
Albemarle®
All the Elements for a Better World
2023 Sustainability Report

About This Report

ALBEMARLE CORPORATION'S SUSTAINABILITY REPORT provides an overview of our sustainability approach and commitments, as well as progress against sustainability targets. We have structured the report around our sustainability framework topics: Natural Resource Management; People, Workplace and Community; and Sustainable Value Creation. For each of these topics, we have focused our reporting on 2023 highlights, progress toward achieving our goals and commitment to building a more resilient world.

During 2023, we managed and reported our operations under three global business units (GBUs): Energy Storage, focused on the transition to clean energy; Specialties, our Bromine and Lithium specialties businesses; and Ketjen, our Catalysts business. This Sustainability Report was issued on May 29, 2024. The content and data referenced in this publication focuses primarily on our operations for the 2023 calendar year, unless otherwise indicated. Information regarding some known events or activities in 2024 are also included.

Additional information, including details on Albemarle's sustainability strategy and approach to sustainability topics, is available on our website. All statements in this report regarding environmental and other sustainability efforts and aspirations that are not historical — including goals, projections of future results, the expected execution and effect of our sustainability strategies and initiatives, and the amounts and timing of their expected impact — constitute forward-looking statements that are based on current societal, market, competitive and regulatory expectations. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties and assumptions, known or unknown, which could cause actual results to vary. These statements speak only as of the date they are made, and Albemarle undertakes no obligation to update publicly any forward-looking statement included in this report, whether as a result of new information, future events, changes in assumptions or otherwise, except as required by law. See Forward-Looking Statements Warning on page 132 of this report.

Our report content and disclosures reference the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. For more information, please see our GRI, SASB and TCFD Content Indices, our TCFD Report and our Performance Data.

The sustainability section of our website uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices and performance. Many metrics used in preparing the sustainability section of our website and this report are difficult to measure. Methods for collecting data continue to evolve and may contain estimates or assumptions believed to be reasonable at the time of preparation. The uncertainty associated with this data depends on variation in the processes and operations, the availability of sufficient data, the quality of those data and methodology used for measurement and estimation. Changes to the data may be reported as updated data and/or methodologies become available.

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A Message from J. Kent Masters, Chairman and Chief Executive Officer, and Gerald Steiner, Chair of the Sustainability, Safety & Public Policy Committee

We are pleased to present Albemarle's 2023 Sustainability Report. As a purpose-driven and values-led organization, sustainability is core to who we are and how we operate.

It is a privilege to partner with customers, stakeholders and employees who share our enduring commitment to enabling a more resilient world. The progress shared in this report is a testament to their collective efforts and passion, and we invite you to learn more through the data presented in this report.

The nature of our business is to help others operate more sustainably while achieving our own goals. For example, the lithium we produce for an electric vehicle directly contributes to reduced life cycle emissions in the automotive industry. And as we deploy new methods, such as the direct lithium extraction technologies in development, we expect these benefits to grow.

To inform our strategy, we invited stakeholders around the world to work collaboratively with us to identify the issues that matter most. The result is a comprehensive approach to sustainability that encompasses natural resource management, product life cycle assessments and the relationships we build within our communities where we work and live.

We believe the true test is to maintain this focus during challenging times. This has never been more evident as we now navigate the challenges presented by today's dynamic market environment.

Throughout 2023, we continued to execute our strategy to deliver enduring value, starting with our financial results. We delivered $9.6 billion of net sales, an increase of 31% year over year, and the highest in our company's history. We celebrated many other successes and accomplishments, including several that recognize Albemarle's focus on sustainability.

SUSTAINABILITY LEADERSHIP

In June 2023, our Salar de Atacama site achieved an Initiative for Responsible Mining Assurance (IRMA) 50 level performance score. This marked a new milestone for Albemarle as the first lithium producer and only the third mine site globally to complete an independent audit and have its report published by IRMA. The IRMA standard defines best practice for responsible mining and informs our strategy at our mine sites around the world. Our commitment to the IRMA standard reinforces the work we've accomplished in how we manage our resources responsibly, engage with the community and transparently share information while striving for continuous improvement.

We are proud that Albemarle continues to gain recognition for our sustainability efforts. For example, Albemarle was named one of TIME's 100 Most Influential Companies of 2023 for helping to chart an essential path forward by fueling the electric vehicle (EV) revolution. In 2024, we were included in Newsweek's list of America's Most Responsible Companies for the fifth time in a row, and we were named for the first time on Newsweek's list of America's Greatest Workplaces for Diversity. Albemarle received 10 American Chemistry Council (ACC) Responsible Care® Awards in 2023 for our continued excellence in sustainability initiatives for health, safety and environmental efforts.

MercLok™, our innovative mercury remediation technology, was honored with the prestigious 2023 R&D 100 Award in recognition of the product's innovative design to rapidly and effectively stabilize mercury found in contaminated soils and industrial waste. These accolades validate the novel and innovative developments we've made to advance sustainability at Albemarle and for the end-markets and customers we serve.

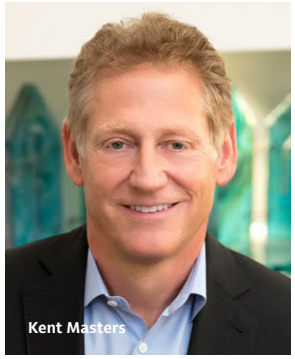
FURTHERING SUSTAINABLE TECHNOLOGY

In 2023, we celebrated the 20th anniversary of our Jordan Bromine Company Limited (JBC) joint venture operations in Jordan where we continue to introduce innovative technology to drive efficiency and reduce our impact on the environment. In 2023, we made significant progress toward an initiative (which we refer to as the "NEBO project") that will take a waste stream at the JBC plant and convert it to a saleable product. Once fully operational in 2024, the process will reduce waste formation and water usage. At our Salar de Atacama site in Chile, we completed the Salar Yield Improvement Project, which allows us to increase the lithium we extract from brine, targeting reductions in carbon and water intensity through the application of innovative, proprietary technology.

In 2023, we also continued to build on our strong customer relationships. For example, we announced a new partnership with Caterpillar Inc. to pioneer the future of mining technology and operations. Together, our companies will collaborate on solutions to support a full circular battery value chain and sustainable mining operations. We are also exploring opportunities to work together on research and development of battery cell technology and recycling techniques.

POSITIONING ALBEMARLE FOR FUTURE GROWTH

The markets we serve are dynamic in nature, requiring companies like ours to act with agility. Growth companies like Albemarle must act with disciplined decision-making and focused enterprise execution to successfully pivot and keep pace with market trends.


Kent Masters


Gerald Steiner

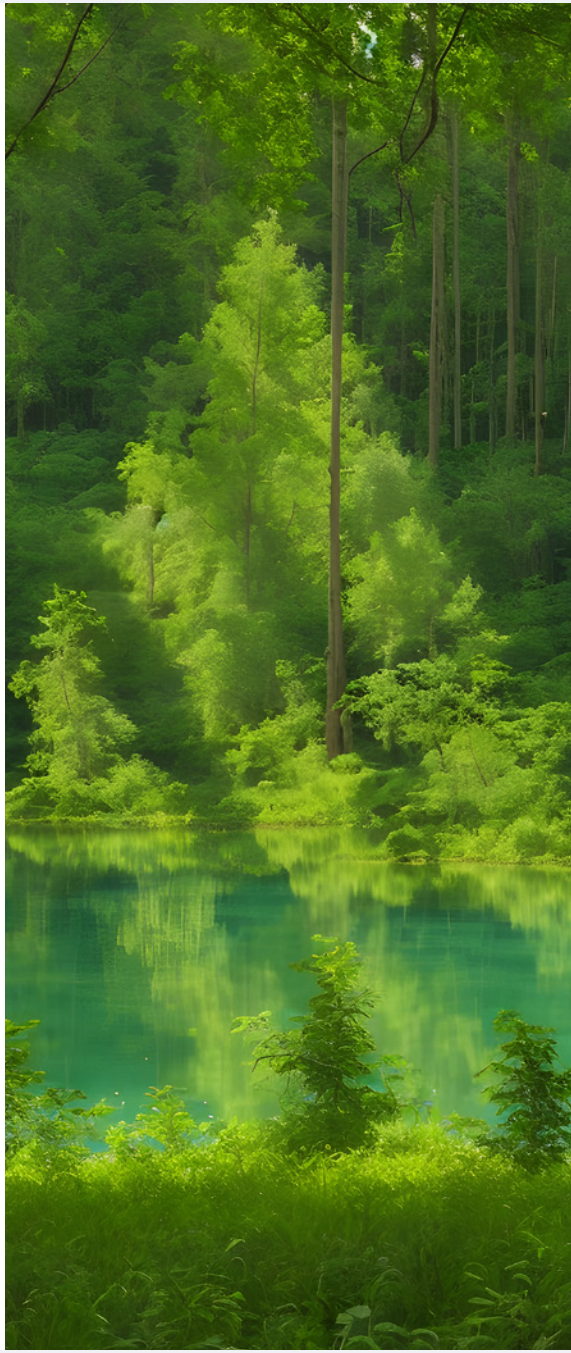
The fundamentals for our business remain strong. We are staying the course on our strategy to grow profitably, invest with discipline and advance sustainability. Importantly, we remain true to our core values. Our achievements are only possible thanks to the engagement, hard work and contributions of our passionate and dedicated team of global employees who are united by our common purpose.

We invite you to learn more about how we are accomplishing our goals and look forward to sharing our continued progress with you in future reports.

Sincerely,

J. Kent Masters
Chairman and Chief Executive Officer

Gerald Steiner
Chair of the Sustainability, Safety & Public Policy Committee



Who We Are

Albemarle leads the world in transforming essential resources into critical ingredients for mobility, energy, connectivity and health.

Our purpose is to enable a more resilient world. We partner to pioneer new ways to move, power, connect and protect. The key end markets we serve include grid storage, automotive, aerospace, conventional energy, electronics, construction, agriculture and food, pharmaceuticals and medical devices. We believe that our world-class resources with reliable and consistent supply, leading process chemistry, high-impact innovation, customer centricity and focus on people and planet will enable us to maintain a leading position in the industries in which we operate.

Effective January 1, 2023, we realigned our Lithium and Bromine GBUs into a new corporate structure designed to better meet customer needs and foster talent required to deliver in a competitive global environment. In addition, the Company announced its decision to retain its Catalysts business under a separate, wholly-owned subsidiary renamed Ketjen. During 2023, we managed and reported our operations under these three GBUs: Energy Storage, Specialties and Ketjen. Performance data and discussion about our segments included in this report are organized according to these GBUs except where noted. For more information on the sustainability efforts of Ketjen and its business, please see the Ketjen 2022 Sustainability Report.

BY THE NUMBERS[1]

$9.6B
Net Sales

Approx.
8,300
Employees[3]

$3.5B
Adjusted EBITDA[2]

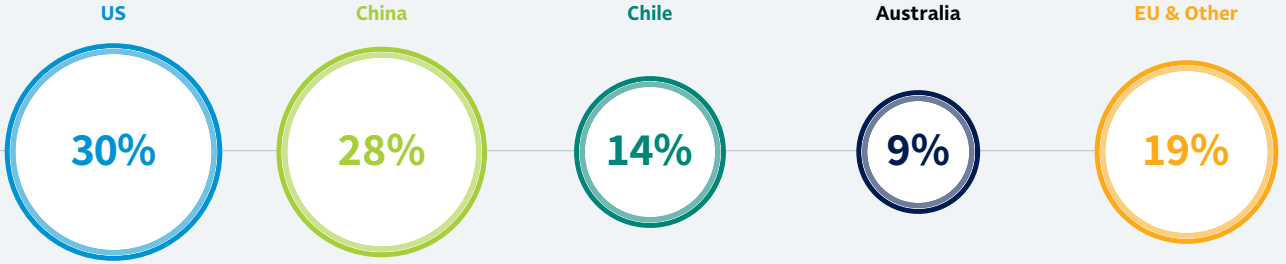
Approx.
1,900
Customers in 70 Countries

37%
Adjusted EBITDA Margin[2]

1,600+
Active Patents

1. All data is as of or for the year ended 12/31/2023.
2. See reconciliation of this non-GAAP financial measure to the most directly comparable GAAP measure on page 133.
3. Includes permanent Albemarle employees. Excludes temporary Albemarle employees and employees of our JVs.

DIVERSE GLOBAL WORKFORCE



GLOBAL FOOTPRINT

Our global reach enables us to obtain world-class resources, develop a diverse workforce and secure a strong presence in major markets across the globe.

How We Create Value[1]

OUR BUSINESS

Enable a More Resilient World

Specialties | Energy Storage | Ketjen

	OUR INPUTS		OUR OUTPUTS		
FINANCIAL	$18.3B Total Assets	$2.1B 2023 CAPEX	$9.6B Net Sales	$3.5B Adjusted EBITDA [3]	$1.3B Tax Paid [4]
OPERATIONS	10,000 Suppliers (Approx.)	$2.2B Supplier Spend	1,900 Customers (Approx.) in 70 Countries (Approx.)		
INTELLECTUAL PROPERTY	500 R&D Employees	$86M R&D Expenses	1,600+ Patents (Approx.)		
EMPLOYEES	8,300 Employees [2] (Approx.)	140,000 Training Hours (Approx.)	Top Quartile In Safety Performance by the American Chemical Council (ACC)	$799M Wages Paid [5] (Approx.)	
COMMUNITIES	$5.1M Donated via ALB Foundation	16,400 Global Volunteer Hours (Approx.)	Future-Ready Workforce • Inclusive, Sustainable Economy • Resilient Communities		
NATURAL RESOURCES	16.2M GJ Energy Consumed	13.6M m^3 Water Consumed	65:1 Tons CO_2e avoided per ton CO_2e emitted during lithium production [6] (Approx.)		

1. All data is as of or for the year ended 12/31/2023.
2. Includes permanent Albemarle employees. Excludes temporary Albemarle employees and employees of our JVs.
3. See reconciliation of this non-GAAP financial measure to the most directly comparable GAAP measure on page 133.
4. Includes income taxes (foreign and domestic), US property taxes, North America sales and GST taxes and other Chilean taxes including withholding and prepayment taxes, as well as commission payments to Chile in 2023.
5. Includes salaries and annual incentive paid in 2023, excludes long-term incentives and other benefits.
6. Assumes comparable BEV sedan replaces ICEV sedan, a vehicle life cycle of 240,000 km driven, and the 2023 global electricity grid mix (~30% renewable). Sources: Albemarle analysis, MIT Trancik Lab, GREET 2023.

Our Values

Albemarle's six core values help us achieve our corporate purpose to enable a more resilient world. They guide us in our work and in our interactions with our stakeholders. In 2022, we restated our values to include accountability to further underline that we take ownership and responsibility for our actions to reliably deliver results.

Care

We improve the safety and support the well-being and resilience of our communities, employees and environment.

Curiosity

We continuously learn and are comfortable taking informed risks to innovate.

Collaboration

We work together, value each other and encourage diverse thought to drive better outcomes.

Humility

We share the credit and value the ideas of others to achieve goals together.

Accountability

We act with courage to take ownership for what matters and responsibly deliver results.

Integrity

We do what we say with honesty and transparency for the benefit of all.

We are committed to building a more resilient world.

Sustainability is foundational to our strategic framework. We achieve our purpose by transforming essential resources into critical ingredients that provide sustainable solutions for the energy transition, clean transportation, electrification and digitization, and improving the safety, health and quality of life for people around the world.

Our sustainable competitive advantages include efficient management of world class resources, safer and more effective leading process chemistry, high-impact innovation with a focus on recycling and circularity, customer-centricity that emphasizes partnerships to innovate and improve the sustainability of our supply chain, and our stewardship of people and planet.

The Albemarle Way of Excellence, our operating model, together with our core values, helps ensure that we take a disciplined and sustainable approach to our operations. It holds us accountable for building a diverse, equitable and inclusive workplace focused on safety, mutual respect, development and well-being and for actively collaborating and engaging in the communities where we work and live.

Albemarle's Strategic Framework

Albemarle leads the world in transforming essential resources into the critical ingredients for modern living with people and planet in mind.

Defining Our Performance Ambition

- Lead with Impact
- Purpose-Driven Growth
- Partner of Choice
- Stakeholder Value

Providing Essential Elements to Critical Impact Areas

Mobility

Energy

Connectivity

Health

Resilient Competitive Strengths to Navigate Market Conditions

- World-Class Resources
- Leading Process Chemistry
- High-Impact Innovation
- Customer-Centricity
- People & Planet Steward

The Albemarle Way of Excellence

The Albemarle **Way of Excellence** is our operating model that guides us to achieve our strategic goals.

As a provider of essential elements for a low-carbon future, Albemarle understands the intrinsic value that sustainability brings to our company, our customers and the communities in which we operate. We take seriously our responsibility to be a good steward of the planet not only because it is the right thing to do, but because it is critical to our business success."

Neal Sheorey, Chief Financial Officer

Corporate Governance

Corporate Governance

Our corporate governance framework and practices are designed to ensure that we manage our business responsibly and with integrity and honesty. These practices guide how we engage with stakeholders, or on their behalf, in a manner that is transparent with accountability and fairness.

Our Board of Directors (Board) oversees our sustainability program and its alignment to the Albemarle Way of Excellence. The Sustainability, Safety & Public Policy (SSP) Committee monitors progress on overall sustainability initiatives on a quarterly basis. Each of the SSP, Audit & Finance and Executive Compensation & Talent Development committees regularly reports to the Board on sustainability matters.

BOARD OVERSIGHT OF SUSTAINABILITY

		COMMITTEES		
		Sustainability, Safety & Public Policy[1]	**Audit & Finance**	**Executive Compensation & Talent Development[2]**
Natural Resource Management	Energy & Greenhouse Gases	⊙		
	Water	⊙		
	Resource Stewardship	⊙		
	Waste	⊙		
People, Workplace & Community	Safety	⊙		
	Diversity, Equity & Inclusion			⊙
	Investment in Talent			⊙
	Community & Stakeholder Engagement	⊙		
Sustainable Shareholder Value	Value Chain Excellence	⊙		
	Product & Process Innovation	⊙		
	Business & Financial Resilience		⊙	
	Business Ethics & Regulatory Compliance		⊙	

For more information on corporate governance, please see our 2023 Proxy Statement.

1. Formerly known as the Health, Safety & Environment Committee.
2. Formerly known as the Executive Compensation Committee.

Leadership and Board

(As of May 2024)

Kent Masters
Chairman of the Board
CEO, Albemarle Corp.

James J. O'Brien
Lead Independent Director
Former Chairman & CEO, Ashland Inc.

Laurie Brlas
Former EVP & CFO,
Newmont Mining Corp.

Ralf H. Cramer
Former President and CEO,
Continental China

Glenda J. Minor
Former SVP & CFO,
Evraz North America

Diarmuid B. O'Connell
Former VP, Corp & Business
Development, Tesla Motors Inc.

Dean L. Seavers
Former President,
National Grid U.S.

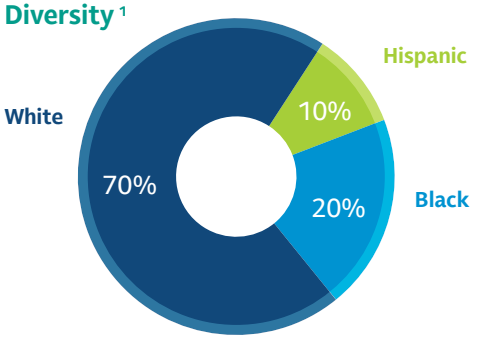
Gerald A. Steiner
Former EVP, Sustainability
& Corporate Affairs,
Monsanto

Holly A. Van Deursen
Former Group Vice President,
Petrochemicals, BP Corp.

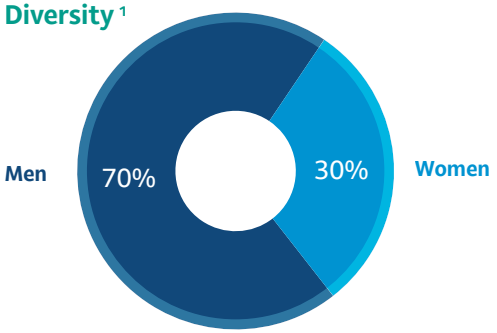
Alejandro D. Wolff
Former U.S.
Ambassador to Chile

- Audit & Finance Committee
- Executive Compensation & Talent Development Committee
- Nominating & Governance Committee
- Capital Investment Committee
- Sustainability, Safety & Public Policy Committee
- C Committee Chairperson

Racial Diversity [1]



Gender Diversity [1]



AVERAGE TENURE:

6+ Years

1. Statistics are based on each director's self-identified characteristics.

Awards and Recognition

In 2023, Albemarle received 10 ACC Responsible Care® Awards for our continued excellence in sustainability initiatives for health, safety and environmental areas of focus.

