited to: on-the-job training, coaching, mentoring, leadership, compliance, cultural diversity, among others.

Training and Development	2024
Average hours of training and development per FTE	20.8
Average spending on training and development per FTE (US$)	262
Data coverage	94%

* Operations in Chile. Ninety-four percent (94%) participated in at least one training session.

Training

The following tables list specific courses and the number of people who took them between January and October 2024. The data reflect only workers trained during this period and exclude individuals who completed the courses in previous years but whose knowledge is still current. These tables exclude general training such as orientation or sustainability but do include courses that specifically address each topic. As SQM Lithium is a division of SQM S.A., this level of detail is not available for 2023 or previous periods.

Awareness Training to Prevent Information Security Breaches

Course Name	No. of Employees
Information security	128

Training to Prevent Corruption and Bribery

Course Name	No. of Employees
Refresher on compliance and CPM	5
Sector-specific financial crimes	1
Ethics and compliance (orientation)	4
Sustainability, Ethics and Human Rights Policy	14
Ethics and Compliance Program	1
Refresher on Ethics and Compliance Program (general employees)	21
Refresher on SQM Ethics and Compliance Program (supervisors and executives)	14

Awareness Training on Waste Reduction and Sorting

Course Name	No. of Employees
Waste management	31
Hazardous waste management DS 148	134

Training on Safe Handling of Hazardous Substances

Course Name	No. of Employees
Hazardous substances DS43	76
Hazardous waste storage	10
Implementation of Hazardous Energy Control Program for Equipment	1
Hazardous substances	51
Hazardous substance control techniques	73

Training of Employees on Energy Conservation and Climate Action

Course Name	No. of Employees
What is an Energy Management System?	23
Introduction to the Energy Management System at CLCP	6
Internal auditing under ISO 50001:2018	11
Implementation of the Hazardous Energy Control Program	1
ISO50001: Support staff Sgen 2024	14
Interpretation and internal auditing under ISO 50001:2018	5
Legal requirements of ISO 9001, 14001, 45001 and 50001	6
CO_2 footprint and water consumption	4
Internal auditing in integrated management systems ISO 9001:2015, 14001:2015 and 45001:2018	41
Interpretation and awareness of integrated management systems ISO 9001:2015, 14001:2015, 45001:2018.	17
Introduction to ISO 14001:2015	9
Introduction to ISO 14001:2024	1

Training on Biodiversity and Local Ecosystems

Course Name	No. of Employees
Biodiversity and business	3
Talk on wildlife protection requirements at CLCP	276

Diversity Training to Prevent Discrimination and Harassment

Course Name	No. of Employees
Karin Law training	187
Karin Law procedures	18
NCh 3262 and DEI strategy implementation	11
Inclusion and diversity (orientation)	4
SQM orientation (organizational development, HR, inclusion and diversity, compliance, sustainability, safety)	23

General Training Summary (January to October 2024)

Course Name	No. of Employees
SQM Aprende (miscellaneous)	710
Orientation talks	49
Regulatory issues	244
Legal updates	207
Skill development	652
Legal certification	389
Risk prevention	1,952
Brigade members	157
Technical training	310
English	30
Office software	43
Computer software	104

Courses from January to October 2024	No. of Employees	% of Employees
Percentage of employees trained on diversity, discrimination and harassment	234	7%
Percentage of employees trained in business ethics	47	1%
Percentage of employees trained in specific environmental issues	282	8%
Percentage of employees trained in skill development	1849	53%

Note: Includes SQM Lithium's learning platform, skill development, technical training, English, office software and other computer programs.

Training on Risks Related to EU Batteries Regulation

Risk Category	2024
Child labor	Yes*
Forced labor	Yes*
Occupational health and safety	Yes
Air pollution	Yes
Water pollution	Yes
Waste	Yes
Hazardous substances	Yes
Soil pollution	Yes
Indigenous peoples	Yes
Discrimination	Yes
Freedom of association	Yes*
Biodiversity	Yes
Noise and vibration	Yes
Plant safety	Yes
Energy consumption	Yes
Corrupt practices	Yes
Use of public or private security forces	Yes

*Note: Topics like freedom of association and human rights are addressed at orientation talks for employees in supervisory roles. However, there is no specific training on these topics because both freedom of association and the prohibition of child and forced labor are guaranteed by law.

Performance Review by Employee Category, Gender and Age Range

Employee Category	Age Group	Gender	Performance Review
Senior management	Under 30 years old	Men	Not applicable
		Women	Not applicable
	30-40 years old	Men	100%
		Women	Not applicable
	41-50 years old	Men	100%
		Women	Not applicable
	51-60 years old	Men	86%
		Women	Not applicable
	61-70 years old	Men	100%
		Women	Not applicable
	Over 70 years old	Men	Not applicable
		Women	Not applicable
Management	Under 30 years old	Men	Not applicable
		Women	Not applicable
	30-40 years old	Men	88%
		Women	100%
	41-50 years old	Men	79%
		Women	67%
	51-60 years old	Men	100%
		Women	50%
	61-70 years old	Men	75%
		Women	100%
	Over 70 years old	Men	Not applicable
		Women	Not applicable
Supervisors	Under 30 years old	Men	100%
		Women	90%
	30-40 years old	Men	97%
		Women	84%
	41-50 years old	Men	100%
		Women	84%
	51-60 years old	Men	96%
		Women	60%
	61-70 years old	Men	100%
		Women	100%
	Over 70 years old	Men	Not applicable
		Women	Not applicable

