



Human Rights Policy

SQMi is committed to advancing the clean energy transition through responsible lithium development, guided by a strong respect for human rights. As a global leader in lithium, we uphold international human rights principles and act with integrity, ensuring that our operations, from exploration to advanced chemical production, respect the fundamental rights and freedoms of all people connected to our activities.

1 Scope

This policy applies to SQM Australia Pty (**SQMi**), the international lithium arm of the SQM group (SQM:NYSE).

This policy addresses all our areas of operational control and will be pursued in areas of influence.

2 Aim

SQMi aims to uphold international human rights principles and treat all individuals with dignity and respect. We act ethically, with integrity and honesty, protecting and respecting the rights of our stakeholders.

3 Commitments

SQMi upholds this commitment by:

- Upholding the principles of United Nations Guiding Principles on Business and Human Rights, where applicable, and complying with human rights laws and regulations.
- Having zero tolerance to forced labour, child labour, human trafficking, and seeks to prevent all forms of exploitation in our value chain.
- Providing a fair, safe, and non-discriminatory workplace for all workers, respecting their freedom of association and collective bargaining.
- Applying a risk-based approach to identify, assess, and mitigate human rights impacts.
- Providing accessible, transparent and culturally appropriate grievance mechanisms.
- Providing training on human rights and modern slavery risks to relevant stakeholders.
- Seeking to address adverse human rights impacts through remediation.
- Monitoring the implementation of our commitments, the effectiveness of remediation and improvement action plans.
- Continuous improvement of our human rights framework and remediation processes.



Signed by:

A handwritten signature in black ink, appearing to read 'Mark Fones'.

7DBC2465DFD146E...

Mark Fones
Director

30 December 2025

Date