For a fourth consecutive year, Albemarle has been included in the Bloomberg Gender-Equality Index with an increase in our overall score and significant increases in the "pro-women brand" and "inclusive culture" categories.

MercLok™ P-640, Albemarle's mercury remediation solution, was named an R&D 100 winner by the Business Intelligence Group. This award recognizes leading edge products and technologies that can contribute to a better world.

In February 2024, Albemarle was named to the 2024 list of America's Most JUST Companies (JUST 100) by JUST Capital and CNBC. The JUST 100 rankings measure how the nation's largest corporations are performing on business issues that matter most to Americans, including protecting customer privacy, minimizing pollution, supporting employee training and more.

Albemarle's Environmental Management Information System (EMIS) was awarded the Verdantix 2023 EHS Innovation Excellence Award in the compliance digitization category.

B- on Climate Change and Water Security

Sustainability at Albemarle

Message from the Sustainability Steering Committee

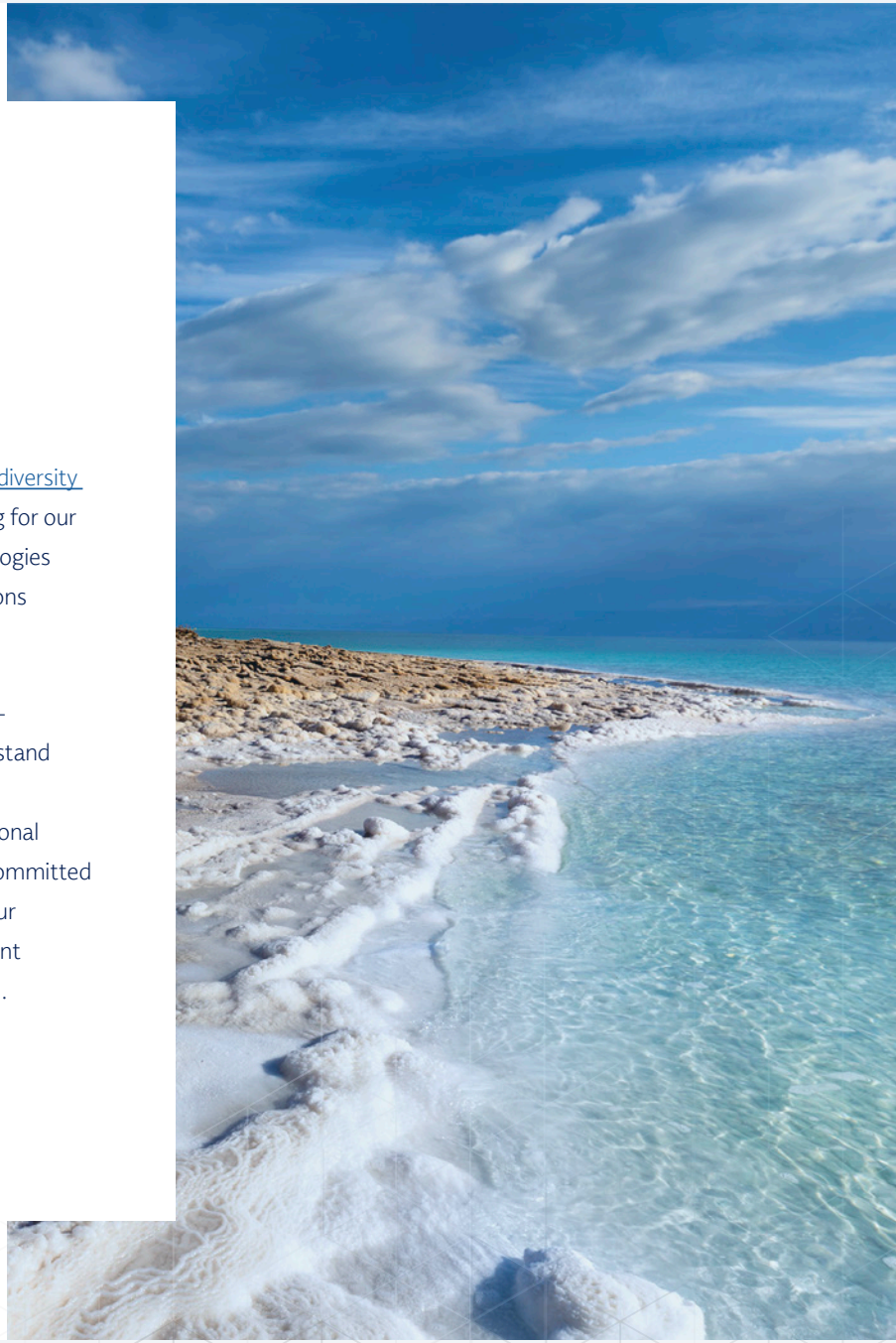
The Albemarle Sustainability Steering Committee (SSC) is proud to present the 2023 Sustainability Report.

Albemarle's SSC leverages the expertise and insight of a broad, diverse group of experienced professionals across the company to set and drive achievement of our global corporate sustainability strategy. The SSC strives to create value and recognition by embedding sustainability throughout our business. It promotes sustainability performance with internal and external stakeholders and helps position Albemarle as a sustainability leader in our industry and beyond.

We are proud of the work our team did in 2023 to advance Albemarle's sustainability strategy. We built out sustainability capabilities in different functions across the organization, designed to help embed sustainability awareness and management throughout the enterprise. We also conducted a double materiality assessment to better understand which sustainability topics are uniquely meaningful to our business, as well as where we impact people and the environment.

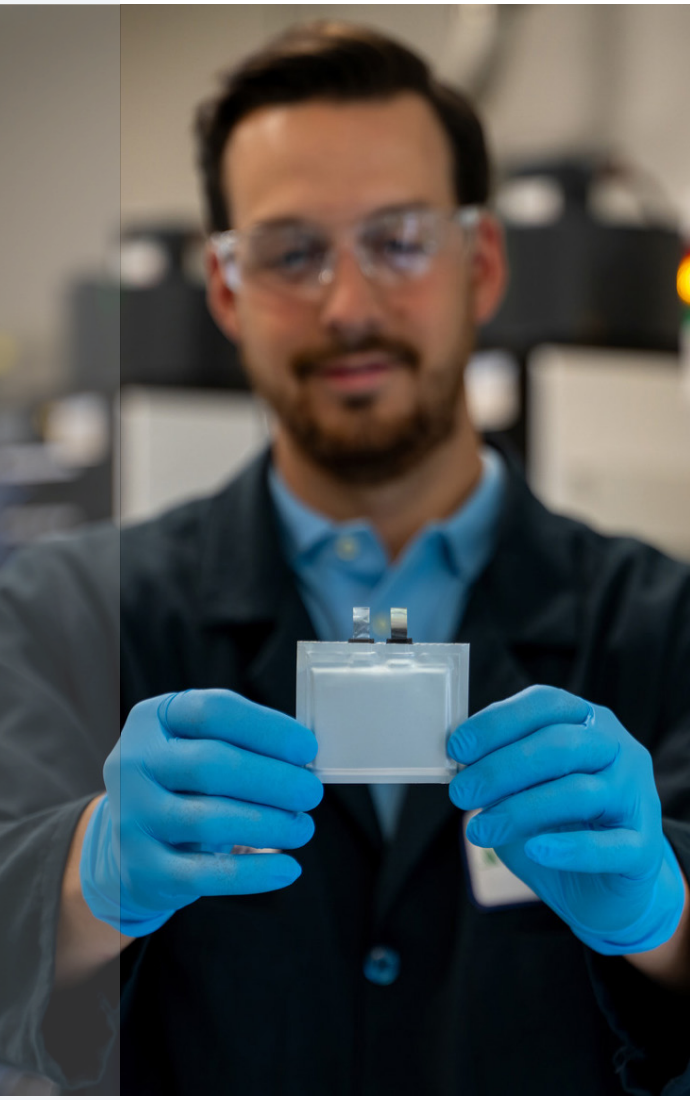
We published a new Environmental Policy and Biodiversity Statement. Additionally, we began project scoping for our Decarbonization Roadmap to identify key technologies and opportunities for reducing our carbon emissions beyond 2030.

In 2023, we enhanced our engagement with third-party rating and ranking agencies to better understand stakeholder expectations of our sustainability management and performance and to gain additional insight regarding current best practices. We are committed to conducting internal and third-party audits of our environmental, social and governance management systems at individual sites and at a corporate level.



We hold ourselves accountable by setting and reporting our progress toward publicly stated environmental goals.

GOAL	STATUS	ONGOING ACTIONS & OBJECTIVES
Grow our Energy Storage business in a scope 1 + 2 carbon-intensity neutral manner through 2030 (2019 baseline)	On track	Renewable electricity procurement including: • Acquire 100% renewable electricity for plants in Chile and Kings Mountain, North Carolina • Additional renewable electricity acquired in Silver Peak, Nevada and Xinyu, China • Amsterdam production facility signed contract for renewable power by means of Guarantees of Origin for 2024-2026 • Starting in 2024, acquire 100% renewable electricity in Qinzhou, China Energy efficiency projects including: • Salar Yield Improvement Project • NEBO project in Jordan is on track for completion in 2024
Reduce scope 1 + 2 carbon intensity of Specialties by 35% by 2030 in alignment with science-based targets (2019 baseline)	On track on an absolute basis; behind on an intensity basis	
Reduce scope 1 + 2 carbon intensity of Ketjen by 35% by 2030 in alignment with science-based targets (2019 baseline)	On track on an absolute basis; behind on an intensity basis	
Engage with suppliers to collect primary data for 75% (by 2023) and 90% (by 2024) of our raw material carbon footprint	On track	• Sent out supplier questionnaires to collect primary data • Working with suppliers to improve data quality
Reduce the intensity of freshwater usage by 25% by 2030 in Chile and Jordan (2019 baseline)	On track	• Chilean operations have achieved 2030 target with on-going optimization of the thermal evaporator at La Negra • Salar Yield Improvement Project • NEBO project in Jordan is on track for completion in 2024
Reduce sulfur oxide (SO_x) emissions by 90% by 2027 (2022 baseline)	On track	• Continue to evaluate technology options



Below are our 2023 diversity, equity and inclusion (DEI) goals which were announced in the Albemarle 2022 Sustainability Report. Albemarle's DEI efforts are undertaken as part of the company's commitment to being an equal opportunity employer, in compliance with relevant law in the jurisdictions where we operate. Our aspirational goals are just one part of our overall strategy to increase diversity, equity and inclusion for all staff.

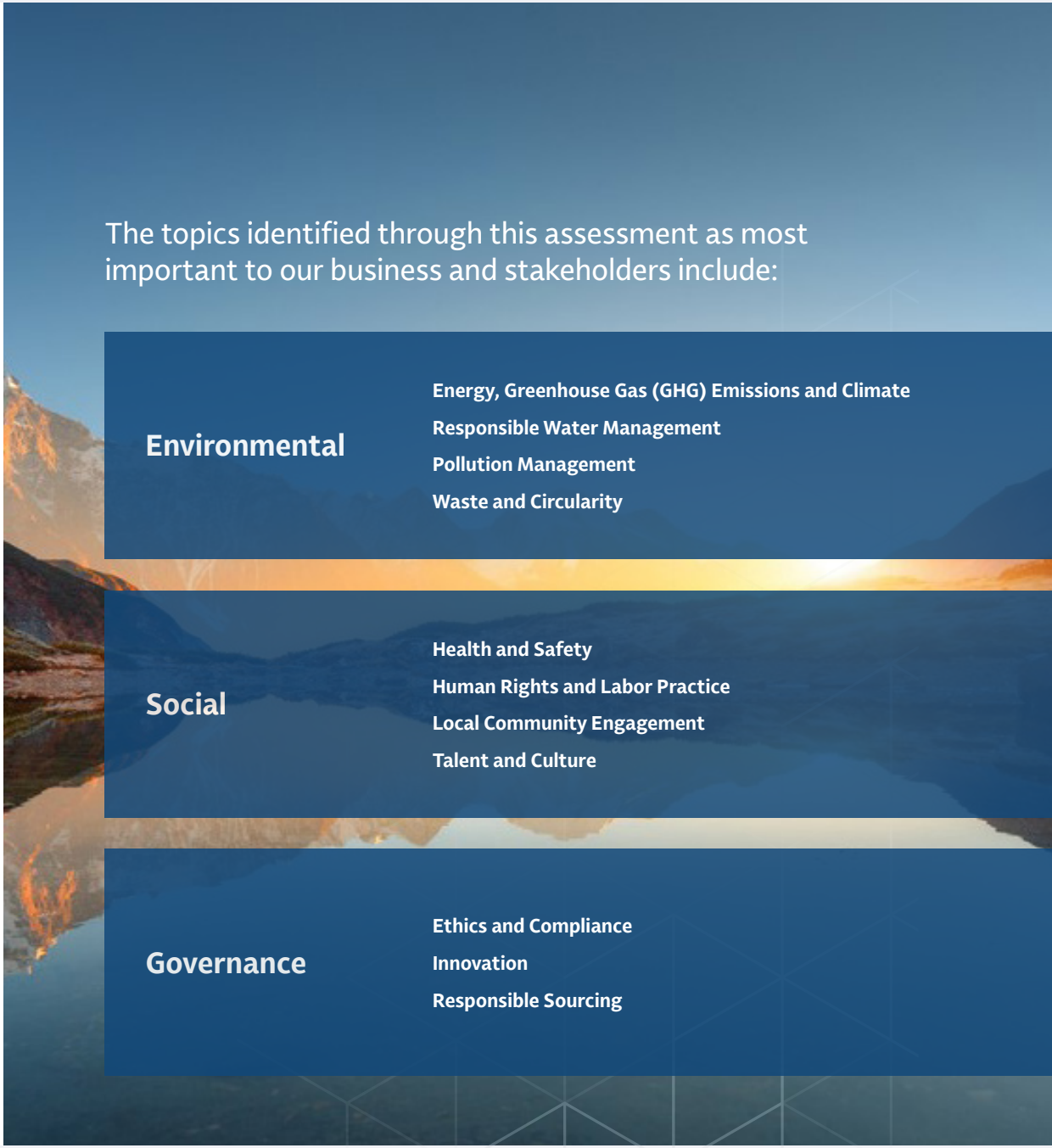
2023 DEI GOAL	2023 STATUS	ONGOING ACTIONS & OBJECTIVES
Increase global gender diversity by 2.5% with an emphasis on manufacturing, engineering, and mining roles	1.1% increase year over year, trending toward goal	• Leveraged Connect Groups in recruiting strategy • Implemented referral bonus program • Leveraged new sourcing tools to build diverse talent pipelines • Further developed relationships with external partners and vendors • Developed a standalone DEI Report • Offered educational and training opportunities for all staff
Increase global gender diversity in director level and above positions by 1.5%	2.6% increase year over year, exceeding goal	
Increase US racial diversity at director level and above positions by 1.5%	0.7% increase year over year, trending toward goal	

The goals listed above reflect the importance Albemarle places on tracking and improving our environmental and social performance. We are proud of the progress we have made toward our sustainability goals to date and remain committed to achieving those goals as we execute our strategy over time.

Materiality

In 2023, we undertook a double materiality[1] assessment, at the consolidated level, to identify the sustainability issues that matter most to our business and stakeholders.

A double materiality assessment looks at how sustainability issues impact our business and how our business impacts the world around us. We conducted interviews and held meetings with representatives from our key stakeholder groups, including customers, investors, suppliers, community members, non-governmental organizations (NGOs) and industry groups. In line with the double materiality recommendations of the CSRD and other international reporting requirements, standards and frameworks, we evaluated the impacts of material topics from a dual perspective.



The topics identified through this assessment as most important to our business and stakeholders include:

Environmental

- Energy, Greenhouse Gas (GHG) Emissions and Climate
- Responsible Water Management
- Pollution Management
- Waste and Circularity

Social

- Health and Safety
- Human Rights and Labor Practice
- Local Community Engagement
- Talent and Culture

Governance

- Ethics and Compliance
- Innovation
- Responsible Sourcing

1. For purposes of our sustainability reporting, the concept of "material" topics identified through "materiality assessments" generally refers to ESG reporting guidance such as GRI and SASB and does not correspond to the concept of materiality used in the securities laws and disclosures required by the US Securities and Exchange Commission (SEC). With respect to the term "material," individual companies are best suited to determine which information is material under the long-standing U.S. Supreme Court definition of that term, and whether to disclose this information in SEC filings.

Our Commitment to Global Sustainability Initiatives

UN Sustainable Development Goals

We have mapped Albemarle's corporate and sustainability priorities, core values, material topics and strategic focus areas to the United Nations Sustainable Development Goals (SDGs). Our mapping identified nine SDGs that we believe our products, services and community engagement work can actively contribute toward while progressing the 2030 Sustainable Development Agenda.

UN Global Compact

Albemarle has been a member of the United Nations Global Compact (UNGC) since 2021. The UNGC is the world's largest corporate sustainability initiative, which calls on companies to align their strategies and operations with 10 universal principles focused on human rights, labor, environment and anti-corruption and to take actions that advance societal goals.

UNGC CEO Water Mandate

Albemarle is a signatory to the UNGC CEO Water Mandate. In partnership with more than 200 companies, the CEO Water Mandate mobilizes business leaders to deepen their commitment to water stewardship. Under the Mandate, Albemarle has committed to action and continuous improvement in six focus areas – direct operations, supply chain and watershed management, collective action, public policy, community engagement and transparency.

As a UN Global Compact Signatory, and through our commitment to the UNGC CEO Water Mandate, we strive to match our core purpose, core values and approach with the UN Sustainable Development Goals.

THE UN SDGs ARE A BLUEPRINT TO ACHIEVE A BETTER AND MORE SUSTAINABLE FUTURE

Natural Resource Management

6 7 9 11 12 13

We responsibly manage our use of resources and materials.

People, Workplace & Community

3 5 6 8 11 13

We are committed to building an inclusive and diverse workplace. We promote collaboration and engage in the communities where we work and live.

Sustainable Shareholder Value

3 6 7 8 9 11 12 13

We foster the conditions that create sustainable, long-term value for our shareholders and stakeholders.

Natural Resource Management

At Albemarle, we are committed to reducing our environmental impact across our operations and in our supply chain, while enabling downstream emissions reductions, as our products are applied in industries critical to the development of a low-carbon economy. We monitor and manage our environmental and social impacts around energy, GHG emissions, pollution, freshwater, waste and biodiversity.

Our goal is to improve our environmental performance by meeting or exceeding our sustainability targets and including sustainability criteria in the design phase of our plants and products. By working to ensure that our employees understand their roles and responsibilities around our commitments, we strive to embed environmental awareness and support for our sustainability strategy throughout the enterprise.

In October 2023, we closed the restructuring of the MARBL lithium joint venture. The revised agreements included a 50% Albemarle ownership of the Wodgina mine and 100% ownership of the Kemerton lithium hydroxide processing facility in Australia. As a result, beginning in 2023, absolute GHG emissions, energy, and freshwater usage data is included for the Wodgina mine on a 50% basis. Kemerton is included on a 100% basis as of July 2023, following production of its first saleable goods.

Details on our natural resource management strategy and approach can be found in our Environmental Policy.

As responsible stewards of the environment, we are committed to transparent and responsible management of our resources.

Climate Strategy

We believe that mitigating the effects of our operations on the climate and adapting to climate change strengthens our competitiveness, improves our operational efficiency and creates value for our stakeholders.

We recognize that reducing our carbon footprint is a multi-decade, continuous improvement journey requiring investments in technology, infrastructure and human resources. Each of our GBUs has set meaningful targets to reduce emissions, and we proactively partner with suppliers and customers to improve our carbon footprint across our supply chain. We are also committed to helping our customers achieve their sustainability objectives. In many cases, our solutions result in lower GHG emissions in their use phase. Additionally, we understand that analyzing the risks and opportunities that climate change presents to our business strengthens our resilience and provides a basis for risk mitigation strategies.

Details on our commitment to climate change mitigation and adaptation can be found in our Climate Strategy.

2023 HIGHLIGHTS

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

In late 2022 and early 2023, we conducted a quantitative hotspot and in-depth climate scenario analysis for both medium-term (2030) and long-term (2050) time horizons in alignment with guidance from the TCFD. Through this analysis, we identified key transition and physical climate-related risks and opportunities that could impact our business. We are using the results of our scenario analysis to collaborate with the appropriate leaders across Albemarle to develop specific risk mitigation strategies and to align our business strategy to address the key opportunities identified. We have also integrated the resulting risks into our enterprise risk management (ERM) framework.

Our TCFD report, published in 2023, demonstrates our governance, strategy, risk management, metrics and targets that enable us to manage these climate risks and opportunities.

DECARBONIZATION ROADMAP

To identify key technologies and opportunities for reducing our carbon emissions beyond 2030, we are developing a Decarbonization Roadmap. We defined the scope and process for this project in 2023, and we are creating the first iteration of the roadmap. Through this project, we expect to identify decarbonization technologies and determine the feasibility of their implementation. Additionally, we will begin the process of estimating the costs, risks and necessary collaborations associated with each intervention method or technology identified.