Employee Category	Age Group	Gender	Performance Review
Operators	Under 30 years old	Men	98%
		Women	91%
	30-40 years old	Men	99%
		Women	92%
	41-50 years old	Men	97%
		Women	97%
	51-60 years old	Men	97%
		Women	83%
	61-70 years old	Men	100%
		Women	100%
	Over 70 years old	Men	Not applicable
		Women	Not applicable
Sales force	Under 30 years old	Men	100%
		Women	100%
	30-40 years old	Men	100%
		Women	100%
	41-50 years old	Men	100%
		Women	100%
	51-60 years old	Men	Not applicable
		Women	100%
	61-70 years old	Men	Not applicable
		Women	100%
	Over 70 years old	Men	Not applicable
		Women	Not applicable
Administrative staff	Under 30 years old	Men	100%
		Women	100%
	30-40 years old	Men	100%
		Women	89%
	41-50 years old	Men	50%
		Women	100%
	51-60 years old	Men	100%
		Women	60%
	61-70 years old	Men	100%
		Women	Not applicable
	Over 70 years old	Men	Not applicable
		Women	Not applicable

Employee Category	Age Group	Gender	Performance Review
Support staff	Under 30 years old	Men	Not applicable
		Women	100%
	30-40 years old	Men	100%
		Women	Not applicable
	41-50 years old	Men	Not applicable
		Women	Not applicable
	51-60 years old	Men	100%
		Women	Not applicable
	61-70 years old	Men	50%
		Women	Not applicable
	Over 70 years old	Men	Not applicable
		Women	Not applicable
Other professionals	Under 30 years old	Men	98%
		Women	100%
	30-40 years old	Men	98%
		Women	95%
	41-50 years old	Men	99%
		Women	98%
	51-60 years old	Men	98%
		Women	92%
	61-70 years old	Men	100%
		Women	100%
	Over 70 years old	Men	Not applicable
		Women	Not applicable
Other technicians	Under 30 years old	Men	100%
		Women	94%
	30-40 years old	Men	99%
		Women	89%
	41-50 years old	Men	100%
		Women	83%
	51-60 years old	Men	92%
		Women	100%
	61-70 years old	Men	100%
		Women	100%
	Over 70 years old	Men	50%
		Women	Not applicable

Note: The performance review process is conducted annually between December and January. All employees who have joined the company by September 30 (3 months before the start of the process) are eligible to participate. The process is divided into the following stages: Review by supervisor, feedback (conversation about performance between supervisor and reviewee) and closure by reviewee. In addition, the reviewee has an opportunity to comment on the review during the last stage. Reviews of supervisors and executives also involve an initial voluntary self-assessment stage, which serves as an input for the review by management.

Pulso Survey Results

Dimension	Negative	Neutral	Positive	Total	% Negative	% Neutral	% Positive
Satisfaction	**544**	**1,230**	**8,120**	**9,894**	**5%**	**12%**	**82%**
From a psychological and emotional point of view, this is a healthy and satisfying workplace	281	562	2,455	3,298	9%	17%	74%
I believe that SQM is a great place to work	120	298	2,880	3,298	4%	9%	87%
I would recommend SQM to someone close to me as a good place to work	143	370	2,785	3,298	4%	11%	84%
Loyalty	**1,090**	**841**	**7,963**	**9,894**	**11%**	**9%**	**80%**
In the future, I would like to stay at SQM	126	340	2,832	3,298	4%	10%	86%
In the last three months, I have thought about changing jobs	611	0	2,687	3,298	10%	0%	81%
If I were offered the same position and salary at another company, I would keep working at SQM	353	501	2,444	3,298	11%	15%	74%
Engagement	**408**	**1,315**	**11,469**	**13,192**	**3%**	**10%**	**87%**
When necessary, I am willing to go the extra mile to get the job done	73	143	3,082	3,298	2%	4%	93%
I feel energized at work	146	537	2,615	3,298	4%	16%	79%
My work keeps me busy and entertained	98	348	2,852	3,298	3%	11%	86%
I am proud of the work I do at SQM	91	287	2,920	3,298	3%	9%	89%

