

2023 ANNUAL MANAGEMENT REPORT  
DIRECTORS COMMITTEE  
SOCIEDAD QUÍMICA Y MINERA DE CHILE S.A.

Pursuant to the provisions of Article 50 bis of the Law 18,046 -on Corporations- and Bulletin No. 1,956 of the Superintendence of Securities and Insurance, the Directors Committee of Sociedad Química y Minera de Chile S.A. (the "Committee" and "SQM" or the "Company", respectively) has prepared and subsequently unanimously approved this "2023 Annual Management Report" by said Committee so that it may be included entirely or partially in the Company's 2023 Annual Report and also be informed at the Annual General Shareholders' Meeting of SQM to be held on April 25, 2024.

1. Activities performed

During 2023, the Committee met 15 times. The Chairman of the Committee reports on the Committee's activities, no later than at the next Board of Directors meeting. In 2023, the Committee analyzed or reviewed the following matters:

- (i) the Company's Unaudited Financial Statements and Reports;
- (ii) the Company's Audited Financial Statements and Reports;
- (iii) the Reports and proposals of external auditors, accounts inspectors and independent risk rating agencies for the Company;
- (iv) the proposal to SQM's Board of Directors about the external auditors and independent rating agencies that the Board could recommend to the respective shareholders' meeting for their subsequent appointment;
- (v) the tax and other services, other than audit services, provided by the Company's external auditors and its subsidiaries in Chile and abroad;
- (vi) the remuneration and compensation plans for the Company's main executives;
- (vii) proposals to the Board of Directors on corporate policies that the Company must have, in accordance with the law;
- (viii) the Company's risk matrix;
- (ix) the activity related to the Company's compliance program;
- (x) the report on internal control of the Company; and
- (xi) the various matters referred to in the Chapter titled "Directors' Committee" included in SQM's Financial Statements as of December 31, 2023.

Regarding the above, the Committee:

- (a) Examined the information regarding the financial statements of SQM for the 2023 fiscal year and the Report issued thereon by the External Auditors of SQM. Similarly, it also examined the Company's Interim Consolidated Financial Statements for the 2023 fiscal year.
- (b) Proposed to the Company's Board of Directors the names of the External Auditors and the Independent Credit Rating Agencies for SQM and the Company's Board of Directors, in turn, suggested their appointment to the respective Annual Ordinary Shareholders

Meeting of SQM. The Company's Board of Directors approved said suggestions and the Shareholders' Meeting also ratified them.

- (c) Examined and approved the remuneration system and the compensation plans for the Company's employees and senior executives.
- (d) Examined the background information related to the negotiations of a transaction for SQM Australia Pty Ltd., ("SQM Australia") to acquire approximately 80% of the outstanding shares of Azure Minerals Limited ("Azure"). SQM Australia owns approximately 19.9% of Azure's outstanding shares, therefore, Azure is a related party of the Company. The Committee recommended to the Board of Directors approval of the negotiations with Azure.

The Committee also (i) authorized the contracting by the Company of various consulting services with PwC on non-audit related matters, (ii) reviewed the expenses of the Company's CEO, (iii) reviewed the reports from the Company's internal audit and risk (including SOX audit) and compliance areas; and (iv) examined the information presented by the External Auditors.

Finally, the Committee issued the Annual Management Report referred to in Law No, 18,046.

Except for the transaction described in letter (d) above, during 2023, the Company did not enter into any other related party transactions which must be executed under the requirements and procedures established in title XVI of the Corporations Law.

## 2. Recommendations to Shareholders

The Committee decided to recommend the following to SQM's Annual General Shareholders' Meeting to be held on April 25, 2024.

- (a) To maintain PwC as the external auditing company for Sociedad Química y Minera de Chile S.A. for the fiscal year running between January 1 and December 31, 2024. In second place, they also considered KPMG as an alternative recommendation.
- (b) To appoint Fitch Chile Clasificadora de Riesgo Limitada and Feller Rate Clasificadora de Riesgo Limitada as the two Independent Credit Rating Agencies for Sociedad Química y Minera de Chile S.A. for the fiscal year running between January 1 and December 31, 2024.
- (c) To propose Ms. Genoveva del Pilar Cofré Gutierrez and Mr. Héctor Vera Jimenez as account inspectors for the Company, and Canales Consultores SpA and AGC Audit & Consulting Limitada as substitute account inspectors.

## 3. Remuneration of the Committee and Expenditures

SQM's Annual General Shareholders' Meeting held on April 26, 2023 approved the following remunerations for members of the Directors Committee:

- (a) To approve remunerations for the board members on the following terms: (i) the payment of a fixed gross monthly amount of 800 UF (Indexed monetary units) to the Chairman of SQM's Board of Directors, 700 UF to the Vice Chairman of SQM's Board of Directors and 600 UF to each one of the remaining six SQM board members,

regardless of the number of meetings held or not during the respective month, (ii) the payment to a Chairman of a variable gross amount in Chilean pesos equivalent to 0.12% of the total net income of the Company obtained during 2023; (iii) the payment to a Vice Chairman of a variable gross monthly amount in Chilean pesos equivalent to 0.12% of the total net income of the Company obtained during 2023; and (iv) the payment to the board members, excluding the Chairman and the Vice Chairman, of a variable gross amount equivalent to 0.06% of the total net income of the Company obtained during 2023.

- (b) To approve an expense budget for the Board of Directors equivalent to the sum of the annual remuneration of the board members.
- (c) To approve the remunerations of the members of the Directors' Committee as follows: (i) the payment of a fixed gross monthly amount of 200 UF (indexed monetary units) to each of the three board members who serve on the Directors' Committee regardless of the number of sessions they attend during the month or not, and (ii) the payment in national currency of a variable gross amount of 0.02% of the net income of the Company obtained during 2023.
- (d) To approve the budget for the operating expenses of the Company's Directors Committee equivalent to the sum of the annual remunerations of the Directors Committee members and US\$250,000.
- (e) For the calculation of the variable remuneration that the directors will be entitled to receive, the 2023 net income will be considered with a maximum limit of 110% of the 2022 net income.
- (f) The fixed and variable amounts indicated shall not be subject to any allocations among them and those expressed in percentages shall be paid immediately after the respective Ordinary General Shareholders' Meeting of SQM S.A. approves the Balance Sheet, the Financial Statements, the Annual Report, the Accounts Inspectors' Report, and the External Auditors' Report of SQM S.A. for the business year ended on December 31, 2023.
- (g) The amounts expressed in UF shall be paid in Chilean national currency according to the value that the Commission for the Financial Market, the Central Bank of Chile, or other pertinent institution that replaces them determines for that monetary unit on the last calendar day of the corresponding month.
- (h) The amounts expressed or referred to in U.S. dollars shall be converted and paid in Chilean national currency to the same exchange rate with which the final dividend from the 2023 fiscal year is set or at the time at which it should have been paid, as applicable.

During 2023, the Committee incurred internal audit expenses for an approximate amount of ThUS\$1.281,6.

Santiago, March 28, 2024

Ashley Luke Ozols  
Chairman of the Directors Committee  
Sociedad Química y Minera de Chile S.A.