INTERNAL CARBON PRICING

In 2023, we developed an internal carbon pricing approach for use in our financial and investment decision-making processes. By placing a monetary value on our GHG emissions and internalizing the economic and environmental cost of our emissions, we believe we will stimulate the right decision-making behavior and enable us to test the climate-resilience of investments. Implementation of our internal carbon pricing process will begin in 2024.

CAPITAL PROJECTS SUSTAINABILITY

In 2023, we introduced a more systematic approach to managing the sustainability impact calculations of our capital projects. For these projects, we developed consistent methods to calculate and communicate the impact on natural resources sustainability. The standardized format gives context to the data by including the pre-project state, the project impact and the sustainability goals the project could potentially impact. For these projects, we also integrated an evaluation of sustainability improvement options into the project plan and process.

Communicating Sustainability Across Albemarle

In 2023, we launched a “Sustainability Matters” campaign to present sustainability highlights and updates to internal stakeholders. These communications are designed to support Albemarle’s sustainability culture and provide employees with insights into sustainability topics such as calculating carbon footprints, life cycle assessments (LCAs) and other areas of focus.

AVOIDED EMISSIONS

The emissions Albemarle generates to produce lithium directly contribute to reduced life cycle emissions in the automotive industry since lithium is an essential component in the battery of EVs manufactured and sold globally.

The use-phase emissions of an EV are much lower than that of an internal combustion engine vehicle (ICEV). Therefore, over the life cycle of a vehicle, EVs have a lower carbon footprint than ICEVs. An average EV sedan breaks even with an average ICEV sedan in terms of emissions at 34,000 kilometers driven and emits 47% less GHGs over the vehicle's life cycle, assuming the 2023 global electricity grid (~30% renewable).

Lithium's Contribution to GHG Emissions from EV Production

(CO_2e tonnes)

Lithium
0.4

contributes less than 4% of an EV's total production emissions

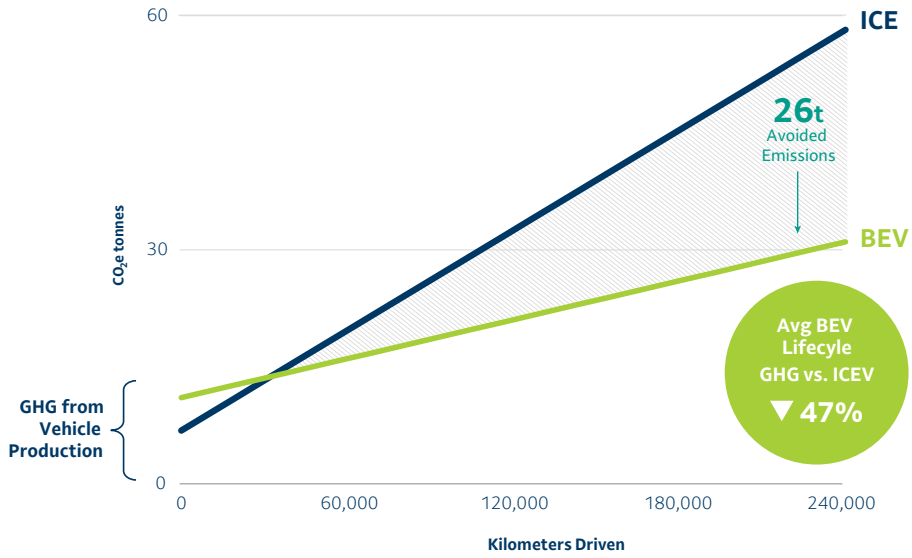
Cathode
2

Battery
4

Vehicle
11

Life Cycle Avoided GHG Emissions

(Avg EV Sedan, Based on 2023 Global Electric Grid)



In this same comparison, lithium production accounts for only 3.6% of the total production emissions of the average EV sedan.[1]

We are committed to reducing our carbon footprint across our operations while meeting the automotive industry's demand for lithium to enable the transition to low-carbon mobility.

1. Source: Albemarle Analysis, MIT Trancik Lab, GREET 2023

Energy and GHG Emissions

We publicly disclose our GHG targets and communicate our progress toward those targets annually through our sustainability reporting. In our annual CDP Climate Change Questionnaire, we also disclose energy, GHG and climate strategy management actions and progress. We identify, measure and calculate the GHG emissions of our operations considering the principles and guidance of the GHG protocol.

We strive to reduce our energy consumption throughout our company by investing in technological innovations such as energy-efficient equipment to drive process improvements. We incorporate energy efficiency in the design of our facilities, and we apply data analytics and artificial intelligence (AI) to evaluate how our facilities can run in the most efficient way. By understanding the use of renewable energy at all Albemarle sites, we are better equipped to reach our climate goals.

2023 HIGHLIGHTS

SALAR YIELD IMPROVEMENT PROJECT

In 2023, we completed the Salar Yield Improvement Project at our Salar de Atacama site in Chile. Through the application of innovative, proprietary technology, we expect to increase the lithium extracted from brine while also reducing carbon and water intensity. The project has the potential to increase lithium recovery at the site to greater than 60%.

RENEWABLE ELECTRICITY

2023 marked an inflection point in our long-term strategy to increasingly power our operations with renewable forms of energy. We moved most of our Salar de Atacama operations from diesel-powered generators to electricity from Chile's electric grid to provide a more sustainable and reliable power source. Additionally, we acquired 100% renewable electricity for our plants in Chile and Kings Mountain, North Carolina. We also acquired 84% renewable electricity for our Silver Peak, Nevada, plant and anticipate increasing that to 100% in 2024. In Xinyu, China, we purchased green electricity to satisfy nearly 50% of the site's electricity needs.

In 2023, 16% of our total electricity consumption was from purchased renewable sources. Looking ahead, we intend to further our strategy through additional renewable electricity purchases.

PROGRESS TOWARD TARGETS

We are on track to meet our target to grow our Energy Storage business in a carbon-intensity neutral manner through 2030. In 2023 the carbon intensity of our Energy Storage business was approximately 2.8 kg CO_2e/kg – which is ahead of target and below the previous year. This was driven by lower intensities at our La Negra, Chile and Xinyu, China sites where procurement of renewable electricity led to a reduction in scope 2 emissions. In addition, an ongoing Xinyu equipment replacement project incorporates energy efficient design changes to reduce scope 1 emissions.

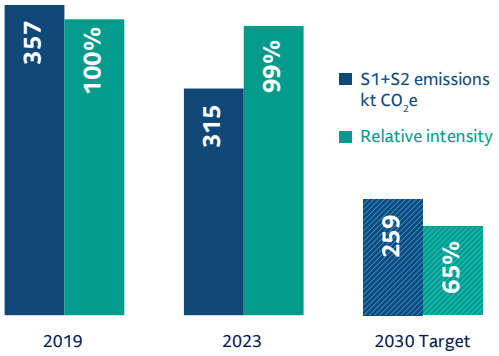
These effects were partially offset by the inclusion of Kemerton and Wodgina data in our calculations. Beginning in 2023, GHG emissions from the Wodgina site are included based on our 50% ownership interest. This inclusion contributed to an increase in carbon intensity because hard-rock lithium mining sites typically have higher carbon-intensities than brine-based operations. Additionally, emissions data from our Kemerton site in Australia is included from July 2023 onward. The site's carbon intensity is higher than other sites because it is in the start-up phase. However, we expect its carbon intensity to decrease as the plant reaches full capacity.

We remain committed to our Energy Storage target and intend to reduce our carbon intensity through continued efforts to procure renewable energy, pursue energy efficiency at our sites globally and ramp new facilities to full capacity. For example, we executed a Power Purchase Agreement (PPA) targeting 100% renewable electricity in Qinzhou, China starting in 2024.

1. An immaterial correction to 2021 and 2022 data on energy usage did shift CO_2e intensity upward (by between 0.1 to 0.3 kg CO_2e/kg product per year).

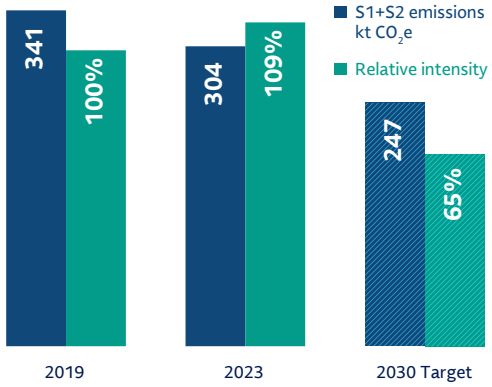
In our Specialties business, lower production volumes across all products led to absolute emissions remaining under the target trendline, but GHG intensity increased as plants ran below capacity. This resulted in Specialties' scope 1 and 2 GHG emissions intensity remaining roughly flat compared with 2019 levels. However, we remain committed to meeting or exceeding our 2030 target and intend to reduce our carbon intensity through continued efforts to procure renewable energy and pursue energy efficiency at our Specialties' sites globally. For example, once fully operational, we expect the NEBO project to potentially reduce the energy intensity at our JBC site in Jordan by more than 5%.

Specialties Progress Toward Target



In our Ketjen business, lower production volumes helped to keep absolute emissions under the target trendline, but increased GHG intensity as plants ran below capacity. As a result, Ketjen's scope 1 and 2 GHG emissions in 2023 were 9% higher than in 2019, on a carbon-intensity basis. Going forward, we intend to reduce Ketjen's absolute emissions through renewable electricity procurement and energy efficiency initiatives. For example, our Amsterdam production facility signed a contract to cover an estimated 50% of its electricity consumption with renewable power by means of Guarantees of Origin for 2024-2026.

Ketjen Progress Toward Target



We met our goal of engaging with suppliers representing 75% of our raw material carbon footprint to collect primary emissions data, and we are on track to achieve our 2024 engagement goal for 90% of our raw material carbon footprint. Next steps include working with suppliers to improve data quality to set an ambitious, but achievable, scope 3 reduction target.

GOAL	STATUS
Grow our Energy Storage business in a scope 1 + 2 carbon-intensity neutral manner through 2030 (2019 baseline)	On track
Reduce scope 1+2 carbon intensity of Specialties by 35% by 2030 in alignment with science-based targets (2019 baseline)	On track on an absolute basis; behind on an intensity basis
Reduce scope 1+2 carbon intensity of Ketjen by 35% by 2030 in alignment with science-based targets (2019 baseline)	On track on an absolute basis; behind on an intensity basis
Engage with suppliers to collect primary data for 75% (by 2023) and 90% (by 2024) of our raw material carbon footprint	On track

Our 2023 Direct and Indirect Emissions

Upstream Activities

Scope 3[1]

- Purchased Goods and Services: 1,270
- Capital Goods: 132
- Fuel- and Energy-Related Activities: 132
- Upstream Transportation and Distribution: 300
- Waste in Operations: 16
- Business Travel: 5
- Employee Commuting: 8

Our Activities

Scope 1

- Operations

Total Emissions for Scope 1: 728

Scope 2[2]

- Electricity and Steam

Total Emissions for Scope 2: 273

Downstream Activities

Scope 3[1]

- Downstream Transportation and Distribution: 39
- Processing of Sold Products: 35
- End-of-Life Treatment of Sold Products: 131
- Investments (JV): 167

Total GHG Emissions: 3,236 kt CO_2e

Scope 3 Total: 2,235 kt CO_2e

1. Scope 3 categories 8, 11, 13, and 14 are deemed zero, in line with the GHG Protocol.
2. Using market-based methodology.

Thousand metric tons CO_2e (kt CO_2e)

Life Cycle Assessments

We use LCA methodology to evaluate the climate change impacts of our products through the development of product carbon footprints (PCFs). We continue to develop and obtain third-party verification for PCFs across our product portfolio, with an emphasis on priority products within our Energy Storage and Fire Safety Solutions businesses.

These PCFs help us better understand the emissions hotspots within our products' life cycles and can inform our decarbonization efforts and development of climate change mitigation strategies. Our customers are also interested in PCF data for our products, as it allows them greater visibility into their scope 3 footprint. We provide PCF data to initiatives such as the EU Battery Passport and Carbon Border Adjustment Mechanism (CBAM), which allow consumers to understand the carbon footprint of the products they purchase.

2023 HIGHLIGHTS

INTERNATIONAL LITHIUM ASSOCIATION

As a founding member of the International Lithium Association (ILiA), we collaborate with industry partners and regulators to encourage a competitive and transparent legislative environment for the regulation of production and use of lithium. Albemarle's Vice President of Sustainability serves as Chair of the ILiA Sustainable Lithium Subcommittee. The committee is standardizing environmental footprint calculations for the lithium industry, including for carbon emissions and freshwater usage.

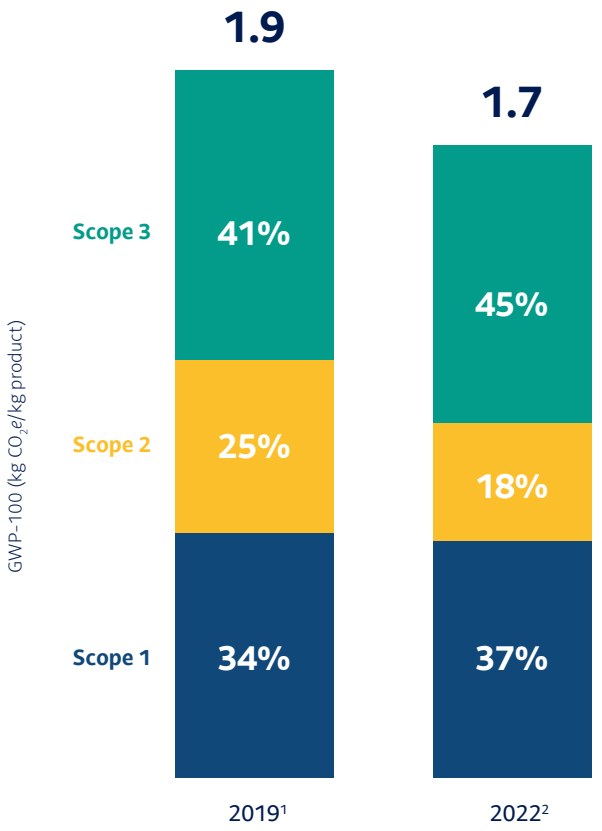
EXPANDING OUR PCF PORTFOLIO

In 2023, we completed our first in-house PCF study of our elemental bromine produced in Magnolia, Arkansas, using 2022 data. The 2022 PCF was third-party verified by EcovaMed as ISO compliant.

Understanding the carbon intensity of elemental bromine production allows us to demonstrate how our sustainability initiatives have improved the carbon footprint of our bromine production compared to our 2019 baseline. This PCF also helps us identify emissions hotspots and opportunities to decarbonize. We are evaluating sources of zero-carbon electricity in Magnolia that have the potential to reduce the PCF of elemental bromine even further in the future. In 2024, we plan to conduct LCAs for additional fire safety solutions products to enhance our own knowledge and provide our customers with PCF data.

> In the Specialties organization, we take pride in developing natural resources in a sustainable way, focusing on decarbonization efforts and water intensity reduction. For example, site efficiencies and zero carbon energy initiatives have already improved our product carbon footprint, with future opportunities for decarbonization through value chain partnerships and new technologies."
>
> *Benjamin Caire, Specialties Sustainability Lead*

GWP-100 ("Global Warming Potential") of Elemental Bromine from Magnolia, Arkansas



1. 2019 data extrapolated by Albemarle from 2022 model.
2. 2022 data externally verified by a third party, EcovaMed.

Responsible Water Management

Responsible management of our water resources is a core component of Albemarle's sustainability strategy.

We continuously strive to conserve freshwater resources and invest in advanced technologies to reduce our freshwater footprint. In recognition of the human right to clean drinking water and sanitation, we advocate for partnerships with stakeholders at local and regional levels in areas where we operate to address shared water challenges. As part of our endorsement of the UNGC CEO Water Mandate, we are committed to continuous improvement of our water management, and we disclose our water management actions through our annual CDP Water Security response. Our TCFD Report also outlines how we identify and manage water-related risks and opportunities to our business. More details on our water management commitments can be found in our Environmental Policy.

2023 HIGHLIGHTS

We use the following pillars of the CEO Water Mandate as a framework to inform our water strategy:

DIRECT OPERATIONS

At our mining and manufacturing operations, we identify, assess, analyze and manage potential impacts to water quality and quantity and have taken various actions to minimize our impact on the water supply of nearby communities. For example, we initiated the NEBO project at our JBC joint venture in Jordan – one of the most water-scarce countries in the world. This project implements a process that takes a production waste stream and converts it into a saleable product without the need for additional freshwater consumption. Once fully operational in 2024, we believe that this technology has the potential to reduce site freshwater use by more than 10%. Additionally, in 2023 at our La Negra site in Chile, we continued to ramp up efficiency for our thermal evaporator. This technology enables us to significantly increase our lithium production without a corresponding increase in freshwater usage. At our Silver Peak site in Nevada, we installed a recirculation process that continuously flushes water through our soda ash slurry solution (SASS) treatment line.

SUPPLY CHAIN AND WATERSHED MANAGEMENT

We are building capacity to analyze and respond to watershed risk. In Chile, we actively support a multi-stakeholder and multi-sectoral platform coordinated by the German Agency for International Cooperation (GIZ). The initiative includes representatives of the major industries in the Salar de Atacama basin as well as Indigenous communities and representatives from the state and academia. The partnership fosters understanding and dialogue around the impact of water usage and promotes the joint development of a shared vision and action plan for the future of the Salar watershed to improve long-term, integrated water management. In Jordan, JBC has entered discussions with the Ministry of Water about sourcing water from less-used and lower-stressed areas. Looking ahead, we intend to engage with our suppliers regarding water-related issues.

COLLECTIVE ACTION

We have built close relationships with NGOs and other stakeholders at the local and regional levels of the sites where we operate to help us amplify the impact of our sustainability initiatives. For example, in Jordan, we are in discussions with USAID to evaluate additional operational opportunities to conserve water.

PUBLIC POLICY

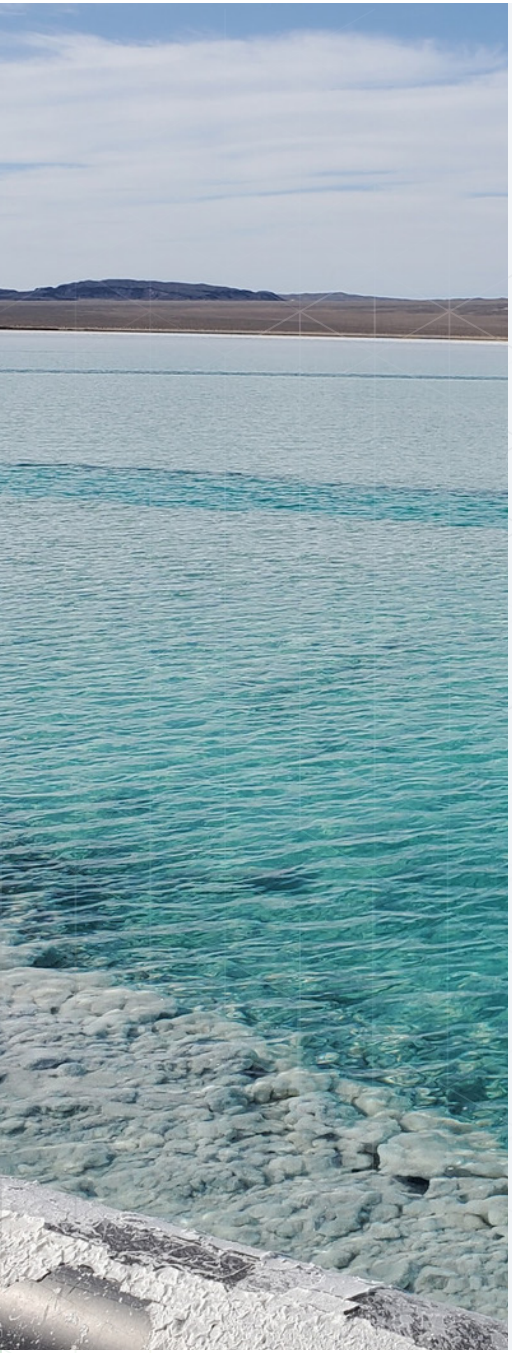
Through our ACC membership, we are committed to water stewardship and protecting and preserving drinking water sources in the communities where we operate. As an example, in Chile, Albemarle participates in the National Congress' green mining initiative. This effort, which includes watershed management, is working toward establishing Chile as a global leader in sustainable mining.

COMMUNITY ENGAGEMENT

Community engagement is a cornerstone of how we do business, and we pride ourselves on our strong track record of building mutually beneficial relationships with the communities where we live and work. In Chile, we have entered discussions with a Chilean water desalination company to help us further reduce our freshwater usage in the Salar de Atacama. Under the agreement, local communities could also benefit from access to desalinated water.