Dimension	Negative	Neutral	Positive	Total	% Negative	% Neutral	% Positive
Leadership	**970**	**2,056**	**16,762**	**19,788**	**5%**	**10%**	**85%**
My boss conveys the objectives of my area and of the company	176	373	2,749	3,298	5%	11%	83%
I know what my boss expects of my work	152	307	2,839	3,298	5%	9%	86%
My boss gives me room to suggest and implement improvements	147	335	2,816	3,298	4%	10%	85%
My boss follows up to make sure the job is done right	139	312	2,847	3,298	4%	9%	86%
My boss gives me clear, objective feedback on my performance, telling me what I need to improve	203	398	2,697	3,298	6%	12%	82%
There are procedures and standards in place that enable me to do my job well	153	331	2,814	3,298	5%	10%	85%
Recognition	**877**	**1,951**	**7,066**	**9,894**	**9%**	**20%**	**71%**
My boss recognizes and/or congratulates me when I do a good job	262	581	2,505	3,298	8%	16%	76%
SQM recognizes and/or congratulates people when they do a good job	316	706	2,276	3,298	10%	21%	69%
I feel that my work is valued at SQM	299	714	2,205	3,298	9%	22%	69%
Growth	**320**	**734**	**5,542**	**6,596**	**5%**	**11%**	**84%**
My boss gives me the opportunity to learn and develop professionally	178	457	2,663	3,298	5%	14%	81%
Since I have been at SQM I feel I have grown as a professional	142	277	2,879	3,298	4%	8%	87%
Collaboration	**245**	**593**	**5,758**	**6,596**	**4%**	**9%**	**87%**
My team works collaboratively	111	242	2,945	3,298	3%	7%	89%
There is mutual cooperation among my team members	124	361	2,813	3,298	4%	11%	85%

Chapter 6: Social and Shared Value with Communities

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Individual Support Fund (ISF)	X	X	X	X	X	X	Individual support fund that provides direct financial support to a group of Atacameño women from San Pedro de Atacama.	$2,237,878	1,477	Salar de Atacama
Health mission 1 – 2024	X						Held on August 2 and 3 in San Pedro de Atacama (396) and Socaire (66). In total, 462 medical consultations, 194 pairs of eyeglasses and 26 hearing aids were provided.	$106,060	462	Salar de Atacama
Health mission 2 – 2024	X	X					Held on October 4 and 5 in San Pedro de Atacama (550) and Peine (128). In total, 678 medical consultations, 220 eyeglasses and 15 hearing aids were provided.	$106,060	678	Salar de Atacama
Health mission 3 – 2024	X						Held on December 6 and 7 in San Pedro de Atacama (490) and Camar (225), with a total of 715 medical consultations provided.	$106,060	715	Salar de Atacama
Surgical mission	X						Fifteen (15) orthopedic surgeries were performed in Santiago during the second half of December 2024.	$122,222	15	Salar de Atacama
Medical equipment assistance	X						Donations of medical equipment such as canes, hospital cots, orthopedic beds, wheelchairs and electric scooters to women in San Pedro de Atacama.	$25,000	80	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Positive leadership		X	X				Workshop on positive leadership for 20 women from the town of Toconao.	$20,000	20	Salar de Atacama
Entrepreneurship program		X					Financial assistance to promote entrepreneurship through the purchase of equipment, supplies and services (Ch$625,000) for 40 women from San Pedro de Atacama.	$29,150	40	Salar de Atacama
"Inspiramed" talks	X						Lectures on common health topics, focused on specialties like psychiatry, diabetes, cardiology, dermatology, etc.	$149,850	305	Salar de Atacama
Community workshops, volleyball academy at Likan Antai High School	X	X					Promotes sports and a healthy lifestyle for the students of Likan Antai High School in San Pedro de Atacama since December 2024.		100	Salar de Atacama
Community workshops: creative writing		X			X		Promotes development and creativity based on writing techniques and peer editing of works. Held at the San Pedro de Atacama municipal library from May to December 2024.		30	Salar de Atacama

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Community workshops: Textile recycling		X				X	Creatively promotes environmental stewardship and conscientious use of discarded clothing, extending its useful life and making new garments from discarded fabrics. Basic sewing tools were provided and workshops were held at the Licancabur Neighborhood Council and the Women and Progress Mothers' Center in San Pedro de Atacama.		30	Salar de Atacama
Community workshops: Glass recycling		X				X	Promotes recycling of glass bottles to transform them into decorative and/or utilitarian objects. Workshops were held in Toconao, Ayllu de Solor, Peine and at the Conde Duque Neighborhood Council in San Pedro de Atacama.		70	Salar de Atacama
Community workshops: Contemporary dance and folklore academy	X	X			X		Contemporary dance and folklore workshops aimed at promoting individual and group creative development and fostering cohesion among members. It included technical tools and was carried out at the San Pedro de Atacama elementary school from May to December 2024.		70	Salar de Atacama
Community workshops: Making paper flowers		X			X		Four classes were held to strengthen and pass on traditions to commemorate All Souls' Day. The classes were held at the Achaches and Amautas de Ayllu Senior Club in Sequitor.		25	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Community workshops: Making wool roving by hand in Solor		X			X		The program aimed to revitalize the processing by hand of sheep wool and the crafting of decorative elements in Solor.		25	Salar de Atacama
Competitive grants: Promoting Atacama's arts and culture in San Pedro de Atacama		X			X		Financial support for projects by independent artists and organizations that develop and promote local arts. It included technical assistance to apply for grants and execute the nine projects that were selected from different disciplines.		200	Salar de Atacama
Competitive grants: Sports	X						This program provides resources to groups and organizations to develop and promote sports and other related disciplines. It includes technical assistance in applying for grants and executing the selected projects. This round benefited eight projects in San Pedro de Atacama.		300	Salar de Atacama
Fun activities for seniors	X						A gathering for members of local senior clubs that promotes healthy aging, exchange of experiences and knowledge, motivation and well-being. They are held once a month at three senior clubs in San Pedro de Atacama: Simón Benítez Senior Club, Achaches y Amautas de Séquitor Senior Club and Alegría de Coyo Senior Club.		120	Salar de Atacama

