

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

On March 22, 2023, the Board of Directors of Sociedad Química y Minera de Chile S.A. (the "Company"), agreed to recommend to the shareholders at the next Annual General shareholders' Meeting to be held on April 26, 2023 the remunerations of the Company's board members, the members of its committees, and the board and committees' expenses. The recommendations of the board are as follows:

1. To approve remunerations for the board members on the following terms: (i) the payment of a fixed gross monthly amount of 800 UF (Indexed monetary units) to the Chairman of SQM's Board of Directors, 700 UF to the Vice Chairman of SQM's Board of Directors and 600 UF to each one of the remaining six SQM board members, regardless of the number of meetings held or not during the respective month, (ii) the payment to a Chairman of a variable gross amount in Chilean pesos 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.
2. To approve an expense budget for the Board of Directors equivalent to the sum of the annual remuneration of the board members.
3. To approve the remunerations of the members of the Directors' Committee as follows: (i) the payment of a fixed gross monthly amount of 200 UF (indexed monetary units) to each of the three board members who serve on the Directors' Committee regardless of the number of sessions they attend during the month or not, and (ii) the payment in national currency of a variable gross amount of 0.02% of the net income of the Company obtained during 2023.
4. To approve the budget for the operating expenses of the Company's Directors Committee equivalent to the sum of the annual remunerations of the Directors Committee members and US\$250,000.
5. To approve the remunerations of the members of the Company's Safety, Health and Environment Committee and the Corporate Governance Committee as following: the payment of a fixed gross monthly amount of 100 UF (indexed monetary units) to each of the three Directors who serve on the Company's Safety, Health and Environment and Corporate Governance

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

6. To approve an expense budget for the Company's Safety, Health and Environment Committee, and Corporate Governance Committee equivalent to the total of the annual remunerations of the members of each committee.
7. 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.
8. The variable amounts will not be charged with the fixed amounts, and will be paid after the approval of the Company's financial statements as of December 31, 2023 by the ordinary shareholders' meeting, in proportion to the time served by the director, considering the period from May 2023 to April 2024, based on the Company's 2023 results.
9. The amounts expressed in UF shall be paid in Chilean national currency according to the value that the Central Bank of Chile, or other pertinent institution that replaces them determines for that monetary unit on the last calendar day of the corresponding month.
10. 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.