TRANSPARENCY

As a signatory to the CEO Water Mandate and a company dedicated to operating in accordance with IRMA standards, we are committed to openly and transparently communicating our water usage performance and progress toward our water usage targets in our annual sustainability report. We also disclose water management actions through our annual CDP Water Security response. Additionally, our annual water and brine monitoring report for our Salar operations is made available to Chilean authorities. Lastly, our IRMA audit report, which includes an assessment of our water management practices, is available here.



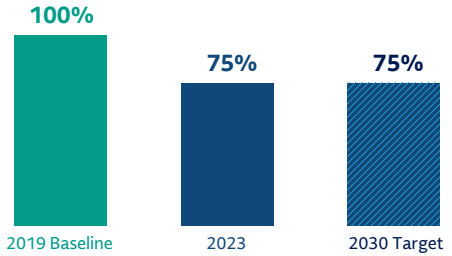
PROGRESS TOWARD TARGETS

We are committed to meeting or exceeding our 2030 freshwater usage target. Our water reduction efforts prioritize projects in countries with a high or extremely high baseline water stress indicator as classified in Aqueduct 3.0 by the World Resources Institute (WRI).

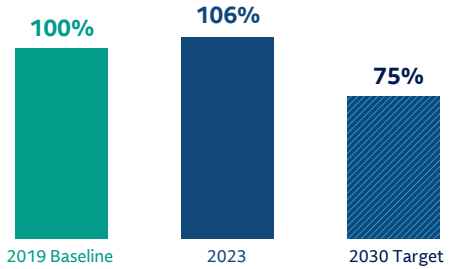
In 2023, our Chilean operations met their 2030 target to reduce freshwater use intensity by 25% compared to 2019 baseline levels. The primary driver of this reduction was additional optimization of the thermal evaporator. The production volumes of JBC are significantly larger than that of the Chilean operations. JBC's freshwater intensity increased by 11% over last year primarily due to an underperforming third-party water recovery unit. As a result, the freshwater intensity for Jordan and Chile combined rose this year. Reestablishing smooth operation of the water treatment unit and start-up of the NEBO project are expected to bring JBC freshwater consumption close to our long-term target. We are confident that we are on track to hit our freshwater intensity target for 2030.

GOAL	STATUS
Reduce the intensity of freshwater usage by 25% by 2030 in Chile and Jordan (2019 baseline)	On track

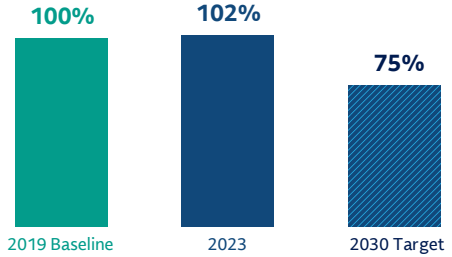
Freshwater Intensity in Salar and La Negra: TARGET MET IN 2023



Freshwater Intensity in JBC: PROGRESS TOWARD TARGET



Freshwater Intensity in Chile and Jordan: PROGRESS TOWARD TARGET



Waste and Circularity

As responsible stewards of finite brine and hard rock resources, we understand that managing these resources responsibly is fundamental to the future success of our business.

As such, we look for opportunities to embed waste reduction and circularity principles into our operations. The GRI defines circularity as measures taken to retain the value of products, materials and resources and redirect them back to use for as long as possible with the lowest carbon and resource footprint possible, such that fewer raw materials and resources are extracted, and waste generation is prevented. We reduce our waste through process improvements and enable a circular economy through recycling initiatives and partnerships across our value chain.

We also pursue innovative solutions and new, sustainable markets for our co-products, which we define as any material we produce that is not the primary product. In China, our conversion plant tailings are reused in the cement industry. In Chile, we sell a co-product of our lithium extraction, bischofite, as a dust suppressant for dirt roads, thereby reducing waste and freshwater use. Sylvinite is processed as a potash fertilizer and crop nutrient. Our tailings materials that are derived from our lithium ore operations provide customers with reduced carbon footprints and increased energy savings when used in construction materials.

2023 HIGHLIGHTS

INNOVATIVE OUTLETS FOR TAILINGS

In 2023, Albemarle expanded its innovative, sustainable solutions for the construction industry with the introduction of applications for the aluminosilicate-based tailings from our lithium conversion plants. We continue to pursue additional applications for the aluminosilicate-based tailings from our lithium conversion plants in cement and concrete systems.

LITHIUM RECYCLING

Our innovation team continued to work on chemistries that will enable us to recover lithium from end-of-life batteries. Recycling lithium can result in lower GHG emissions in the battery manufacturing process and can improve security of supply. In 2023, we executed our first offtake agreement to procure recycled technical grade lithium carbonate. We intend to process and refine this material into battery grade lithium hydroxide with recycled content as part of our efforts to establish closed-loop lithium production.

CASE STUDY

Circularity and Community Engagement - Albemarle Partners with Martin Marietta

In May, 2024, we announced an innovative agreement with Martin Marietta Materials, a leading supplier of building materials — including aggregate, cement, ready mixed concrete and asphalt — to make beneficial use of extracted non-ore-bearing material from our proposed Kings Mountain Mine project. This agreement is part of our plan to resume lithium mining operations at the Kings Mountain Mine in an environmentally and socially responsible manner, including opportunities to repurpose byproduct material and enhance the economic benefits for the surrounding community.

Under the agreement, we plan to deliver non-ore-bearing material to Martin Marietta's Kings Mountain Quarry, adjacent to the Kings Mountain Mine. Martin Marietta plans to process and sell the material as construction aggregate for use in infrastructure, nonresidential and residential construction projects. We intend for this agreement to help reduce both companies' operational footprints and contribute to more sustainable management of resources. The agreement also calls for a royalty fee for each ton of aggregate sold by Martin Marietta to be paid to Albemarle, which we plan to transfer to a non-profit entity that focuses on funding initiatives to support Kings Mountain and the surrounding communities.

Martin Marietta

Pollution Management

At Albemarle, we aim to reduce air emissions and prevent pollution to minimize our impacts on the environment and local communities.

We focus on complying with pollution regulations in the areas where we operate and integrate additional voluntary reductions where possible. We publicly share our air emissions and compliance data with our stakeholders via government reporting tools, such as the Environmental Protection Agency (EPA) Toxic Release Inventory, and through interactive local citizen advisory forums where they exist. To help us achieve our air emissions goals, we invest in innovative technologies in our operations and site facilities.

2023 HIGHLIGHTS

REDUCING POLLUTION THROUGH ADVANCED TECHNOLOGY

At our Magnolia, Arkansas facility, we are investing in technology to enable the conversion and reuse of sulfur compounds, which will have the potential to significantly reduce our SO_x emissions. At our Taichung site in Taiwan, we installed a thermal oxidizer to reduce volatile organic compounds (VOCs) and hazardous air pollutants (HAPs) emissions. Since installation in early 2023, total VOC and HAP emissions decreased by 60% versus 2022, at comparable production volumes.

PROGRESS TOWARD TARGETS

In 2023, we made meaningful progress in our commitment to reduce SO_x emissions at our Magnolia facility. This is due to improvements in operations and stack measurement.[1] In 2024, we continue to evaluate technology options to reduce SO_x emission by 90% by 2027.

GOAL	STATUS
Reduce SO_x emissions by 90% by 2027 (2022 baseline)	On track

1. Actual SOx emissions will vary with the quality of brine field operations and plant conditions.

Benefiting Human Health

The World Health Organization (WHO) considers mercury to be one of the top ten chemicals, or groups of chemicals, of major public health concern as exposure to even small amounts can cause serious health problems. MercLok™, Albemarle's proprietary remediation technology, is designed to enable the rapid stabilization of mercury found in a range of soils and industrial sites. This innovative technology has received three industry awards since its launch in December 2022, including a BIG Innovation Award from the Business Intelligence Group, a Responsible Care® Award for Product Safety from the ACC and a 2023 R&D 100 winner in the mechanical/materials category. We are proud that MercLok™ has the potential to help reduce negative impact on human health in mercury contaminated areas around the world.

Biodiversity

Albemarle understands the importance of protecting, sustainably managing and restoring biodiversity in the communities in which we operate. Our approach to biodiversity includes building partnerships with stakeholders, tracking regulatory changes, participating in industry-level standard setting and developing site-based biodiversity-related programs. We acknowledge the connections between a clean, healthy and sustainable environment and human rights. Therefore, we prioritize preventing and mitigating potential negative impacts of our operations on surrounding biodiversity.

We have undertaken baseline biodiversity assessments, engage in ongoing operational monitoring of potential biodiversity impacts at our sites and strive to share collected information with broader communities. We have prioritized high-risk sites (such as mining and greenfield sites) for the first phase of assessment and intend to complete assessments across all sites in future phases. We will continue to evolve our biodiversity strategy, management and disclosure, while engaging with stakeholders globally.

Details on our current biodiversity commitments can be found in our Biodiversity Statement.

2023 HIGHLIGHTS

CORPORATE-WIDE ENGAGEMENT

Working with a third-party consultancy, we interviewed experts at our sites to assess the current state of our biodiversity work. This engagement helped us gain insight into region-specific biodiversity issues such as the impact of water scarcity on endemic species in Chile and biodiversity impacts on the wetlands surrounding our Kings Mountain, North Carolina site. We also discussed how engagement around biodiversity issues provides us with the opportunity to deepen relationships with Indigenous Peoples and local communities where we operate.

Additionally, we hosted a biodiversity education session for Albemarle's senior leadership to demonstrate our current biodiversity work as well as our impacts and dependencies on biodiversity. The session helped these leaders to understand the risks and opportunities associated with nature as an integral component of our value chain and to set us on the path of strengthening our biodiversity commitments.

BIODIVERSITY SITE INITIATIVES ACROSS THE GLOBE

At our Salar de Atacama site in Chile, we built a greenhouse to grow local endemic plant species and to restore the biodiversity of the areas surrounding our operations, as well as to research climate mitigation strategies for local biodiversity. At our site in Silver Peak, Nevada, we have developed a robust avian protection program through collaboration with the Nevada Division of Wildlife and the US Fish & Wildlife Service.

At our Kemerton site in Western Australia, we have been implementing the actions detailed in our flora and vegetation monitoring management plan, which calls for management actions around annual monitoring for native vegetation and flora that are potentially impacted by site activities. This assists with monitoring potential impacts of site activities on biodiversity.

Additionally, at Kemerton, we are implementing an offset strategy agreed with the government which is aimed at counterbalancing the residual impacts of clearing vegetation as part of the development of the site. The vegetation to be offset has been classified as a priority ecological community and black cockatoo foraging habitat. The strategy identifies an offset site that aligns with the environmental values and offset principles outlined in the state and commonwealth government guidelines.

In 2023, our Process Development Center (PDC) site in Louisiana earned the top certification from the Wildlife Habitat Council for its ongoing wildlife habitat programs. Since 2011, Albemarle staff have helped to plant over 100 trees, built bluebird houses and a raptor pole, cared for Lake Ethyl, constructed a butterfly garden and wildflower meadow and installed turtle basking platforms. Recently, we have added a moth/pollinator garden, vernal pond, continued improvements and additions to our raptor pole and turtle basking platforms and have created a new site policy around using native plants for landscaping.

People, Workplace and Community

Health and Safety

At Albemarle, safety is everyone's responsibility. All Albemarle employees are required to complete safety training and are expected to proactively identify and prevent workplace injuries and illness.

We take a risk-based approach to health and safety, and we are committed to assessing and managing risks according to industry best practice and health and safety rules and regulations. We conduct regular audits of our Health, Safety & Environment (HS&E) programs at our sites to help ensure compliance and inform our continuous improvement practices.

Details on our health and safety management can be found in our Health, Safety, Security and Environment (HSSE) Policy Statement.

In 2023, for the fifth year in a row, we were ranked in the top quartile for safety performance by the ACC. We pride ourselves on our strong safety culture and performance. Employees lead safety moments at the beginning of meetings to share personal and professional safety advice and experience with their teams, and employees are encouraged to speak up if they identify safety risks.

2023 HIGHLIGHTS

BUILDING A GLOBAL SAFETY ORGANIZATION

Through our collaborative HS&E team, we share best practices across our sites and projects and regularly introduce HS&E initiatives across the company. In 2023, we continued to refine and grow our global HS&E organization by hiring a global director with expertise in construction and contractor safety.

TRACKING LEADING INDICATORS

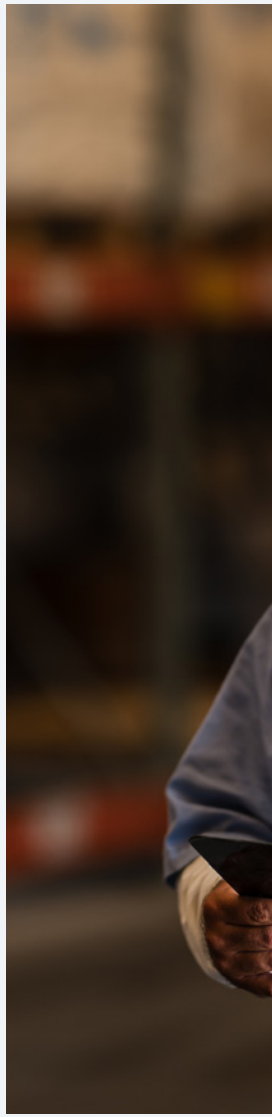
Our internal incident and issues management system gives all employees the ability to report incidents. In 2023, the system provided us with the ability to capture, track and trend leading indicators across the company. This allowed us to be more proactive in developing safety programs that address at-risk conditions or at-risk behaviors, which could lead to an incident; for example, we reduced hand injuries by 40% year-over-year. Data dashboards, which provide visibility regarding safety performance, are available at operational sites and are shared with operational teams and executives of the company to enable continuous improvement of our safety initiatives, goal setting and to inform our overall HS&E strategy.

CONTRACTOR SAFETY

In 2023, we created a construction safety standard to provide additional alignment on key health and safety expectations, as well as coaching and oversight of HS&E performance. The standards include both manufacturing as well as construction safety best practices and are included in the onboarding process for the engineering firms working on our projects.

ENVIRONMENTAL MANAGEMENT INFORMATION SYSTEM EXCELLENCE

Albemarle's Environmental Management Information System (EMIS) was awarded the Verdantix 2023 EHS Innovation Excellence Award in the compliance digitization category. The award recognizes organizations that are instrumental in implementing innovative technologies and projects that improve processes, management, reporting and outcomes. EMIS was initiated in 2021 to help us improve how we capture and manage our environmental compliance obligations and proactively address any potential risks.



In 2023, Albemarle received 10 ACC Responsible Care® Awards for our continued excellence in sustainability initiatives for HS&E areas of focus.

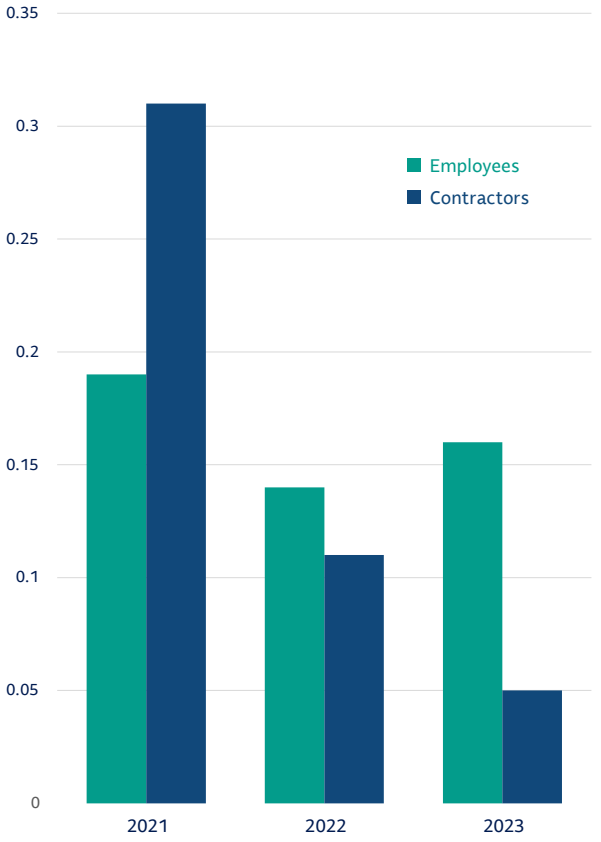
ASSET INTEGRITY MANAGEMENT

Our Asset Integrity Management (AIM) program helps ensure that we have the processes, systems and tools needed to maintain the integrity of our assets from a hazardous materials perspective. In 2023, we conducted AIM gap assessments, and in 2024 we will focus on addressing the identified gaps and will deploy our AIM program more broadly across our organization. In addition, we plan to implement a more robust and advanced digital solution to help us further manage chemical process hazards.

BEYOND COMPLIANCE

In 2023, Albemarle introduced process safety and occupational safety maturity assessments to define and evaluate best-in-class programs with a key focus on cultural enablers. The assessments include a grading system used to gauge progress in each site's journey to develop and improve management systems to reduce the risk of incidents and promote a world-class safety culture. In May 2023, Albemarle was awarded the ACC Safety Initiative of the Year Award (medium-sized companies) for advancing process safety and environmental performance through our process safety maturity assessment program.

Total Recordable Incident Rate (TRIR)
Employees and Contractors



Talent and Culture

Our people are essential in our journey toward enabling a more resilient future.

In 2023, Albemarle's Talent and Organizational Advancement team continued to build out core capabilities for talent attraction, talent development and employee experience. We utilize data analytics to drive organizational insights for continuous improvement in our hiring, onboarding and employee development practices and to inform our HR strategy and decision making.

Albemarle takes a comprehensive approach to career growth and total rewards while promoting equitable opportunities to further the potential of all our employees. Our total rewards program includes performance incentives such as our Annual Incentive Plan, which is available to all permanent employees not covered by collective labor agreements or local incentive plans. We aim to provide our workforce with best-in-career employee experiences. Our globally accessible career hub empowers employees to manage their growth and career development. We provide training and skill-based employee development programs through our Albemarle University platform and have introduced innovative ways of learning, including virtual and augmented reality at many of our manufacturing sites.

For more details on our talent and culture management, see our Global Labor Policy.

2023 HIGHLIGHTS

DEVELOPING LEADERSHIP CAPABILITY

In 2023, 366 employees participated in our formal internal leadership development programs, which effectively engaged our global team, with 54% of attendees located outside of the US. The programs offer employees a multitude of learning opportunities through assessments, virtual coaching apps, action learning projects and visibility to senior leaders.

We also launched a new global executive development program focused on advancing strategic objectives, elevating enterprise leadership and championing collaboration across the organization. In 2023, all members of our Executive Leadership Team (ELT) and extended Albemarle Leadership Team (ALT) participated in this cohort-based program.

GLOBAL LEARNING EXPERIENCE

As part of our commitment to support employee development, our CEO and ELT set a goal in 2023 to increase the percentage of employees pursuing skills-based learning. To meet this goal, we further expanded our library of curated courses on safety, privacy and ethics by more than 1,800 courses. We also implemented an immersive and engaging onboarding experience, designed to seamlessly assimilate new hires. Additionally, we developed a manufacturing excellence learning and development practice and subsequent manufacturing learning program. The program is designed to build a world-class manufacturing workforce, advancing job-specific knowledge and skills.

We also introduced new learning technologies. Augmented reality at our La Negra chemical plant in Chile more safely and efficiently provides new operators with an interactive guided tour of the site as part of their onboarding process. Mixed reality digital replica and procedure simulation technology at our hydro processing catalysts (HPC) plant in Amsterdam trains operators more safely and efficiently on standard operating procedures and workflows. Additionally, 3D printing technology is used to prototype new equipment and create spare parts for hands-on training.

ENTERPRISE TALENT STRATEGY

In 2023, our learning and development team introduced internal organizational effectiveness partners to provide business leaders with management consulting, coaching and support for driving talent initiatives. We also enhanced the talent planning process to continuously identify critical skills needed to support our business growth objectives.

By fostering dialogue with leadership focused on talent, we identified a pipeline for the top leadership roles within the company. These reviews are the foundation for effective succession planning.

The enterprise-wide introduction of career profiles in 2023 assisted employees with career progression by creating the space for employees to showcase their work experience, educational background, certifications, skills and achievements. The career profiles also drive development conversations between managers and their employees.

In 2023 we provided Albemarle employees with access to more than 24,500 sessions, courses and videos, and we added LinkedIn Learning supplements to the Albemarle University offering.

EMPLOYEE BENEFITS

In 2023, we enhanced our global healthcare programs to provide greater access to behavioral and emotional health. Additionally, in the US we expanded fertility and family planning support and added a new diabetes management tool, while also making it easier and more affordable for our employees to access 24/7 virtual healthcare options.

In early 2024, as we adapted to market conditions and the re-phasing of our capital projects, we made strategic workforce adjustments. Departing employees received a severance package that included salary continuation, outplacement services and access to our employee assistance program (EAP) - also available to their family members - to support them through the transition.