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Fundación Miradas Compartidas Soccer School	X						Inclusive project for people with and without disabilities aiming to close gaps in society by promoting the inclusion of all people and integrating sports for children.		50	Salar de Atacama
Fun recess by Fundación Miradas Compartidas	X						Promotes physical activity during recess at Likan Antai High School and San Pedro de Atacama Elementary School.		40	Salar de Atacama
Eliseo Ekart activity in Toconao and San Pedro de Atacama	X						This event took place in Toconao and San Pedro de Atacama to teach children about the importance of electromobility and introduce families to new technology and how to care for the environment.		250	Salar de Atacama
"Unión Familiar" soccer tournament	X						Support for the second "Unión Familiar" tournament organized by the Alto Jama Neighborhood Council and the Norte Verde Sports Club of San Pedro de Atacama. The municipal sports department, CORPODEP, also participated.		400	Salar de Atacama
Second Family Run	X						Seeks to promote physical activity in San Pedro de Atacama and attract families to sports.		150	

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Participation in art fair: "Art Stgo"					X		To promote northern art and culture, we supported eight artists and artisans from San Pedro de Atacama, Toconao and Peine participating in the Santiago art fair, Art Stgo.		8	Salar de Atacama
2nd version of the Lulantur Tatai short story contest		X			X		This initiative promotes writing and creativity among children, youth and adults in the Loa province (i.e. the districts of Calama, Ollagüe and San Pedro de Atacama), and draws attention to local writers. The activity is part of the Book, Art and Heritage Fair organized by the parish of San Pedro de Atacama. The initiative included the printing of a book compiling the stories that participated in the 2023 and 2024 versions. Copies were distributed to the contestants and the San Pedro de Atacama library.		150	Salar de Atacama
Community environmental monitoring program						X	SQM Lithium currently has environmental collaboration agreements with the communities of Toconao, Talabre, Camar, Socaire and Peine. These consider the formation and operation of working groups to generate spaces for dialogue and exchange information on environmental conditions in Salar de Atacama, and a community monitoring program with help from community monitors.	$1,400,000,000		

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Traditional tomato festival in the Camar community					X		This festival aims to show off the town's richness, promoting and encouraging individuals to preserve its roots through local food and handicrafts from the communities of Atacama la Grande.	$50,000	1,000 people in attendance	Salar de Atacama
Tockolen Hotel in Toconao					X		Project to develop a hotel and tourism complex in the community.	$2,000,000	1,700	Salar de Atacama
Health collaboration with Camar and Peine communities	X						Collaboration to strengthen the health clinic, including hiring professionals and purchasing supplies.	$450,000	1,400	Salar de Atacama
Fourth gathering of Laquitas "Ckoy Nisaya Ckuri" in Toconao					X		Cultural activity to highlight the value of and preserve tangible and intangible cultural heritage through a demonstration by local and regional LIkitas groups. This initiative was developed with the Renacer Andino group, and supported by the community of Toconao, the neighborhood council, the municipality and PROLOA. This fourth version took place in May during Heritage Month.	$22,000	300	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Christmas celebrations in preschools		X					Year-end activity in 11 preschools and early childhood centers in San Pedro de Atacama to bring joy to the children and give them an educational gift.		450	Salar de Atacama
Corporate volunteer program	X	X				X	This program is designed for SQM Lithium employees to collaborate with communities and social organizations in San Pedro de Atacama on projects involving infrastructure improvement, cleaning, education reinforcement, among others.			Salar de Atacama
SQM site tours in Salar de Atacama						X	Program targeted towards communities, students and others interested in learning about the lithium brine process that takes place at the Salar de Atacama operations. This on-site learning program teaches participants about the process, from withdrawing the raw material to the final process in the chemical plant in Antofagasta.			Salar de Atacama

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Alfalfa entrepreneurs			X	X			The project aims to revitalize agricultural soil once used by their ancestors by increasing the area planted with fodder crops.	$60,000	50	Salar de Atacama
Counseling program for the communities of San Pedro de Atacama	X	X					Advising on agricultural matters for communities and/or farmers.	$32,000	25	Salar de Atacama
Water resource management			X	X		X	This project focuses mainly on developing initiatives to efficiently use water resources. It includes various training, automation and water consumption measurement projects.	$105,446	32	Salar de Atacama
Support for entrepreneurs				X			Direct support program for five local entrepreneurs, including a diagnostic survey to identify certain gaps that will be addressed by the program.	$28,400	5	Salar de Atacama
Hydroponics in Socaire				X			Research and production of hydroponically grown products such as lettuce, potatoes and green fodder.	$50,000	Three people hired directly in 2024.	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
UCM livestock research project			X				This project seeks to conduct livestock research and training for ranchers on various animal species raised in the area.	$45,000	20	Salar de Atacama
On-site viticultural support			X	X			On-site support for grape growers belonging to the AYLLU Cooperative.	$30,000	20	Salar de Atacama
Agricultural land preparation			X	X			Preservation of ancestral practices, rebuilding of terraces and recovery of uncultivated land.	$12,000	80	Salar de Atacama
Agricultural training		X	X				These field training sessions are conducted in the different towns to convey important information about farming.		100	Salar de Atacama
Revitalization of tomato production in Camar				X			This project seeks to improve Camar's tomato production through better agricultural management and changes in current processes.	$30,000	25	Salar de Atacama
Advising using demonstration plots with technified irrigation.		X					Construction of two irrigation ponds together with GIZ to be used as demonstration plots to train farmers.	$30,000	30	Salar de Atacama