LIVING WAGE BENCHMARKING

We conducted a living wage benchmarking assessment of our 2023 compensation for full time US employees, using data from the MIT Living Wage Institute. As of our compensation review process conducted in early 2024, all US employees earn wages above the living wage benchmark for their respective county or metro area. We plan to continue conducting this analysis annually as part of our commitment to the Albemarle employee experience.

SUPPORTING EARLY TALENT

Albemarle is committed to empowering and supporting the next generation of talent in their career development. As such, we engage in various initiatives to attract a diverse early talent population for our summer internship program. These include:

- Partnerships with various colleges and Historically Black Colleges and Universities (HBCUs)
- Relationship development with student organizations
- Outreach efforts to individuals from diverse backgrounds and experiences
- Extensive internship opportunities and training programs to increase employability and support economic development in northern Chile where we operate

In 2023, 69% of our interns and work-study participants reported one or more diverse characteristics, which is above industry averages. In partnership with North Carolina Agricultural and Technical State University (NC A&T), we offer career growth and development opportunities through internships, resume workshops and career events. Our 2023 “Life of an Albemarle Engineer” event was aimed at sharing a day-in-the-life of an Albemarle engineer with NC A&T chemical engineering students to help build career awareness and interest. Through LAUNCH, our early talent development program for engineering and business management students, we extended 10 job offers with a 90% acceptance rate in 2023.

EMPLOYEE ENGAGEMENT

To help ensure strategic alignment across the company, it is important for us to have a workforce of highly engaged employees who understand how their work connects to Albemarle's purpose and values. We measure employee engagement through our annual Empowerment Survey, which tracks work satisfaction and how likely an employee is to recommend Albemarle to people they know. In 2023, our employee engagement score was 82%, above the manufacturing industry average of 73%. In addition, our inclusion score was 84%, also above the manufacturing industry average of 80%. Eighty-four percent of Albemarle employees who participated in the survey feel like they belong, are treated with dignity and respect and are comfortable voicing their ideas and opinions, even when different from others.

We remain focused on creating an engaging culture through transparency, communication and collaboration.

In 2023, Albemarle Hungary's Green Team transformed its office operations into a model of sustainability by implementing waste management, energy efficiency and employee awareness practices, and earned a Green Office certification. In addition, the group organized other green activities such as a plastic-free July competition, vegan cooking workshop and sustainable Christmas decoration contest.

PARIS GROVE ACCOMMODATION VILLAGE

Albemarle is investing in a state-of-the-art accommodation village to support the safety, well-being and productivity of the construction workforces who are building the expansion of our Kemerton site in Australia. The purpose-built village welcomed its first shift of construction workers in February 2024, and will ease pressure on existing rentals and short-term accommodation in communities surrounding the site. The accommodation village is supported by dining, tavern and health and wellbeing facilities. Recreational facilities include a gymnasium, multi-sport courts, cricket nets and a jet resistance swimming pool. In 2023, we engaged First Nations Elders from the Noongar community to inform the design of public art and the development of a Noongar naming protocol for the village's buildings and facilities, both of which recognize the deep history and significance of place to the Noongar community.

Albemarle is committed to ensuring the safety of all Paris Grove residents. Paris Grove has been designed to address Western Australian parliamentary inquiry recommendations, with innovative solutions and safety protocols. For example, across the Paris Grove site there is closed-circuit television (CCTV), remote swipe card door access monitoring, welfare check capabilities, gender-inclusive facilities, separate laundry facilities, and access to duress alarms in the event of an emergency.

Diversity, Equity and Inclusion

At Albemarle, we pride ourselves on building and maintaining a workforce that reflects global diversity. We strive to create an inclusive, values-driven environment for all employees and to provide opportunities to celebrate and understand the diverse backgrounds, cultures, experiences, ideas and talents of our workforce. In 2023, we continued to expand our internal DEI resources, training, learning opportunities and inclusion programs to bring greater visibility to our DEI commitment.

2023 HIGHLIGHTS

INAUGURAL DIVERSITY, EQUITY AND INCLUSION REPORT

In 2023, we introduced Albemarle's inaugural DEI Report, which outlines our strategy and approach to DEI. The report demonstrates how we promote an inclusive culture, build a highly engaged workforce and invest in our communities through strategic initiatives and partnerships that help us make an impact around the world. The report also celebrates our global workforce, the progress we've made and our commitments for the future. Additionally, the report includes our EEO-1 data, to further demonstrate our commitment to transparency. Details on our DEI strategy and information on our DEI policies and practices are available in Albemarle's 2023 Diversity, Equity and Inclusion Report.

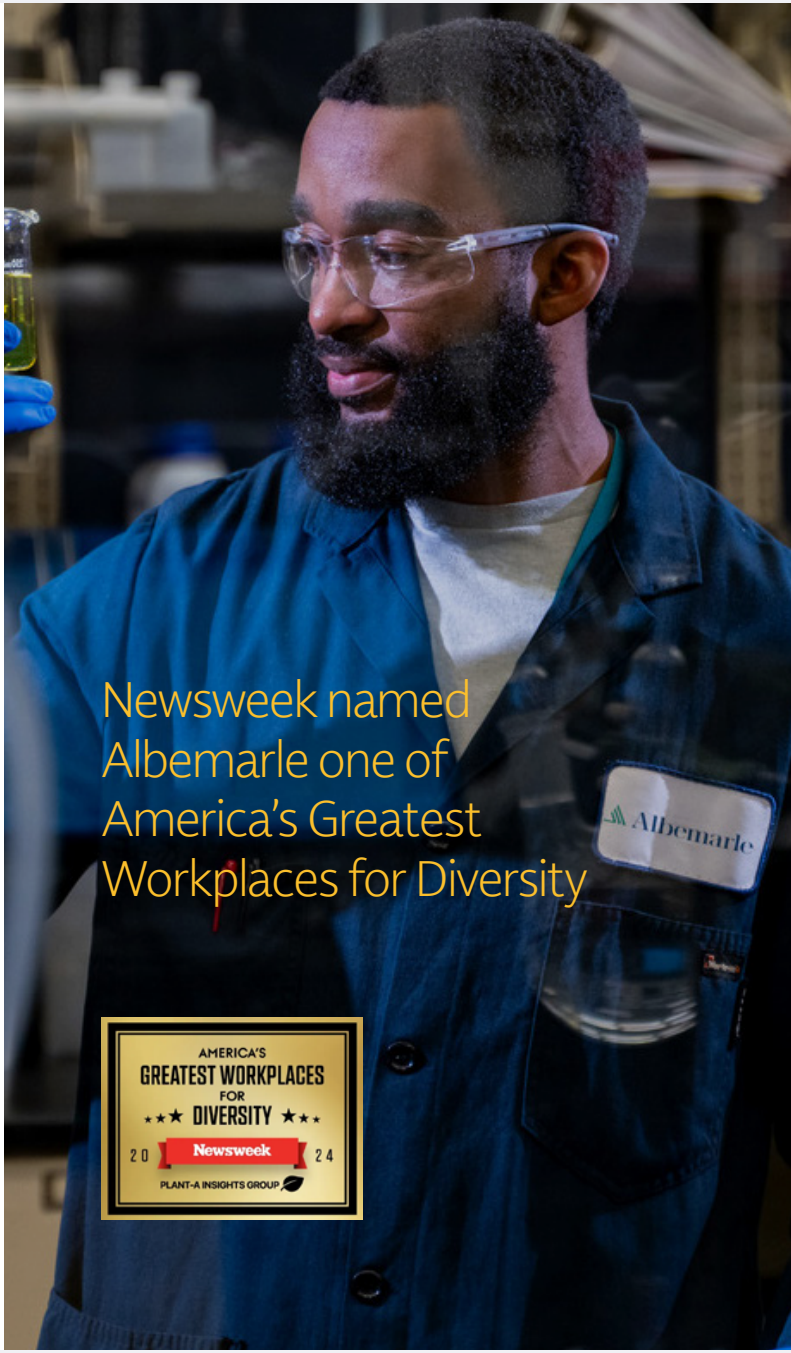
ENHANCED DEI LEARNING PLAN

In 2023 we hosted an Inclusion Summit attended by our HR team, people leaders and Connect Group leaders and facilitated by the Society for Human Resource Management. The event consisted of learning sessions designed to equip participants with the knowledge to become inclusive leaders. Attendees also learned how to inspire colleagues to understand the importance of diversity, equity and inclusion in a competitive business environment and to provide employees with resources to bring DEI principles and knowledge into their business units. Through Albemarle University, we have introduced microlearnings on topics such as DEI basics, bias awareness and cultural awareness.

ALBEMARLE CONNECT

Our Connect Groups community is designed to welcome groups from all backgrounds and promotes cultural awareness throughout our organization. These groups enable employees to develop solutions to organizational challenges and to gain insights into customer segments. In 2023, we added three new Connect Groups: ABLE (Abilities Beyond Limits & Expectations) Connect, Asian & Middle Eastern Connect and AWiM (Albemarle Women in Manufacturing) Connect.

We held our first ERG/Connect Summit in 2023. During this one-day event, Connect Group co-chairs and executive sponsors came together to explore cross-collaboration, engagement and effective communication with the aim of continuing to drive meaningful change in the lives of Albemarle employees and the communities in which we operate.



STRENGTHENING OUR STRATEGIC PARTNERSHIPS NETWORK

We recognize that partnerships are critical to achieving our DEI goals, and in 2023, we continued to grow our partnership network by collaborating with Hiring our Heroes (HOH). This workforce development program places highly skilled and educated, active-duty and veteran job seekers with employers committed to hiring them. In 2023, we graduated our first cohort of HOH fellows, both of whom accepted full-time positions with Albemarle.

We also continued to strengthen our partnerships with the Women in Manufacturing Association (WiM) and International Women in Mining (IwiM). These organizations promote gender equity in the manufacturing and mining professions and provide peer-to-peer networking and personal and professional development opportunities for women interested in a career in these sectors. In 2023, we hosted WiM members at our Kings Mountain, North Carolina and Bayport and Pasadena, Texas sites for a tour, networking and learning opportunities. We also participated in IWiM's International Women in Mining Day.

For a full list of partnerships that help move our DEI talent strategy and targets forward, please see our 2023 Diversity, Equity and Inclusion Report.

As part of the Reconciliation Action Plan in Australia, Albemarle's local procurement teams are developing an Aboriginal and Torres Strait Islander procurement plan to increase procurement opportunities for First Nations businesses.

DIVERSITY IN OUR SUPPLY CHAIN

Through our supplier diversity program, we actively strive for and maintain a diverse supplier base, build local supplier capability and promote local enterprise through localization of the supply chain. By dedicating a percentage of our total spend to diverse suppliers, we are furthering our commitment to a sustainable business model.

In 2023, approximately $160 million of our annual procurement spend was made with diverse-owned companies and small businesses in one or more of the following categories each as defined by the Small Business Administration, that include:

- Small Business (SBE)
- Minority Owned Business (MBE)
- Woman Owned Business (WBE)
- Veteran-Owned Business (VBE)
- Service-Disabled Veteran Business (SDVBE)
- HUBZone (HUB)
- Small, Disadvantaged Business (SDB)
- Disability-Owned Business (DOBE)
- LGBTQ Business (LGBTBE)

In 2024, we anticipate establishing supplier diversity internal spend targets and year-over-year increases. Albemarle procurement professionals will work to identify these types of suppliers as part of their procurement strategies and provide opportunities for meeting diversity guidelines to participate in competitive bid processes.

SUPPLIER DIVERSITY SPOTLIGHT

In North America, we work with our energy management vendor to include small and diverse suppliers in all requests for proposal (RFPs). As part of this initiative, we were able to award and continue a strong partnership with Enspire Energy, a women owned business. Enspire Energy provides a competitive suite of natural gas products and services to industrial and governmental accounts in the Mid-Atlantic region of the United States.

PROGRESS TOWARDS WORKFORCE GOALS

Albemarle is an equal opportunity employer, committed to creating a culture where employees feel they belong and are supported. As part of that commitment, we created aspirational goals for 2023 to help us track our workforce demographics and develop strategies to attract and retain the best employees who possess diverse backgrounds, cultures, experiences, ideas and talents.

In 2023, we made progress towards our DEI goals and increased equitable gender and racial representation in three identified categories.

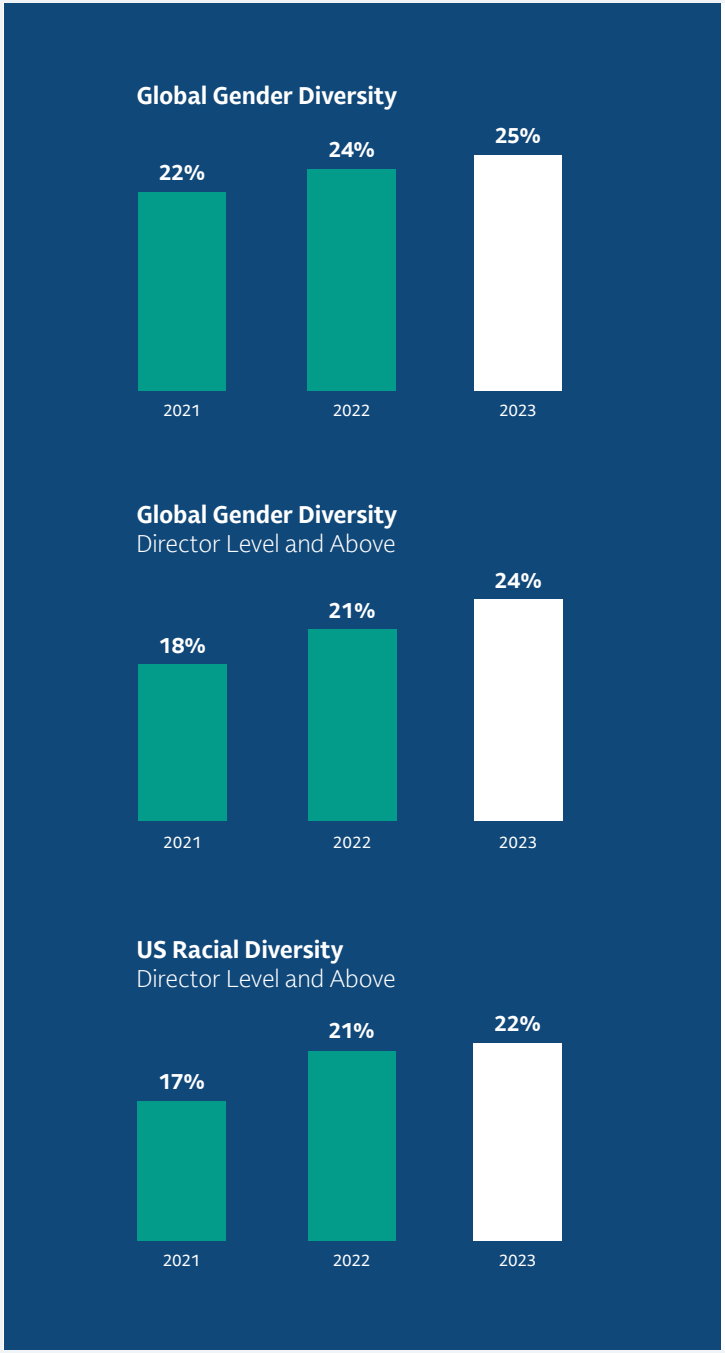
GOAL	STATUS
Increase global gender diversity by 2.5%, with an emphasis on manufacturing, engineering, and mining roles	1.1% increase year-over-year, trending toward goal
Increase global gender diversity in director level and above positions by 1.5%	2.6% increase year-over-year, exceeding goal
Increase US racial diversity at director level and above positions by 1.5%.	0.7% increase year-over-year trending toward goal

While we generally anticipate the potential for variances due to internal and market factors beyond our control, we are pleased to show progress in each area where goals were developed.

DEI EVENTS AROUND THE GLOBE

- Albemarle Chile sites participated in LGBTQIA+ inclusive workplace training
- Zumba Around the World with Latinx Connect
- Women Connect Amsterdam event around working mothers
- International Women's Day
- BE Connect hosted The Homage Exhibit, a virtual learning experience through African American historical artifacts

> By championing diversity, equity and inclusion at Albemarle, we pave the way for innovation, resilience and a future where sustainability is not only a goal but a collective mindset that resonates with all members of the communities in which we operate. We envision a future where every voice is not only valued but actively sought, ensuring that decisions are made with an understanding of their impact on both people and the planet."
>
> *Courtney Carter, Senior Manager Diversity, Equity and Inclusion*



In 2024, we are evolving our DEI strategy further as part of ongoing efforts to provide a workplace that both supports and reflects the diverse needs and experiences of our staff. We will continue to engage in holistic efforts to achieve success in these areas. Some of our major 2024 initiatives include:

Increase the diversity of our workforce using a multi-pronged approach

- Develop additional strategies and partnerships to attract applicants from all backgrounds
- Assess the diversity of our candidate slates to identify opportunities to reach a more diverse, qualified talent pool
- Measure and address areas where employees report lower feelings of belonging and engagement to retain high performing leaders who support our desired culture

Assess existing practices to determine opportunities for greater equity and transparency related to compensation and promotional opportunities

- Continue regular review of compensation practices to evaluate pay equity
- Develop pay transparency strategy in the US and international jurisdictions
- Track internal promotion data to understand the availability of promotional opportunities for existing employees

Engage in efforts that foster an inclusive, values-driven workplace, where all individuals feel a sense of belonging as they grow and develop in their professions

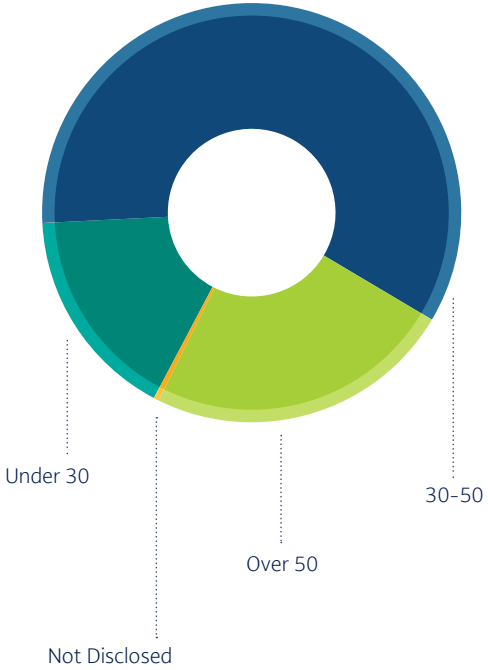
- Increase DEI learning participation
- Continue DEI programming to create opportunities for employees to engage with one another and create intercultural understanding
- Assess turnover data and exit interviews for potential gaps in inclusion efforts

We are hopeful that these efforts will allow us to develop a workforce reflective of the communities in which we live and serve, and to trend toward the following industry benchmarks by 2030:

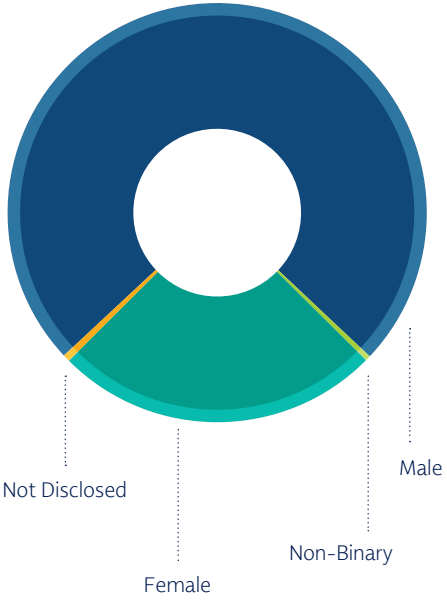
- Gender diversity: approximately 30% of total global workforce
- Women in manufacturing: 25-30% of total global manufacturing workforce
- Women in senior leadership: 30-40% of total global senior leadership
- Racial diversity in senior leadership (US only): approximately 30% of US senior leadership

Albemarle views diversity through a broad lens, including women, men, and non-binary individuals, LGBT+ individuals, racial and ethnic groups, religious, heritage and cultural groups, Indigenous communities, those with disabling conditions, veterans, and others. Our DEI efforts aim to ensure that all employees have equal access to opportunities and feel a sense of belonging.