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Entrepreneurial spirit program for students	X	X	X				Part of the CORFO Program to Support the Environment for Entrepreneurship and Innovation, the project aims to implement an entrepreneurial education program for high school students. Through an active engagement methodology and content on entrepreneurship and innovation, students from the Likan Antai High School in San Pedro de Atacama will develop entrepreneurial skills, competencies and tools to start their projects. The program began in December 2023.	$15,000	430	Salar de Atacama
LAB4U		X					This mobile application provides access to a laboratory to perform experiments and get real-time results. It creates more dynamic and interactive biology, chemistry and physics classes. It also includes support for teachers to do STEM assessments and planning and is aimed at students from 7th to 12th grades.	$79,000	78	Salar de Atacama
Support for technical specialties at Likan Antai Agricultural High School C-30 in San Pedro de Atacama		X	X				Provides support to the four technical specialties at the high school: administration, tourism, electricity and agriculture in the form of supplies, a co-op system, educational field trips and other tools to support learning.	$30,000	151	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
EDUTEN		X					To provide an opportunity for students to develop their academic potential, we implemented a scalable, motivational digital learning path in mathematics using an app that allows them to learn by playing. This initiative is designed for students from 1st grade to 4th grade.	$7,000	306	Salar de Atacama
Second-chance education program		X	X	X			This program provides curricular and integral support for youth and adults from San Pedro de Atacama to earn their primary or high school diplomas. It systemically certifies learning based on the current curriculum proposed by the Education Ministry, through the Study Validation Program (free exams), which is regulated by the Supreme Decree of Education for Young People and Adults No. 257/2009.	$130,000	199	

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Enseña Chile		X					It consists of advice and support to extended management teams to enhance skills, providing tools and encouraging practices that have an impact on students' integral development and pathways. It also includes providing internet access in multi-grade schools, competitive grants for schools, Chromebooks for students, among other inputs to achieve this objective.	$120,000	60	Salar de Atacama
NASA sponsorship at "Space apps challenge" hackathon in Santiago.		X					We supported this activity carried out by Caja de Compensación La Araucana and backed by the Ministry of Science, Technology and Innovation, which consists of a competition to develop sustainable solutions to 21 challenges defined by NASA linked to themes implemented annually by the UN. We provided support for an educational field trip for a group of students and teachers from the Toconao Educational Complex and the Likan Antai Agricultural High School C-30 in San Pedro de Atacama to experience this competition organized for STEM and STEAM students.	$10,000	7	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Educational support for students with Autism Spectrum Disorder (ASD) at School E-26 in San Pedro de Atacama.		X					It aims to establish an ongoing educational and motivational coaching program that fosters professional development, team building and emotional resilience among educators and administrative staff. It includes systematic and creative awareness-building activities to educate the school community on the importance of inclusion, diversity and respect for individual differences.	$45,000	30	Salar de Atacama
Sponsorship of sports teams in San Pedro de Atacama	X						Financial support for sports teams in San Pedro de Atacama to purchase equipment and finance events that promote healthy living and prevent alcohol and drug consumption.	$10,000	50	Salar de Atacama
FUTSAL	X						The goal is to: 1. Encourage youth between 12 and 16 years of age to play indoor soccer or futsal, incorporating the sport as part of their integral formation and a healthy practice to strengthen camaraderie among peers. 2. Instill healthy habits in young people. 3. Introduce the community to the fundamentals of futsal and how this sport has grown in popularity. 4. Encourage physical activity. 5. Generate a new space for sports with a seal of exclusivity.	$18,000	72	Salar de Atacama

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Toconao Soccer Academy	X						Its main objective is to offer a space for sports, encouraging new generations in Toconao to lead a healthy life and thus contribute to the prevention of alcohol and drug consumption. The academy implements a gradual and holistic approach, using soccer as a tool to promote integration and strengthen interpersonal relationships, teamwork, coexistence, tolerance, solidarity and fair play. It also promotes general well-being, which is reflected in the physical and mental health of the participants.	$78,000	50	Salar de Atacama
Construction of shade structure for soccer field managed by the Alto Jama Neighborhood Council	X						to protect players from the heat and make the field usable for more hours during the day.	$3,000	120	Salar de Atacama
Construction of a soccer field for the Alto Jama Neighborhood Council.	X						The aim is for children and adolescents to participate in sports and to promote a healthy lifestyle and prevent alcohol and drug consumption.	$60,000	120	Salar de Atacama
Agricultural Congress		X	X	X			The objective is to bring together groups of farmers and ranchers for free talks given by local scholars who are experts in agriculture and livestock to equip them with knowledge and information to better develop their activities.	$9,000	200	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Organic waste composting facility using black soldier fly			X			X	This program uses the black soldier fly (Hermetia illucens) to compost organic waste collected from restaurants and hotels. Its ultimate purpose is to contribute exponentially to sustainable agriculture by reducing the volume of organic waste and obtaining protein-rich biomass that is used as fertilizer.	$30,000	10	Salar de Atacama
CORFO Composting			X			X	Co-financed by CORFO, this two-year project seeks to implement automated technology for composting organic material. It is backed by twelve restaurant and hotel owners from San Pedro de Atacama and will be powered by photovoltaic panels.	$120,000	40	Salar de Atacama
LITUR			X			X	This organization works to develop different types of sustainable tourism projects in San Pedro de Atacama. It is made up of SQM Lithium, the local government, government institutions and local tourism associations.	$77,000	40	Salar de Atacama