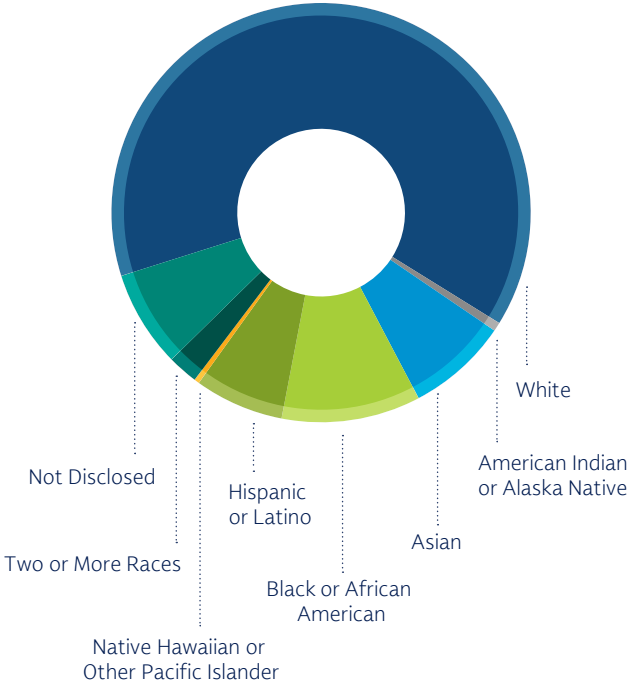
GLOBAL WORKFORCE BY AGE



GLOBAL WORKFORCE BY GENDER



US WORKFORCE BY RACE



Human Rights

At Albemarle, we understand our responsibility to uphold the human rights of our employees, workers in our supply chain, members of our communities and other stakeholders. We recognize the human rights of our stakeholders as expressed in the International Bill of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We acknowledge the human rights of Indigenous Peoples in culturally sensitive locations, such as Chile and Western Australia, where our sites are located on Indigenous Peoples' lands through clear policy commitments, due diligence initiatives, formal community agreements and accessible grievance mechanisms for reporting concerns.

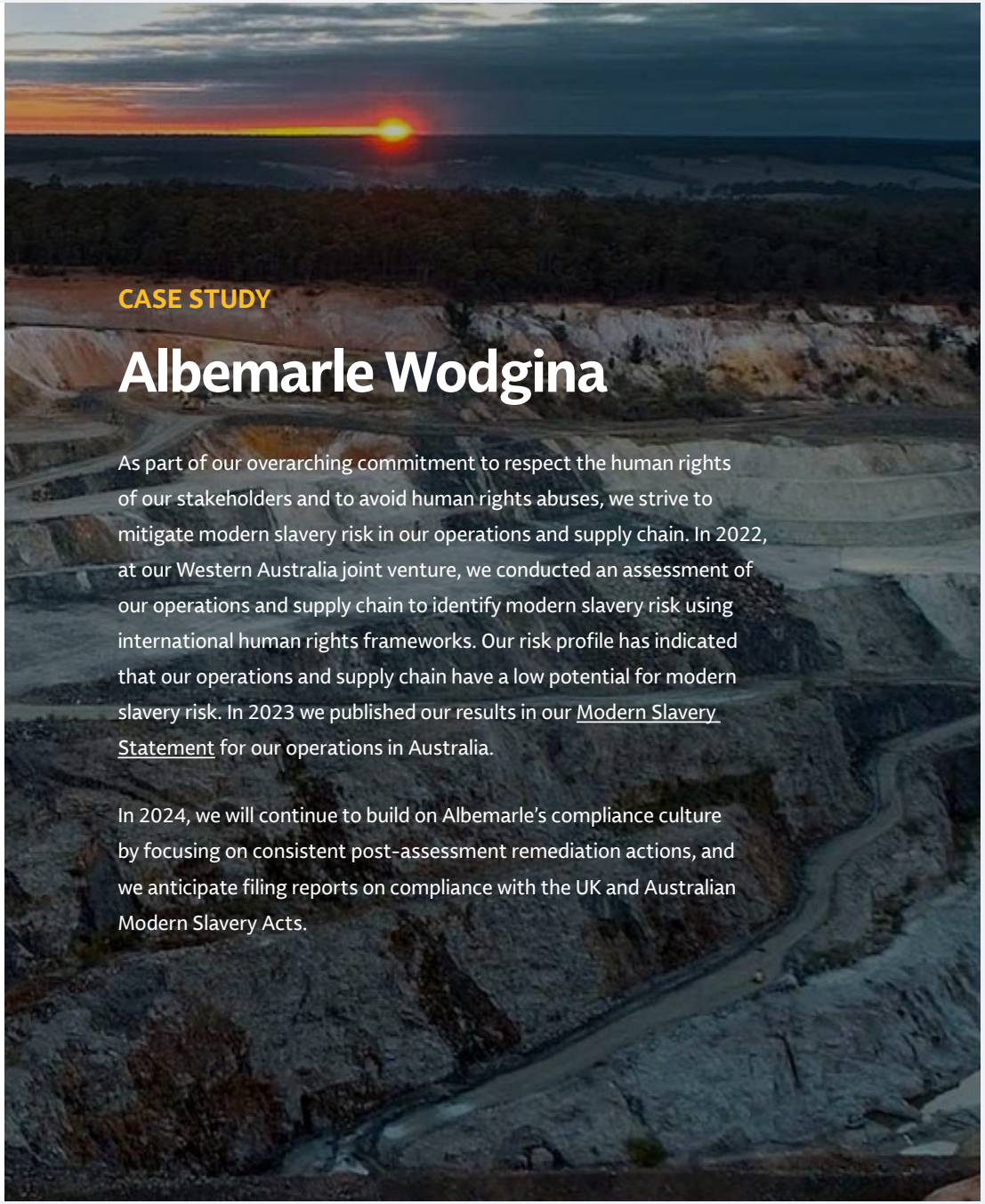
Albemarle follows standard investigation procedures in response to grievances, which include safeguards to protect the confidentiality of grievance reporters. In conducting investigations, we are committed to the UN Guiding Principles on Business and Human Rights, including the principles of transparency with the reporter and dialogue as the means to address and resolve grievances of any serious human rights issues.

We continuously enhance our risk management framework by reviewing and updating our human rights related policies and procedures.

We are committed to reporting on Albemarle's human rights-related risks through our annual sustainability reporting and the Specialized Disclosure Report for Conflict Minerals filed annually with the US Securities and Exchange Commission (SEC).

Details on our human rights commitments are available in our Human Rights Policy.

Respecting the human rights of our employees, workers in our supply chain, members of our communities and other stakeholders represents Albemarle's core values in action.



CASE STUDY

Albemarle Wodgina

As part of our overarching commitment to respect the human rights of our stakeholders and to avoid human rights abuses, we strive to mitigate modern slavery risk in our operations and supply chain. In 2022, at our Western Australia joint venture, we conducted an assessment of our operations and supply chain to identify modern slavery risk using international human rights frameworks. Our risk profile has indicated that our operations and supply chain have a low potential for modern slavery risk. In 2023 we published our results in our Modern Slavery Statement for our operations in Australia.

In 2024, we will continue to build on Albemarle's compliance culture by focusing on consistent post-assessment remediation actions, and we anticipate filing reports on compliance with the UK and Australian Modern Slavery Acts.

Community and Stakeholder Engagement

Our core values guide us in our approach to meaningful engagement with our stakeholders. We work to establish long-term relationships with our stakeholders and the communities in which we operate through regular, open and honest dialogue, information sharing and feedback gathering opportunities.

Through local and global partnerships, we invest in communities by contributing to local initiatives and providing support to the communities in and around our operations. Albemarle's dedicated community grants program funds and advances local initiatives across the areas of education, environment and sustainability, and health and culture. We promote and support employee charitable giving and volunteering engagement that contributes to strong, healthy and resilient communities.

Our External Affairs team proactively engages with governments through one-on-one meetings, conferences and educational opportunities to develop strong relationships with policy and decision-makers. The External Affairs leadership team sets standards and shares best practices and resources to provide support to our regional teams to make decisions that impact local operations and stakeholders.

For more information on our community and stakeholder engagement governance and management, see our Community Relations and Indigenous Peoples Policy.

KEY STAKEHOLDER ENGAGEMENT

EMPLOYEES	COMMUNITIES	SHAREHOLDER/ INVESTMENT COMMUNITY	INDUSTRY/TRADE ASSOCIATIONS	GOVERNMENT, REGULATORS & NGOs
Regular communication on company initiatives, news and performance through our: • Company intranet • Corporate website • Quarterly town hall meetings hosted by our CEO and GBUs • Written memos • In-person meetings • Connect Groups • Dedicated email address for employee inquiries on business related matters	Actively collaborate and engage in the communities in which we operate and partnering with the Albemarle Foundation and site leaders to maximize local, positive impact • Town halls • Community advisory panels • 1:1 dialogue • Public grievance mechanisms • Community project offices • Volunteer and charitable giving • Site tours open to the public	Regular updates through our SEC filings, quarterly earnings calls and other presentations to industry and investor groups that are webcast and available on our Investor Relations website • In-person and virtual conference attendance and non-deal roadshows • Direct outreach to address investor concerns and questions • Site visits • Sustainability webcast for investors	Collaboration with global trade associations to conduct and publish peer-reviewed scientific research and make these studies available to government agencies and other interested parties. For a list of our associations, please see our website • Speaking and presenting at conferences	Regular and ongoing engagement on environmental, social and governance issues to demonstrate the benefits of our products and the sustainable operation of our facilities

2023 HIGHLIGHTS

IRMA

In 2023, Albemarle's Salar de Atacama site was the first lithium producer and only the third mine site globally to complete an independent audit and have the audit report published by IRMA.

Our Salar site achieved an IRMA 50 achievement level. The initial certification audit looks at the four overarching IRMA principles: business integrity, planning for positive legacies, social responsibility and environmental responsibility and covers 26 areas. These include, among others, water management, human rights, GHG emissions and fair labor conditions. The standard also requires active engagement with mine site communities to ensure dialogue, transparency and collaboration on issues such as emergency response, grievance mechanisms and mine-closure planning. During the audit process, independent, third-party auditors interviewed 20 people. They determined that Albemarle met 70% of more than 400 IRMA requirements. We achieved a high performance in the environmental responsibility principle and our identified areas of strength include, among others, waste, materials and water management, GHG emissions, FPIC (free, prior, and informed consent) and revenue and payments transparency.

In 2023, we conducted our first double materiality assessment with input from our key stakeholders. Through this assessment, we learned that many of our stakeholders' view IRMA as the gold standard certification for sustainability management at mining sites.

KINGS MOUNTAIN IMPACT ASSESSMENT

In 2023, we initiated the process for an environmental and social impact assessment (ESIA) at our Kings Mountain, North Carolina site. This assessment is a consultative process that allows stakeholders to participate in the identification and review of potential impacts to their community and to support the development of mitigation strategies to prevent or alleviate any adverse impacts. The ESIA process is not mandated by local, state or federal regulation. It is a voluntary initiative Albemarle is undertaking to improve the level of transparency and engagement with our local communities. In 2024 we will report the outcome of the ESIA.

Our 2023 Kings Mountain community support and outreach included:

- $350,000 in charitable contributions supporting 30+ local organizations
- 300+ mine tour participants
- 15+ community meetings
- 10 advisory panel meetings
- 4 town halls
- 1 dedicated Project Center open to the public

IRMA

Our IRMA achievement underscores Albemarle's commitment to responsible operations, prioritizing both people and planet.

RECONCILIATION ACTION PLAN

As a global company with new interests and operations throughout Western Australia, we are committed to building and maintaining transparent and constructive relationships with First Nations peoples. In 2023, a dedicated working group within our Australian workforce drafted our inaugural Reconciliation Action Plan (RAP). Key aspects of the RAP involve creating employment and business opportunities for and undertaking meaningful engagement with First Nations peoples. This plan, which is accredited by Reconciliation Australia, an independent not-for-profit, provides the framework to guide Albemarle's engagement with Australia's First Nations peoples.

By producing a RAP, Albemarle publicly signals its commitment to embedding reconciliation into the core of its Australian business. It is important for us to create a culturally aware workplace where people who work for us respect and value the history of Aboriginal and Torres Strait Islander connection and custodianship of the land and waters across Australia. To help build this understanding, we have developed an online First Nations Cultural Awareness Training program, which will be delivered to all new and existing Australian staff through Albemarle University in 2024.

DOE AND DOD GRANTS

In 2022, Albemarle was awarded nearly $150 million from the US Department of Energy (DOE) as part of the first set of projects funded by the President's Bipartisan Infrastructure Law. The funding is intended to expand domestic manufacturing of batteries for EVs and the electrical grid and for materials and components currently imported from other countries. Receiving the DOE grant affirmed Albemarle's position as a global market leader and one of the only lithium companies currently producing battery-grade lithium from US sources. We are proud to partner with the federal government to strengthen the domestic supply chain for the electric vehicle market. In 2023, Albemarle also received a $90 million critical materials grant from the US Department of Defense (DOD) to support the expansion of domestic mining and production of lithium. We anticipate applying the funds to the purchase of a fleet of mining equipment in support of the restart of our Kings Mountain mine in North Carolina.

COMMUNITY ENGAGEMENT AROUND THE WORLD

The following is a sampling of Albemarle's many engagement initiatives around the world in 2023.

Women Connect NC partnered with Project Scientist, a national non-profit that provides STEAM (Science, Technology, Engineering, Art and Mathematics) experiences to marginalized and underserved girls. Together, the groups hosted a week-long summer lab, which included a field trip to our Kings Mountain, North Carolina mine for a firsthand look at what it means to pursue a career at Albemarle.

JBC in Jordan continued to provide scholarships to local youth and donated water coolers to 70 schools in rural areas to provide hydration to schoolchildren.

Employees from Albemarle's Qinzhou factory in China planted mangrove saplings. Mangroves help protect the shoreline from erosion, support marine life habitats and act as carbon sinks.

Our Magnolia, Arkansas site's leadership donated one of Albemarle's spare 15-passenger vans to the Boys & Girls Club of Magnolia. The much-needed vehicle is being used to provide transportation for after-school, particularly during inclement weather.

Albemarle's Kings Mountain site partnered with the Davidson Association and NCE MedAssist to distribute free, over the counter medicine to over 700 families. We also donated ten truckloads, or approximately 140 tons of sand to Habitat for Humanity Cleveland County. The sand was used to fill and level lots for home construction sites.

We contributed nearly $50,000 Australian dollars (AUD) to St. John Ambulance to purchase advanced resuscitation manikins to train paramedics and volunteers in life-saving procedures in Australind, Western Australia.

In 2023, Albemarle invested an aggregate of $300,000 AUD in more than 45 community and not-for-profit organizations to support resilient community fabric in the regions where we work in Western Australia.

Albemarle provided funding of an Olympic-sized climbing wall at the Pukara Sports Complex in San Pedro de Atacama in Chile. The climbing wall provides added recreational opportunities for community members.

Albemarle Hungary's Continuous Improvement team put their Six Sigma skills to the test while volunteering to make hundreds of sandwiches for a homeless shelter, reducing the sandwich-making time by half and improving the distribution of sandwich ingredients.

Volunteers from our Langelsheim, Germany operations planted 500 new saplings in the Harz Mountains, an area where forests have been decimated by drought, pests and evergreen monoculture. The Albemarle Foundation also provided a grant to the non-profit, Friends of the Forest, to purchase planting tools and additional saplings.

Employees from our Ketjen subsidiary in the Netherlands donated to Vliegenbos, a unique nature preserve in the heart of Amsterdam, to help maintain a variety of native plant species.

CREATING MORE RESILIENT COMMUNITIES

The Albemarle Foundation receives funding directly from Albemarle Corporation. The Foundation's mission is to make a positive, sustainable difference in the communities where Albemarle employees live and operate. Working with community partners and Albemarle Connect Groups, the Foundation disburses scholarships and awards grants to benefiting organizations. The Foundation also supports Albemarle's employee giving match program.

At Albemarle, we promote and support employee volunteering. In 2023, Albemarle employees tracked more than 16,000 volunteering hours.

We believe that education has the power to create lasting, generational change in the lives of young people. In 2023, the Albemarle Foundation announced a $3 million pledge as part of the Carolina Youth Coalition's $10 million campaign to support high-achieving, under-resourced students in funding their college or university education.

2023 FOUNDATION HIGHLIGHTS[1]

$5.1M
in grants distributed

$664,100
paid out to match employee charitable contributions (US only)

$52,500
in scholarships distributed

16,000+
employee volunteer hours

1. Albemarle Foundation programs (employee payroll deductions, donation matching and volunteer awards) are available to US employees only. Care fund employee grants are also available to international employees.

Sustainable Value Creation

Ethics and Compliance

Regulatory compliance and business ethics are the foundations for good business practice. We believe in operating in a manner consistent with our core values and Code of Conduct (Code), and we aim to uphold the highest levels of ethics and integrity by complying with the laws and regulations of the jurisdictions in which we operate.

CODE OF CONDUCT

Albemarle's Code is the cornerstone of our compliance program and represents our values in action. It outlines the expectations we have of our employees, officers and directors for the way they conduct their day-to-day business. We encourage employees and other stakeholders to speak up when they recognize or suspect activity that is potentially in violation of the Code or the law. Employees can do so by leveraging different channels, including our Integrity Helpline, which is available 24/7 in multiple languages. Albemarle's anti-retaliation policy prohibits retaliation against employees who raise concerns in good faith. Our case management process is designed to ensure that all incidents brought to our attention are reviewed and investigated immediately and are remediated accordingly. We use data analytics and AI to measure our program effectiveness and for input into our continuous improvement practices.

To view our Code of Conduct and to learn more about Albemarle's ethics and regulatory compliance programs, please visit our website.

Business partners play a critical role in Albemarle's success, helping us to deliver the promises we make.

Albemarle requires its business partners to abide by its Business Partner Code. This code sets forth Albemarle's expectation of its vendors, contractors, sales representatives and any other third-party doing business with Albemarle to act in a manner consistent with our values and our Code.

We also seek to influence our non-controlled joint ventures to adopt requirements similar to those in our Code and policies.

Our 2023 Empowerment Survey results reveal that our employees feel they can report unethical practices or violations without fear of reprisal. Albemarle obtained an 83% favorable response on questions related to employee comfort in speaking up and manager support for compliance related matters, up 4% over 2022.

2023 HIGHLIGHTS

PROGRAM ENHANCEMENTS

We review our Code on a regular basis to stay current with legal and compliance developments and risks. In 2023, we updated the Code to incorporate sustainability-related amendments pertaining to human rights and responsible sourcing.

In 2023, we launched several new formal policies and procedures, including:

- Conflict of Interest Policy
- Modern Slavery Due Diligence Procedure
- Enhanced Investigations Procedure
- Disciplinary Policy and Procedure
- Chile Host Community Engagement Procedure

We also embedded compliance and modern slavery due diligence requirements within the supplier qualification process and introduced AI-based transaction monitoring, which provides automated fraud testing in our supply chain.

In 2023, we improved our investigation process and launched training for investigators. We took a more transparent approach by internally publishing the number of reports entered into our hotline, as well as issue types and included additional analytics to support our speak up culture. We expanded our Helpline system to include reporting capabilities for work-related concerns that are not Code violations and that can be addressed through our human resources team. We also enhanced our business ethics and compliance training by adding additional scenario planning.

CONTINUOUS IMPROVEMENT

In 2023, we entered into a non-prosecution agreement with the US Department of Justice (DOJ) and an administrative resolution with the SEC to resolve a previously disclosed and self-reported investigation. The investigation was regarding actions prior to 2018 involving a limited group of former employees and third-party sales representatives in the refining solutions business, a part of the Ketjen business.

Albemarle's efforts to help resolve this matter have been substantial in scope, including self-reporting the misconduct and engaging in extensive remediation efforts that include enhancement of its anti-corruption policies and procedures and relevant disciplinary actions. We have also significantly reduced the number of third-party representatives with whom we engage, while providing enhanced due diligence, compliance training and monitoring to those with whom we work.

> Today, Albemarle's Ethics and Compliance program is industry recognized. We maintain a robust internal controls environment designed to prevent and detect violation of anti-corruption laws. Our leadership will accept nothing less from those who conduct business with us, and our employees expect nothing less from each other."
>
> *Roberta Paoloni, Vice President Ethics and Compliance*

Regulatory Affairs

PRODUCT STEWARDSHIP

Our program responsibly manages the health, safety and environmental aspects of raw materials, intermediates, processes and our final products throughout their life cycle and across the value chain. This enables business growth, supports our risk mitigation efforts and helps us maximize value. We strive for "compliance plus." This means our teams work toward ensuring that our products comply with global regulatory requirements and can be safely used throughout their entire life cycle. We also go beyond mandated requirements by strategically evaluating our products and processes to mitigate potential risks they might pose to human health and the environment throughout the value chain. We work closely with our customers, regulators and other interested parties to educate them on how to safely handle and use our products.

REGULATORY ADVOCACY

We collaborate with global trade associations to advocate on behalf of our interests with legislative and regulatory agencies, industry groups and NGOs. It is our belief that scientific evidence can empower our stakeholders to better understand the benefits of our products, including their sustainability attributes and how they can be used safely. As such, we support the publication of scientific research that is peer-reviewed and verified.

A representative list of Albemarle's industry association memberships is available here.

BROMINATED FLAME RETARDANTS AND THE CIRCULAR ECONOMY

We worked with the International Bromine Council (BSEF) on research that examines the impact of brominated flame retardants (BFRs) on the recyclability of waste electrical and electronic equipment (WEEE) plastics in Europe. The research showed that WEEE plastics can be effectively managed and sorted to fully integrate BFRs into the circular economy. Specialized firms can eliminate more than 95% of BFRs in these plastics, and techniques such as solvent-based recycling, thermolysis and gasification show potential to convert plastics to fundamental elements and fresh material.