Shared Value Programs

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
CAPRA				X			Series of actions to help the CAPRA Rural Drinking Water Association obtain a health permit and ensure the production and distribution of drinking water for San Pedro de Atacama. It includes: support from professionals, construction of of raw water pond, connection from well to storage tank, installation of a 500m³ drinking water storage tank, bypass connection from production plant to storage tank, among others.	$200,000	2500	Salar de Atacama
Emergency plans				X			Support for remote communities in the southern sector of San Pedro de Atacama to perform a diagnostic of potential hazards and disasters and develop an emergency plan based on this diagnostic.	$50,000	800	Salar de Atacama
Certified courses				X			Training for community emergency response teams consisting of a three-day session led by SENAPRED.	$10,000	25	Salar de Atacama
Community management sessions			X	X			This initiative aims to empower community leaders from different sectors, by providing them with tools and skills to practice effective and positive leadership that will have a real impact on their communities.	$6,000	40	Salar de Atacama

Program Name	Healthy Living Program	Education	Economic and Productive Development	Social Development	Cultural Heritage	Environment	Brief Description	Approximate Investment (US$)	People Benefited	Operations Involved
Community experiences		X		X	X		The program aims to promote the appreciation, understanding and preservation of the Lickanantay culture, highlighting its traditions, practices and ancestral wisdom. Through open conversations and shared experiences, participants gain a deeper understanding of the richness and diversity of this culture.	$6,000	30	Salar de Atacama
Agricultural training courses		X	X	X	X		These are open workshops to strengthen the capacities of farmers and agricultural technicians in sustainable practices, aiming to improve the efficiency and productivity of agricultural systems and optimize the use of natural resources.	$12,000	89	Salar de Atacama
Knitting club for people with disabilities				X			A safe space for people with physical and/or cognitive disabilities to forge bonds and develop knitting skills.	$4,000	15	Salar de Atacama
San Pedro de Atacama Family Run	X						Promote sports and a healthy lifestyle through a race for families and people living in the area.	$12,000	60	Salar de Atacama
Earth Festival	X			X	X		Earth festivals are family events held monthly on Saturdays, developed at Viva Atacama, SQM Lithium, San Pedro de Atacama. They consist of games, recreational activities and talks on different subjects related to the regional socio-cultural experience.	$10,000	102	Salar de Atacama

Chapter 7: Environmental Sustainability

EM-MM-150a.4, EM-MM-150a.8 | GRI 306-4

Management of Non-Hazardous Waste

Non-hazardous waste	Unit	2021	2022	2023	2024
Total non-hazardous waste recycled/reused	t	0	0	0	1,115
Total non-hazardous waste sent for disposal	t	4,861	12,273	4,460	7,166
• Disposal in landfill	t	4,861	12,273	4,460	7,166
• Incineration with energy recovery	t	0	0	0	0
• Incineration without energy recovery	t	0	0	0	0
• Disposal by other methods	t	0	0	0	0
• Unknown disposal method	t	0	0	0	0
Data coverage	Percentage of production volume	100	100	100	100

Management of Hazardous Waste
GRI 306-5

Hazardous waste	Unit	2021	2022	2023	2024
Total hazardous waste recycled/reused	Metric tons	0	0	0	0
Total hazardous waste sent for disposal	Metric tons	249	717	1,112	1,037
• Disposal in landfill	Metric tons	249	717	1,112	1,037
• Incineration with energy recovery	Metric tons	0	0	0	0
• Incineration without energy recovery	Metric tons	0	0	0	0
• Disposal by other methods	Metric tons	0	0	0	0
• Unknown disposal method	Metric tons	0	0	0	0
Data coverage	Percentage of production volume	100	100	100	100

Management of Other Air Emissions

	Unit	2021	2022	2023	2024
Direct emissions of SOx (sulfur oxides)	Metric tons	33.4	40.31	41.94	1.07*
Data coverage	Percentage of production volume	100	100	100	100

*For the year 2024, the SOx calculation methodology was changed to reflect what was reported to the Environment Ministry using its calculations.

Other Indicators
EM-MM-120a.1

Energy consumption

SQM Lithium does not buy steam and does not sell electricity, steam, heating or cooling.

Water consumption

SQM Lithium does not consume seawater directly.