DEFINING GREEN LITHIUM

In partnership with Eurometaux (European Metals Association), we are advocating for the inclusion of lithium in the EU taxonomy as a critical element needed to advance the energy transition. The inclusion of lithium in the EU taxonomy would help define standards for best-in-class, sustainable lithium production. Meanwhile, we are also working with ILiA to standardize and define environmental footprint calculations that could be used to define green lithium production.

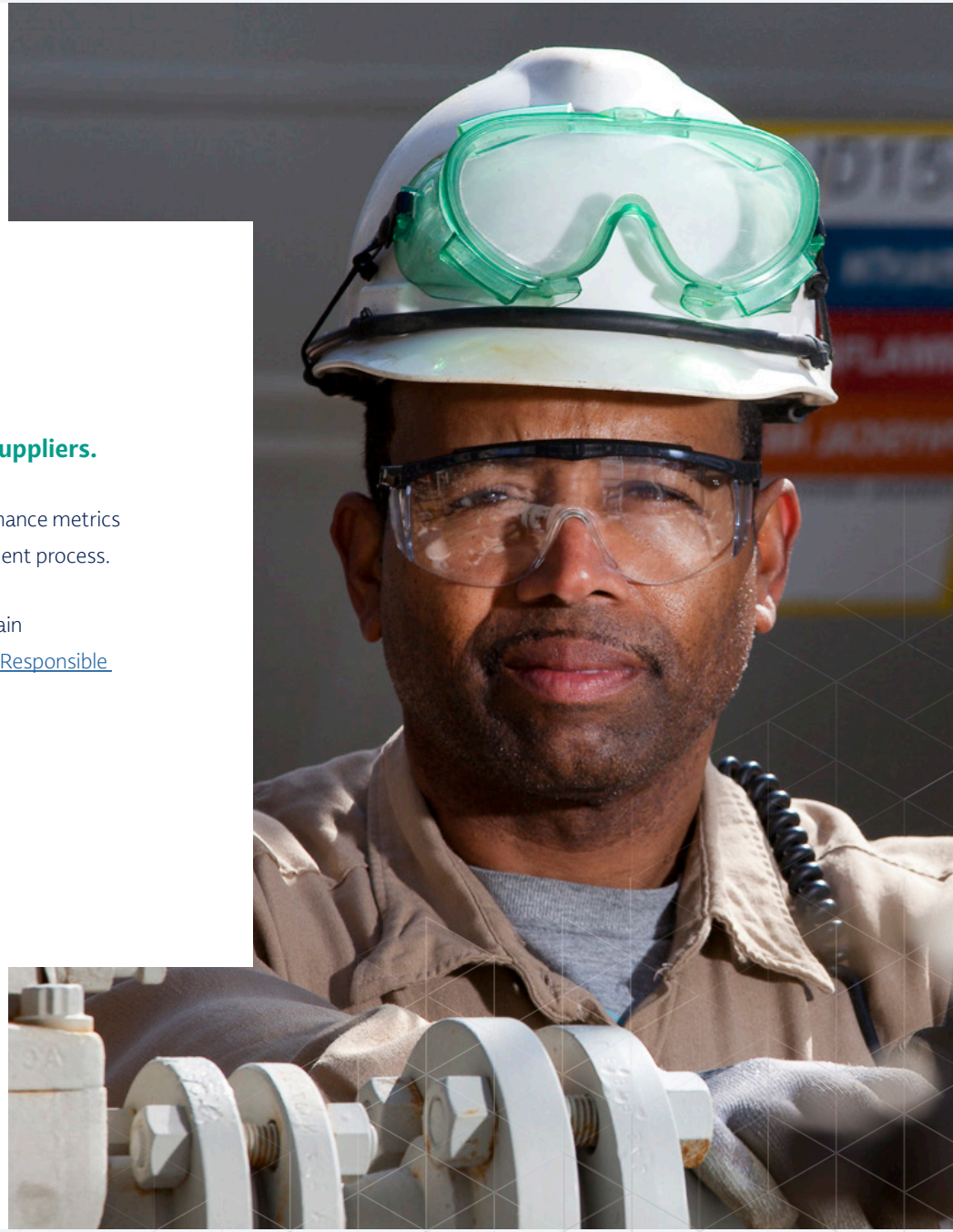
Responsible Supply Chain

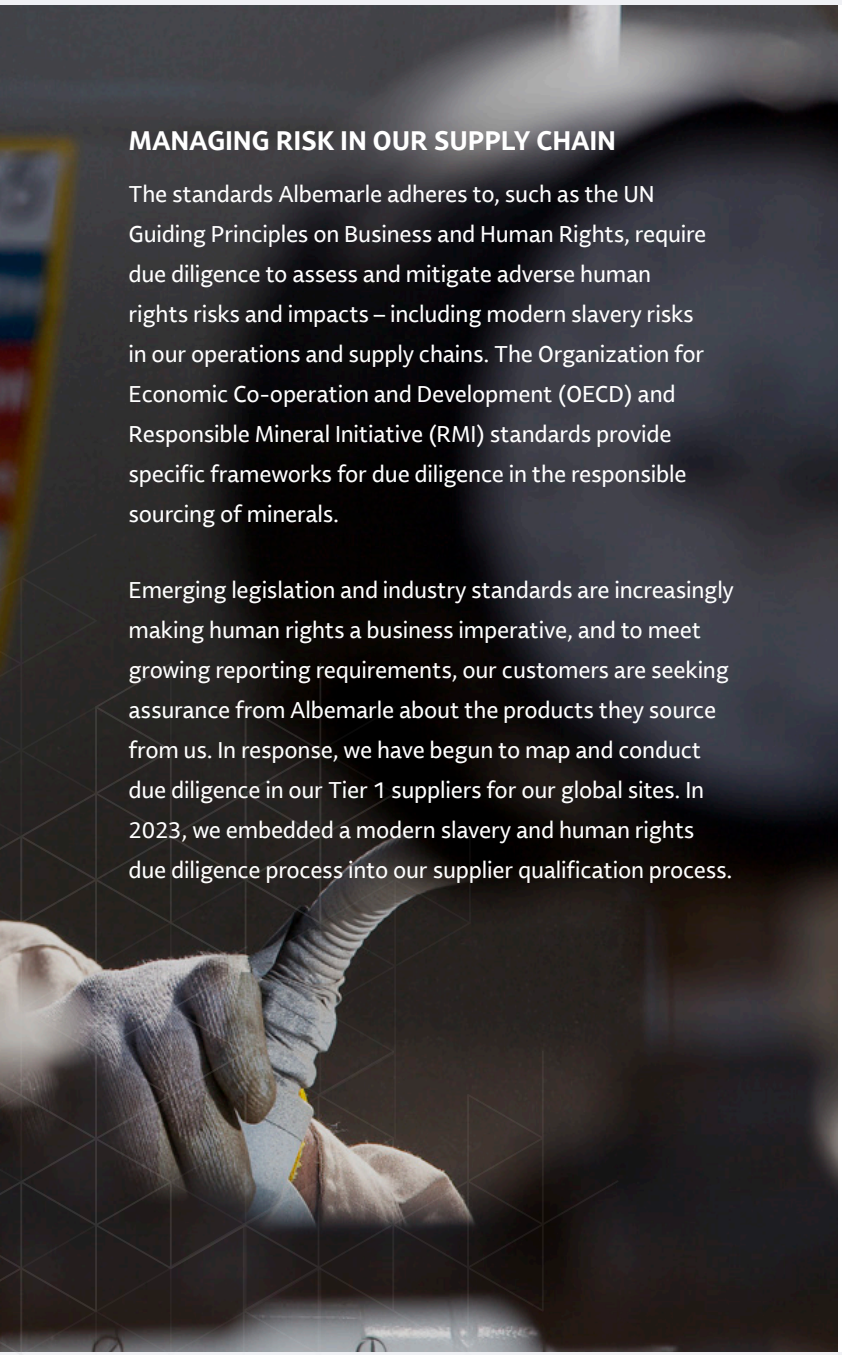
At Albemarle, we are committed to cultivating meaningful partnerships with suppliers.

The effective procurement of goods, services and raw materials is critical to the development and expansion of our sites and the manufacture and supply of our products. As such, our goal is to build our industry's most diverse, reliable and responsible supply chain to ensure consistently high supply chain quality and transparency. As part of our efforts to reduce our scope 3 emissions, we engage with our suppliers on environmental topics and provide guidance on best practices and capacity-building.

We use supplier environmental performance metrics as criteria in our raw material procurement process.

For more information on our supply chain governance and management, see our Responsible Sourcing Policy.





MANAGING RISK IN OUR SUPPLY CHAIN

The standards Albemarle adheres to, such as the UN Guiding Principles on Business and Human Rights, require due diligence to assess and mitigate adverse human rights risks and impacts – including modern slavery risks in our operations and supply chains. The Organization for Economic Co-operation and Development (OECD) and Responsible Mineral Initiative (RMI) standards provide specific frameworks for due diligence in the responsible sourcing of minerals.

Emerging legislation and industry standards are increasingly making human rights a business imperative, and to meet growing reporting requirements, our customers are seeking assurance from Albemarle about the products they source from us. In response, we have begun to map and conduct due diligence in our Tier 1 suppliers for our global sites. In 2023, we embedded a modern slavery and human rights due diligence process into our supplier qualification process.

2023 HIGHLIGHTS

BUILDING RESPONSIBLE SOURCING CAPABILITIES

In 2023, we continued to build greater insight and visibility into our supply chain. We introduced a data dashboard to provide procurement managers with information needed to make sustainable procurement decisions. We also entered a strategic partnership with EcoVadis, a globally recognized leader in sustainable supply chain assessments. Our sourcing team collaborated closely with our Sustainability, Global Ethics & Compliance group, and other key teams, in the development of a comprehensive responsible sourcing strategy, sustainable procurement protocols and a supplier diversity playbook.

BATTERY PASSPORT

As part of the EU Battery Regulation, the Digital Battery Passport will be mandatory for batteries in e-mobility (e.g., scooters, electric bikes), industrial batteries with a capacity above two kilowatt hours (kWh) and electric vehicle batteries put into service on the EU market. Via a data carrier, such as a QR code, the Passport will facilitate reliable verification of the traceability of a battery's raw materials, manufacturing history, carbon footprint, human rights record, circularity and other factors, as well as battery usage throughout its life cycle.

In 2023, at our Salar de Atacama and La Negra plants in Chile, we developed a model QR code including sustainability criteria such as carbon footprint data calculated using LCA methodology and water and energy intensity usage. Through this process, we learned about the challenges of traceability in data collection as well as storing information in a way that assures its integrity and reliability. Looking forward, we will continue to advance this work and refine our methodology.

> Our ambition is to build the industry's most reliable, responsible and diverse supply chain to ensure consistent high-quality supply and transparency, while mitigating risk and building resilience. An example of progress towards this goal is to develop relationships with suppliers who offer lower emissions goods or services. Our desire to create value for our stakeholders and our suppliers is key in helping us achieve our supply chain goals."
>
> *Patrique Veille, Sustainable Procurement Manager*

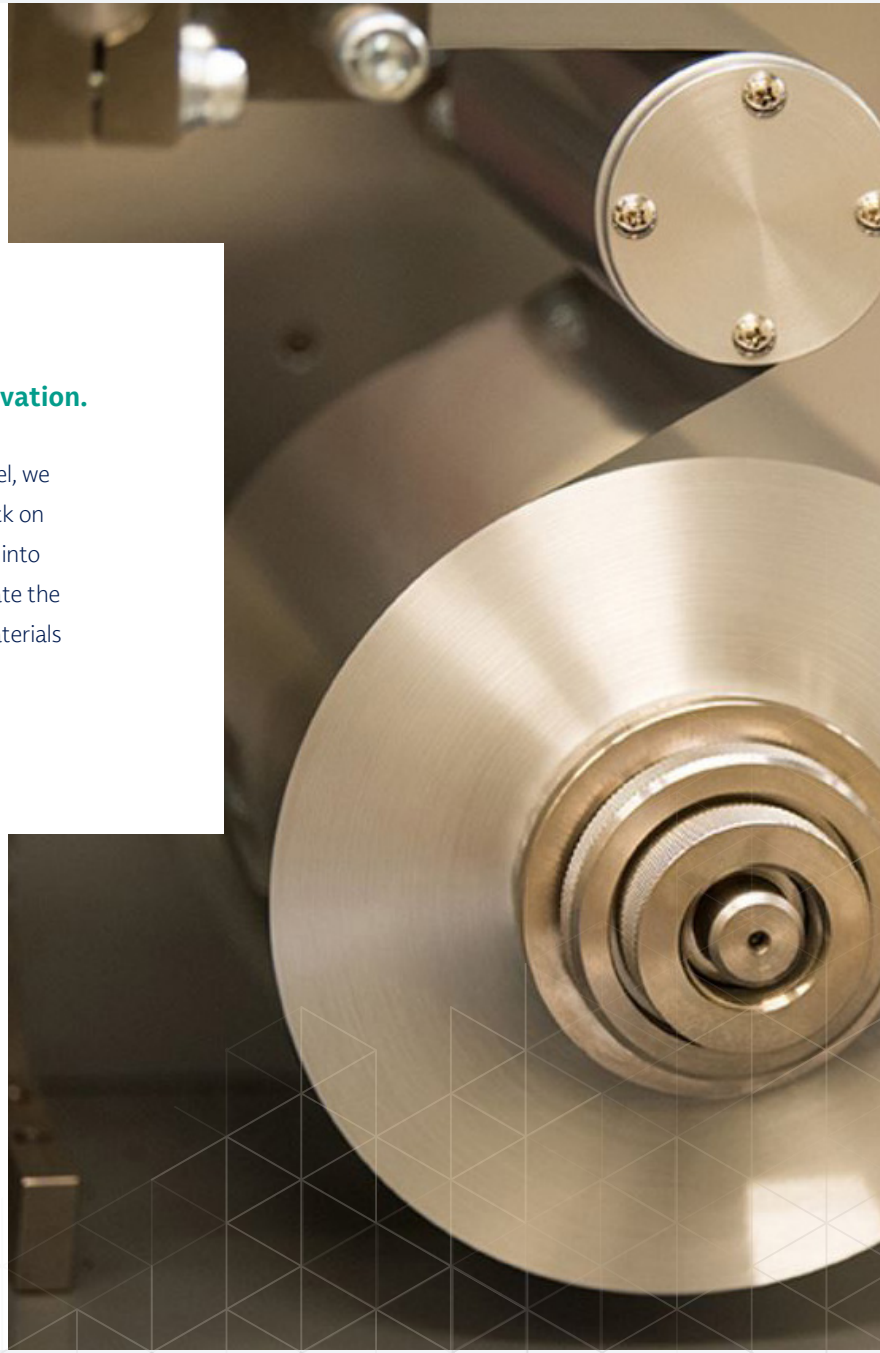
Innovation

We recognize the importance of differentiating ourselves through product and process innovation.

We continuously work to apply innovative technology toward more efficient and sustainable processes for extraction, purification and conversion to high-performance products. Our team of more than 500 highly experienced R&D scientists and engineers collaborate with external experts such as academics, professional institutes and start-ups to access leading-edge knowledge and expertise on emerging technologies within our industry.

Through a collaborative product innovation model, we work with customers to obtain real-time feedback on Albemarle's business practices and deep insights into our customers' businesses. This helps us accelerate the development of innovative and differentiated materials that meet our customers' evolving needs.

We partner to pioneer new ways to move, power, connect and protect with people and planet in mind.



2023 HIGHLIGHTS

ADVANCED PROCESS CONTROLS

At our bromine production facility in Magnolia, Arkansas, our Advanced Process Controls (APC) leverage empirical and physics-based models to run the facility to its optimum level of production in real time. Through APC, we are delivering capacity increases, cost reduction and sustainability benefits.

DIRECT LITHIUM EXTRACTION

Following more than a decade of research and development, in 2023, we announced the piloting of direct lithium extraction (DLE) in Chile through innovative, proprietary technology that absorbs lithium to separate it from brine. This technology has the potential to significantly increase lithium recovery rates from brine deposits and enables reincorporation of brine back to the Salar which may further enhance long-term sustainability of our operations. It enables us to scale our production and accelerate the time needed to bring quality products to market.

Development and testing of the DLE process is in the final stages and we expect to scale it for pilot deployment at our Magnolia, Arkansas plant in 2024.

ADVANCED ENERGY STORAGE MATERIALS

We made significant strides toward the 2024 launch of lithium sulfide (Li_2S). This compound is critical to the development of next-generation solid state batteries. Our work in this area is expected to position Albemarle as an important supplier of Li_2S to customers in the lithium battery space.

CUSTOMER ENGAGEMENT FOR INNOVATION

At Albemarle, we are committed to the success of our customers and pride ourselves on our innovative solutions that allow our customers to be leaders in their markets. In 2023, Albemarle received a SABIC (Saudi Basic Industries Corporation) Suppliers Recognition award for our substantial efforts to deliver the best competitive advantage.

Collaborating for a More Resilient World

We actively seek out partnerships where we are in alignment around our mission and purpose to build a more resilient world. In our effort to establish our Kings Mountain, North Carolina site as the first-ever net-zero lithium mine in North America, we partnered with Caterpillar Inc., the world's leading manufacturer of construction and mining equipment, in an arrangement in which we are both each other's customer and supplier. Together, we are also exploring opportunities to collaborate on research and development of battery cell technology and recycling techniques enabling us to be an early adopter of zero-emission electric mining equipment.

Albemarle has entered into collaborative agreements with two of the world's leading auto manufacturers. In a multi-year agreement, which takes effect in 2025, Albemarle will supply the BMW Group with lithium hydroxide. Together, we will partner on technology for safer and more energy-dense lithium-ion batteries. This is the first such arrangement between our two companies to include a shared interest in research opportunities to accelerate lithium battery innovations. We also signed a partnership agreement with Ford Motor Company to deliver battery-grade lithium hydroxide beginning in 2026. This includes a commitment from Albemarle to supply only lithium hydroxide sourced from mines that have been accredited through an audit based on the IRMA standard.

$7.5–$7.7B
in revenue from products designed for use-phase resource efficiency

1,600+
active patents

550
pending patents

Performance Data

Performance Data[1]

ENVIRONMENT

TOPIC	METRIC	2023	2022	2021
Energy	Total energy consumed, million gigajoule (GJ)	16.2	13.9	13.8
	Percentage grid electricity	20%	21%	21%
	Percentage of electricity consumed from acquired renewable sources	16%	--	--
	Percentage renewable energy from primary sources	6.6%	3.6%	3.2%
	Total self-generated energy, million GJ	0.3	0.3	0.2
Emissions	Scope 1 GHG emissions, thousand metric tons CO_2e (kt CO_2e)	728	618	605
	Percentage covered under emissions-limiting regulations	14%	17%	13%
	Scope 2 GHG emissions, market-based, kt CO_2e	273	292	294
	Scope 2 GHG emissions, location-based, kt CO_2e	388	334	348
	Total scope 1 + 2 GHG emissions, kt CO_2e[2]	1,001	909	899
	Breakdown by Global Business Unit (GBU)[3]			
	Energy Storage	378	*283*	*258*
	Specialties	315	*316*	*342*
	Ketjen	304	306	284
	Other (offices, FCS - 2021 only)	4	4	15
	Scope 3 emissions, kt CO_2e	2,235	1,995	1,675
	Total scope 1+2+3 GHG emissions, kt CO_2e[2]	3,236	2,904	2,574

1. The organizational boundary for the environmental data is consistent with that presented in the management assertion letter herein. Unless specified otherwise, the organizational boundary for the non-environmental data is consistent with that of the environmental data except that JBC and Wodgina are excluded from the non-environmental data as we do not have access to all such data.
2. Total emissions data calculated using market-based scope 2 methodology.
3. Italicized historical metrics restated according to new GBU structure.