Incidents involving hazardous materials

SQM Lithium recorded no significant incidents involving hazardous materials in 2024.

Emissions of ozone-depleting substances

SQM Lithium does not produce POP, VOC or PAH emissions.

LCA Social

The study was conducted in Salar de Atacama, and its methodology included a cradle-to-gate analysis under UNEP 2020 guidelines. Primary data were provided via interviews with the local community, workers and other social actors, with secondary data coming from reports and audits. The data were analyzed using two approaches, a precautionary approach that prioritized the worst perception, and an average approach that weighted the indicators equally. The key results for the local SdA community were based on 11 aspects:

1. Fresh water: Although SQM Lithium uses less than 50% of its withdrawal rights (120 l/s out of 240 l/s authorized), some communities expressed concern about water scarcity and its link to mining. The indigenous worldview considers water a living being, which generates tensions with the operating realities.

2. Agriculture: Perceived impacts from dust on crops and a decrease in traditional farming activity were identified. Nevertheless, efforts such as the Atacama Tierra Fértil program, Ayllu Wine and hydroponics projects were recognized.

3. Infrastructure: Investments in drinking water, solar power, roads and support for municipal services were positively evaluated. This subcategory obtained the highest score in both approaches.

4. Intangible resources: Initiatives in education, health, culture and access to information are highlighted. However, there are still gaps in the understanding of the production process by some communities.

5. Migration: Although 87% of the workers operate under fly-in/fly-out mode, it is perceived that mining has encouraged migration and altered local cultural identity.

6. Cultural heritage: No direct impacts were identified, but there were concerns about the loss of traditional farming practices and the influence of external lifestyles.

7. Living conditions: Health initiatives such as mobile clinics, pharmacy, emergency support and wellness programs were positively evaluated.

8. Indigenous rights: A perceived lack of free, prior and informed consent (FPIC) at the start of operations was identified. Although today there are channels for dialogue and agreements, a perception of historical debt persists.

9. Community participation: An improvement in communication and feedback mechanisms over the last five years was recognized, although there are still challenges in terms of equity of access to benefits.

10. Local employment: 19.5% of workers were local hires. Training programs were appreciated, although some communities expressed that opportunities are limited to operator positions.

11. Ecotourism and outdoor economy: No negative impacts were identified. Communities perceive tourism and mining as separate sectors, and some projects such as Ayllu Wine help develop tourism.

Letter of Assurance

GRI 2-5

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INFORME DE SEGURIDAD LIMITADA DEL PROFESIONAL INDEPENDIENTE SOBRE LA INFORMACIÓN DE SOSTENIBILIDAD IDENTIFICADA REPORTADA EN EL REPORTE DE SOSTENIBILIDAD DE SQM SALAR SpA

Santiago, 19 de agosto de 2025

Señores Accionistas y Directores
SQM SALAR SPA

Alcance

Hemos realizado un trabajo de seguridad limitada de la información de sostenibilidad de SQM SALAR SpA identificada a continuación, reportada en su Reporte de Sostenibilidad correspondiente al año terminado al 31 de diciembre de 2024 (Información de Sostenibilidad Identificada). Este trabajo fue realizado por un equipo multidisciplinario.

Información de Sostenibilidad Identificada

La Información de Sostenibilidad Identificada correspondiente al ejercicio terminado el 31 de diciembre de 2024 se presenta en las tablas "Indicadores SASB" e "Indicadores GRI" del Capítulo "Anexos" (páginas 72 a 77), con excepción de aquellos indicadores señalados en las columnas "Comentario" de las mismas tablas.

Nuestro trabajo de seguridad limitada fue realizado únicamente con respecto a la información al 31 de diciembre de 2024 y no hemos realizado ningún procedimiento con respecto a períodos anteriores o a cualquier otro elemento incluido en el Reporte de Sostenibilidad 2024 y, por lo tanto, no expresamos ninguna conclusión al respecto.

Criterios

Los criterios utilizados por SQM SALAR SpA para preparar la Información de Sostenibilidad Identificada se presentan en la sección "Sobre este reporte" en Capítulo "Anexos" (página 71) y considera los estándares dispuestos por la Global Reporting Initiative (GRI) y por el Sustainability Accounting Standards Board (SASB).

Santiago, 19 de agosto de 2025
SQM Salar SpA
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Responsabilidad de SQM SALAR SpA por la Información de Sostenibilidad Identificada

La Administración de SQM SALAR SpA es responsable por la preparación de la Información de Sostenibilidad Identificada de acuerdo con los Criterios. Esta responsabilidad incluye el diseño, implementación y mantención de un control interno relevante para que la preparación de la Información de Sostenibilidad Identificada reportada esté exenta de representaciones incorrectas significativas, ya sea por fraude o error.

Limitaciones inherentes

La ausencia de un cuerpo significativo de prácticas establecidas en las cuales basarse para evaluar y medir la información no financiera permite medidas y técnicas de medición diferentes, aunque aceptables, las cuales pueden afectar la comparabilidad entre entidades. Adicionalmente, la cuantificación de las emisiones de gases de efecto invernadero está sujeta a una incertidumbre inherente debido al conocimiento científico inacabado utilizado para determinar los factores de emisión y los valores necesarios para combinar las emisiones de diferentes gases.

Nuestra independencia y gestión de calidad

Hemos realizado nuestro trabajo de acuerdo con las Normas de Independencia y Requisitos Éticos Internacionales del Código de Ética para Profesionales de la Contabilidad emitidas por el Consejo de Normas Internacionales de Ética para Contadores (IESBA, por sus siglas en inglés) que se basa en los principios fundamentales de integridad, objetividad, competencia profesional y debido cuidado, confidencialidad y conducta profesional.

Nuestra firma aplica el Estándar Internacional de Gestión de Calidad 1, el cual requiere que la firma diseñe, implemente y opere un sistema de gestión de calidad que incluya políticas o procedimientos relacionados con el cumplimiento de requerimientos éticos, estándares profesionales y requerimientos legales y regulatorios aplicables.

Nuestra responsabilidad

Nuestra responsabilidad consiste en expresar una conclusión de seguridad limitada sobre la Información de Sostenibilidad Identificada reportada en el Reporte de Sostenibilidad de SQM SALAR SpA basada en los procedimientos que hemos realizado y la evidencia que hemos obtenido. Nuestro trabajo fue efectuado de acuerdo con la Norma Internacional sobre Trabajos de Aseguramiento Distintos de Auditorías o Revisiones de Información Financiera Histórica (ISAE 3000, por su sigla en inglés) del Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB, por sus siglas en inglés). Tales normas requieren que planifiquemos y realicemos este trabajo a fin de obtener un nivel de seguridad limitada respecto de que la Información de Sostenibilidad Identificada está exenta de representaciones incorrectas significativas.

Un trabajo de seguridad limitada implica evaluar la idoneidad en las circunstancias del uso de los Criterios por parte de SQM SALAR SpA como base para la preparación de la Información de Sostenibilidad Identificada reportada en el Reporte de Sostenibilidad, evaluando los riesgos de representaciones incorrectas significativas, ya sea por fraude o error, respondiendo a los riesgos evaluados según sea necesario en las circunstancias, y evaluando la presentación general de la Información de Sostenibilidad Identificada. Un trabajo de seguridad limitada tiene un alcance sustancialmente menor que un trabajo de seguridad razonable tanto en relación con los

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Santiago, 19 de agosto de 2025
SQM Salar SpA
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procedimientos de evaluación de riesgos, incluyendo el entendimiento del control interno, como a los procedimientos ejecutados en respuesta a los riesgos evaluados.

Los procedimientos que realizamos se basan en nuestro juicio profesional e incluyeron indagaciones, observación de procesos realizados, inspección de documentos, procedimientos analíticos, la evaluación de la pertinencia de los métodos de cuantificación y políticas de reporte, y reconciliación con los registros subyacentes.

Dadas las circunstancias del trabajo, al realizar los procedimientos enumerados anteriormente, nosotros:

- Realizamos consultas a los responsables de la Información de Sostenibilidad Identificada;

- Comprendimos el proceso para recopilar y reportar la Información de Sostenibilidad Identificada;

- Realizamos pruebas sustantivas limitadas sobre la base de la Información de Sostenibilidad Identificada para verificar que los datos se hayan medido, registrado, cotejado e informado adecuadamente y sean consistentes con sus documentos de respaldo y/o provienen de fuentes que cuentan con soportes verificables;

- Comprobamos que la información financiera incluida como parte de la Información de Sostenibilidad Identificada se deriva ya sea de registros contables, o de estados financieros auditados por una firma de auditores independientes al 31 de diciembre de 2024.

Los procedimientos efectuados en un trabajo de seguridad limitada difieren en su naturaleza y oportunidad respecto a un trabajo de seguridad razonable y tienen un alcance menor que dicho tipo de trabajos. Como resultado, el nivel de seguridad obtenido en un trabajo de seguridad limitada es sustancialmente menor que la seguridad que se habría obtenido si hubiéramos realizado un trabajo de seguridad razonable. Por lo tanto, no expresamos una opinión de seguridad razonable sobre si la Información de Sostenibilidad Identificada reportada en el Reporte de Sostenibilidad de SQM SALAR SpA ha sido preparada, en todos los aspectos significativos, de acuerdo con los Criterios.

Santiago, 19 de agosto de 2025
SQM Salar SpA
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Conclusión de seguridad limitada

Basados en los procedimientos que hemos realizado y la evidencia que hemos obtenido, nada ha llamado nuestra atención que nos haga creer que la Información de Sostenibilidad Identificada reportada en el Reporte de Sostenibilidad de SQM SALAR SpA al 31 de diciembre de 2024 no está preparada, en todos los aspectos significativos, de acuerdo con los Criterios.

Restricción de uso

Nuestro informe ha sido preparado únicamente para SQM SALAR SpA para fines de la empresa y tiene como único objetivo informar a la empresa sobre los resultados de la revisión. Nuestra responsabilidad por la revisión y por nuestro informe es únicamente ante la empresa y no debe usarse para ningún otro propósito.

DocuSigned by:

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Gonzalo Riederer H.
RUT: 13.757.157-9

PricewaterhouseCoopers