TOPIC	METRIC	2023	2022	2021
	Breakdown by Scope 3 Category[1]			
	Category 1 - Purchased goods and services, kt CO_2e	1,270	1,181	1,037
	Category 2 - Capital goods, kt CO_2e	132	55	35
	Category 3 - Fuel and energy related activities, kt CO_2e	132	125	127
	Category 4 - Upstream transportation and distribution, kt CO_2e	300	324	213
	Category 5 - Waste generated in operations, kt CO_2e	16	15	15
	Category 6 - Business travel, kt CO_2e	5	3	2
	Category 7 - Employee commuting, kt CO_2e	8	5	4
	Category 8 - Upstream leased assets, kt CO_2e	--	--	--
	Category 9 - Downstream transportation and distribution, kt CO_2e	39	18	21
	Category 10 - Processing of sold products, kt CO_2e	35	35	28
	Category 11 - Use of sold products, kt CO_2e	--	--	--
	Category 12 - End-of-life treatment of sold products, kt CO_2e	131	75	70
	Category 13 - Downstream leased assets, kt CO_2e	--	--	--
	Category 14 - Franchises, kt CO_2e	--	--	--
	Category 15 - Investments, kt CO_2e	167	159	123

1. Scope 3 categories 8, 11, 13 and 14 are deemed zero, in line with the GHG protocol.

TOPIC	METRIC	2023	2022	2021
Air Quality	NO_x emissions, metric tons (t) (excluding N_2O)	725	692	753
	SO_x emissions, t	300	1,361	1,447
	VOC emissions, t	1,124	917	866
	HAP emissions, t	172	153	164
Water	Total water withdrawal, million cubic meters (m^3)	24.2	22.6	23
	Total water consumed, million m^3	13.6	11.4	11.5
	Percentage of freshwater consumed in countries with high or extremely high baseline water stress indicator	20.0%	22.7%	21.6%
	Percentage of freshwater consumed in countries with high overall baseline water stress indicator (category 3 - 4)	9.0%	10.5%	9.9%
	Percentage of freshwater consumed in countries with extremely high baseline water stress indicator (category 4 - 5)	11.0%	12.2%	11.7%
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0	0	0
Waste	Amount of hazardous waste generated, kt	15	9	13
	Amount of non-hazardous waste generated, kt	731	--	--
	Percentage of hazardous waste recycled	10%	13%	8%
	Percentage of non-hazardous waste recycled	51%	--	--

HEALTH AND SAFETY

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Health and Safety	**Total Recordable Incident Rate (TRIR)**						
	Employees	14	0.16	10	0.14	12	0.19
	Contractors[1]	1	0.05	2	0.11	5	0.31
	Lost Time Incident (LTI) Rate						
	Employees	8	0.09	8	0.09	5	0.06
	Lost Time Incident (LTI) Severity Rate						
	Employees		5.19		2.86		7.01
	Fatalities						
	Employees	0	0	0	0	0	0
	Contractors	0	0	0	0	0	0

1. For HSE Data, 'Contractors' refers to nested contractors only.

		2023	2022	2021
Health and Safety	Employee occupational diseases	0	0	0
	Employee hours worked	17,026,424	14,112,802	12,816,721
	Contractor hours worked	3,711,631	3,621,621	3,256,553
	Employee types of injury	Caught between; struck by/ against; chemical exposures; falls and ergo strains	Caught between; struck by/against; slips, trips or falls	Struck by/against; slips, trips or falls; burns (chemical and temperature)
	Percentage of workers covered by health and safety management system	100%	100%	100%

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Process Safety	Process Safety Incidents Count (PSIC)	1	0.01	4	0.05	4	0.05
	Process Safety Incident Severity Rate (PSISR)	3	0.03	4	0.05	6	0.08
	Number of transport incidents[1]	4		4		1	

1. The organizational boundary for this metric includes JBC and Wodgina, in addition to the other sites included in the non-environmental data.

EMPLOYEES

TOPIC	METRIC	2023			2022			2021		
		Permanent	Temporary	Contractors[2]	Permanent	Temporary	Contractors	Permanent	Temporary	Contractors
Employees by Employment Contract	**Total**	**8,332**	**210**	**1,752**	**6,644**	**297**	**1,646**	**5,385**	**233**	**1,289**
	Breakdown by Gender									
	Male	6,192	149	96	4,990	225	68	4,159	154	52
	Female	2,091	60	22	1,597	66	22	1,193	40	32
	Non-binary[1]	4	0	0	2	0	0	--	--	--
	Not disclosed	45	1	1,634	55	6	1,556	33	39	1,205
	Breakdown by Country									
	United States of America	2,520	1	1,085	2,050	1	1,055	1,749	1	847
	China	2,350	7	68	1,701	11	56	1,161	0	41
	Chile	1,113	43	129	967	76	124	766	62	89
	Germany	658	94	80	582	130	100	563	127	102
	Netherlands	376	38	41	388	56	53	402	24	39
	Australia	749	7	188	457	14	123	308	12	76
	Hungary	331	9	42	295	4	46	256	3	22
	Other countries	235	11	119	204	5	89	180	4	73

1. Non-binary disclosure was added April 2022. Disclosing as non-binary was a voluntary action.
2. For employee data, 'contractors' refers only to the contractors listed in the company's HR portal.

TOPIC	METRIC	2023		2022		2021	
		Full Time	Part Time	Full-Time	Part-Time	Full-Time	Part-Time
Employees by Employment Type	Male	6,296	45	5,171	44	4,281	32
	Female	2,064	87	1,592	71	1,169	64
	Non-binary	4	0	2	0	--	--
	Not disclosed	46	0	58	3	71	1

DIVERSITY, EQUITY AND INCLUSION

TOPIC	METRIC	2023			2022			2021		
		Total	M	NM	Total	M	NM	Total	M	NM
Diversity, Equity and Inclusion	**Employees by Gender, Manufacturing (M) vs. Non-Manufacturing (NM)**									
	Male	74%	88%	59%	75%	89%	60%	77%	89%	62%
	Female	25%	11%	40%	24%	10%	39%	22%	9%	38%
	Non-binary	<1%	<1%	<1%	<1%	<1%	0%	--	--	--
	Not disclosed	1%	1%	<1%	1%	1%	1%	1%	2%	1%
	Employees by Age, Manufacturing (M) vs. Non-Manufacturing (NM)									
	Under 30	17%	20%	12%	15%	18%	11%	11%	13%	10%
	30-50	60%	55%	64%	59%	55%	63%	58%	56%	61%
	Over 50	24%	24%	24%	26%	27%	25%	29%	30%	28%
	Not disclosed	<1%	<1%	<1%	1%	1%	1%	1%	2%	1%
	Employees by Race (US Only), Manufacturing (M) vs. Non-Manufacturing (NM)									
	White	64%	71%	60%	67%	75%	62%	71%	77%	66%
	American Indian or Alaska Native	1%	1%	<1%	1%	1%	<1%	1%	2%	<1%
	Asian	8%	2%	11%	6%	1%	10%	6%	<1%	10%
	Black or African American	11%	10%	11%	10%	10%	10%	9%	10%	9%
	Hispanic or Latino	7%	7%	7%	6%	6%	6%	6%	6%	6%
	Native Hawaiian or other Pacific Islander	<1%	0%	<1%	<1%	<1%	<1%	<1%	0%	<1%
	Two or more races	2%	2%	3%	2%	2%	3%	2%	2%	3%
	Not disclosed	7%	7%	8%	6%	4%	8%	5%	3%	6%

TOPIC	METRIC	2023				2022				2021			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity, Equity and Inclusion	**Employees by Gender, by Management Level**												
	Male	74%	76%	72%	75%	75%	78%	74%	75%	77%	81%	76%	77%
	Female	25%	24%	27%	24%	24%	21%	25%	24%	22%	18%	23%	22%
	Non-binary	<1%	0%	<1%	<1%	<1%	0%	0%	<1%	--	--	--	--
	Not disclosed	<1%	0%	<1%	1%	1%	1%	<1%	1%	1%	0%	1%	2%
	Employees by Age, by Management Level												
	Under 30	17%	0%	6%	23%	15%	0%	5%	20%	11%	0%	4%	15%
	30-50	59%	50%	69%	56%	59%	46%	67%	56%	58%	45%	62%	58%
	Over 50	24%	50%	25%	21%	26%	53%	27%	23%	29%	55%	33%	25%
	Not disclosed	<1%	0%	<1%	<1%	1%	1%	<1%	1%	1%	<1%	<1%	1%
	Employees by Race (US Only), by Management Level												
	White	64%	69%	61%	65%	67%	72%	65%	68%	71%	79%	68%	71%
	American Indian or Alaska Native	1%	<1%	<1%	1%	1%	0%	1%	1%	1%	0%	1%	1%
	Asian	8%	9%	13%	2%	6%	8%	11%	1%	6%	7%	11%	1%
	Black or African American	11%	5%	9%	14%	10%	5%	9%	13%	9%	5%	8%	12%
	Hispanic or Latino	7%	5%	7%	8%	6%	5%	6%	7%	6%	3%	6%	7%
	Native Hawaiian or other Pacific Islander	<1%	<1%	<1%	0%	<1%	1%	<1%	0%	<1%	<1%	<1%	0%
	Two or more races	2%	2%	3%	2%	2%	2%	2%	2%	2%	2%	2%	3%
	Not disclosed	7%	9%	7%	8%	6%	7%	6%	7%	5%	4%	5%	5%

TOPIC	METRIC	2023			2022			2021		
		Total	M	NM	Total	M	NM	Total	M	NM
Diversity and Equal Opportunity	**Ratio of Basic Salary of Women to Men by Country, Manufacturing (M) vs. Non-Manufacturing (NM)[1]**									
	United States of America	96%	98%	82%	93%	101%	77%	95%	95%	77%
	China	116%	81%	62%	110%	78%	60%	113%	76%	54%
	Chile	114%	98%	87%	116%	110%	82%	115%	117%	77%
	Germany	87%	79%	69%	89%	83%	67%	84%	84%	60%
	Netherlands	93%	97%	77%	91%	100%	75%	89%	96%	73%
	Australia	90%	85%	76%	85%	83%	70%	88%	91%	71%
	Hungary	80%	N/A	80%	82%	N/A	82%	80%	N/A	80%

1. Excludes non-binary and not disclosed employees.

TOPIC	METRIC	2023				2022				2021			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity and Equal Opportunity	**Ratio of Basic Salary of Women to Men by Country, by Management Level [1]**												
	United States of America	96%	100%	95%	93%	93%	98%	94%	90%	95%	101%	96%	89%
	China	116%	113%	96%	117%	110%	128%	95%	125%	113%	113%	88%	152%
	Chile	114%	89%	95%	123%	116%	89%	88%	136%	115%	N/A	86%	147%
	Germany	87%	63%	89%	90%	89%	N/A	89%	96%	84%	N/A	84%	89%
	Netherlands	93%	97%	89%	92%	91%	93%	91%	98%	89%	84%	88%	96%
	Australia	90%	113%	90%	97%	85%	124%	84%	92%	88%	N/A	97%	96%
	Hungary	80%	90%	86%	94%	82%	81%	86%	93%	80%	69%	86%	93%

TOPIC	METRIC	2023	2022	2021
Supplier Diversity	Total diversity spend[2]	$160 M	*$130 M*	*$ 84 M*

1. Excludes non-binary and not disclosed employees.
2. Metrics in italics restated to reflect methodology changes made after previous year's report.

INVESTMENT IN TALENT

TOPIC	METRIC	2023	2022	2021
Training and Development	**Average Training Hours per Employee/Year**	**16.9**	**11.1**	**16.4**
	Breakdown by Gender			
	Male	17.2	12.1	16.2
	Female	15.5	7.7	17.7
	Non-binary	43.6	14.5	--
	Not disclosed	26.6	8.7	8.1
	Breakdown by Management Level			
	Senior management	27.3	7.5	7.0
	Mid management	15.4	11.4	10.4
	Other	16.4	11.3	19.4
	Breakdown by Manufacturing vs. Non-Manufacturing			
	Manufacturing	17.2	13.0	20.6
	Non-manufacturing	16.3	8.5	11.4

TOPIC	METRIC	2023	2022	2021
Training and Development	**% of Eligible Employees Receiving Regular Performance/Career Development Reviews[1]**	**100%**	**95%**	**86%**
	Breakdown by Gender			
	Male	100%	95%	85%
	Female	100%	96%	93%
	Non-binary	100%	100%	--
	Not disclosed	100%	92%	63%
	Breakdown by Management Level			
	Senior management	100%	100%	100%
	Mid management	100%	98%	100%
	Other	100%	94%	83%
	Breakdown by Manufacturing vs. Non-Manufacturing			
	Manufacturing	100%	93%	79%
	Non-manufacturing	100%	98%	96%

1. In 2023, we changed the definition we use to track employee performance reviews.

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Employee Hires	**Total**	**2,436**	**31%**	**1,993**	**32%**	**1,028**	**18%**
	Breakdown by Gender						
	Male	1,733	30%	1,360	29%	740	18%
	Female	669	35%	574	40%	271	23%
	Non-binary	0	0%	0	0%	--	--
	Not disclosed	34	64%	59	89%	17	22%
	Breakdown by Age						
	Under 30	780	64%	605	73%	287	46%
	30-50	1,356	30%	1,101	30%	578	18%
	Over 50	289	15%	231	13%	150	9%
	Not disclosed	11	39%	56	101%	13	17%
	Breakdown by Country						
	United States of America	720	31%	532	28%	282	16%
	China	887	44%	634	44%	156	14%
	Chile	242	22%	352	38%	147	18%
	Germany	75	10%	75	11%	62	9%
	Netherlands	16	4%	49	11%	20	5%
	Australia	378	62%	226	57%	265	127%
	Hungary	65	20%	73	26%	67	27%
	Others	53	23%	52	7%	29	4%

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Employee Turnover	**Total**	**835**	**11%**	**655**	**10%**	**631**	**11%**
	Breakdown by Gender						
	Male	618	11%	486	10%	453	11%
	Female	197	10%	146	10%	164	14%
	Non-binary	0	0%	0	0%	--	--
	Not disclosed	20	37%	23	35%	14	18%
	Breakdown by Age						
	Under 30	236	19%	137	16%	112	18%
	30-50	377	8%	304	8%	325	10%
	Over 50	209	11%	193	11%	183	12%
	Not disclosed	13	46%	21	38%	11	14%
	Breakdown by Country						
	United States of America	247	11%	233	12%	243	14%
	China	240	12%	81	6%	86	8%
	Chile	128	12%	128	14%	94	12%
	Germany	38	5%	49	7%	42	6%
	Netherlands	44	10%	33	8%	32	7%
	Australia	93	15%	74	19%	43	21%
	Hungary	24	8%	33	12%	44	18%
	Others	21	9%	24	3%	47	6%

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Employee Turnover - Voluntary[1]	**Total**	358	5%	330	5.3%	326	5.9%
	Breakdown by Gender						
	Male	247	4%	235	5.0%	221	5.2%
	Female	98	5%	82	5.8%	96	8.0%
	Non-binary	0	0%	0	0.0%	--	--
	Not disclosed	13	24%	13	16.7%	9	12.6%
	Breakdown by Age						
	Under 30	88	7%	45	7.5%	26	6.6%
	30-50	197	4%	204	5.6%	231	7.3%
	Over 50[2]	65	3%	*70*	*4.1%*	*64*	*4.0%*
	Not disclosed[2]	8	29%	*11*	*19.8%*	*5*	*6.5%*
	Breakdown by Country						
	United States of America	105	5%	122	6.4%	125	6.9%
	China	112	6%	47	3.6%	66	6.0%
	Chile	26	2%	39	4.2%	31	3.9%
	Germany	5	1%	11	1.6%	8	1.2%
	Netherlands	13	3%	11	2.5%	9	2.1%
	Australia	73	12%	54	13.5%	32	11.3%
	Hungary	17	5%	31	11.1%	38	15.3%
	Others	7	3%	15	7.6%	17	8.9%

1. Voluntary turnover is defined as the employee making the decision to leave the organization, rather than the employer. This metric does not include retirement, move to an internal role or a contract ending.
2. Metrics in italics are restated to reflect updated methodology since last year's report publication.

LABOR RELATIONS

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Labor Relations	**Employees Entitled to Parental Leave - Total**	**8,542**	**100%**	**6,941**	**100%**	**5,618**	**100%**
	Breakdown by Gender						
	Male	6,341	100%	5,215	100%	4,313	100%
	Female	2,151	100%	1,663	100%	1,233	100%
	Non-binary	4	100%	2	100%	--	--
	Not disclosed	46	100%	61	100%	72	100%
	Employees that Took Parental Leave - Total	**195**	**2%**	**167**	**2%**	**146**	**3%**
	Breakdown by Gender						
	Male	126	2%	84	2%	80	2%
	Female	69	3%	83	5%	66	5%
	Non-binary	0	0%	0	0%	--	--
	Not disclosed	0	0%	0	0%	0	0%

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Labor Relations	**Employees that Returned to Work after Parental Leave Ended, or Still on Leave - Total[1]**	**194**	**99%**	***166***	**99%**	**145**	**99%**
	Breakdown by Gender						
	Male	125	99%	84	100%	80	100%
	Female	69	100%	*82*	*99%*	65	98%
	Non-binary	N/A	N/A	N/A	N/A	--	--
	Not disclosed	N/A	N/A	N/A	N/A	N/A	N/A
	Employees Still Employed 12 Months after Return to Work - Total[1]	**190**	**98%**	***160***	**96%**	**135**	**93%**
	Breakdown by Gender						
	Male	123	98%	*81*	*96%*	75	94%
	Female	67	97%	*79*	*96%*	60	92%
	Non-binary	N/A	N/A	N/A	N/A	--	--
	Not disclosed	N/A	N/A	N/A	N/A	N/A	N/A

1. Numbers in italics are restated to reflect changes in the data after the previous year's report was published.

TOPIC	METRIC	2023	2022	2021
Labor Relations	**% of Employees Covered by Collective Bargaining Agreements**	**24%**	**29%**	**32%**
	Breakdown by Country			
	United States of America	6%	7%	8%
	Chile	77%	79%	79%
	Netherlands	93%	92%	93%
	Germany	84%	89%	86%
	China	0%	0%	0%
	Australia	0%	0%	0%
	Hungary	0%	0%	0%
	Other Countries	0%	0%	0%
	Number of strikes and lockouts	0	0	1
	Duration of strikes and lockouts (in days)	0	0	35

MARKET AND COMMUNITY PRESENCE

TOPIC	METRIC	2023	2022	2021
Market Presence	**Ratio of Standard Entry Level Wage Compared to Local Minimum Wage by Country**			
	United States of America	406%	384%	327%
	China	451%	429%	397%
	Chile	285%	223%	212%
	Germany	139%	149%	117%
	Netherlands	154%	166%	169%
	Australia	142%	166%	166%
	Hungary	168%	129%	144%
	Top 7 Countries Total[1]	**352%**	**332%**	**297%**
Community Presence	**Proportion of Senior Management Hired from Local Community - Breakdown by Country**			
	United States of America	98%	97%	98%
	China	100%	100%	100%
	Chile	80%	80%	100%
	Germany	100%	100%	100%
	Netherlands	92%	93%	86%
	Australia	88%	100%	100%
	Hungary	100%	100%	100%
	Top 7 Countries Total	**97%**	**97%**	**97%**

1. 'Top 7' refers to the 7 countries above. The countries included are those where we have significant operations.

ALBEMARLE FOUNDATION

TOPIC	METRIC	2023	2022	2021
Albemarle Foundation[1]	Total grants awarded to Albemarle Foundation programs	$ 5,100,000	$ 5,700,000	$ 6,059,334
	Funds paid out to match employee charitable contributions	$ 664,096	$ 685,600	$ 735,741
	Albemarle Foundation scholarship awards	$ 52,500	$ 60,000	$ 75,000
	Employee matching grant program awards	$ 561,000	$ 510,000	$ 540,000
	Employee volunteer grant program awards	$ 122,700	$ 116,600	$ 78,100
	Employee volunteer hours	16,368	12,780	8,199
	Albemarle Care Fund employee grants	$ 55,660	$ 33,200	$ 86,869

1. Albemarle Foundation programs (employee payroll deductions, donation matching and volunteer awards) are available to US employees only. Care fund employee grants are also available to international employees.

GOVERNANCE

TOPIC	METRIC	2023	2022	2021
Financial	Net sales	$9.617 B	$7.320 B	$3.328 B
	Financial assistance received from the government	$11 M	$9 M	$24 M
Public Policy	Political contributions Albemarle Corporation (USD)	$0	$0	$0
	Political contributions PAC (USD)	$0	$18,500	$0
Board Diversity[1]	**By Gender**			
	Male	7	*7*	6
	Female	3	3	3
	Non-binary	0	0	--
	By Race			
	White	7	*7*	6
	Black or African American	2	2	2
	Hispanic or Latino	1	1	1
	American Indian or Alaska Native	0	0	0
	Asian	0	0	0
	Native Hawaiian or other Pacific Islander	0	0	0
	Two or more races	0	0	0
	By Age			
	Under 30	0	0	0
	30-50	0	0	0
	Over 50	10	*10*	9

1. Numbers in italics are restated to fix an error in the previous year's report.

ETHICS AND COMPLIANCE

TOPIC	METRIC	2023	2022	2021
Ethics and Compliance: Training	Number of employees completing Code of Conduct training[1]	8,150	6,318	5,239
	Percentage of employees completing Code of Conduct training	100%	100%	99%
	Breakdown by Employee Category			
	Manufacturing	4,114	3,252	2,883
	Non-manufacturing	4,036	3,066	2,356
	Breakdown by Country			
	United States	2,404	1,929	1,641
	China	2,269	1,392	1,116
	Chile	1,107	993	736
	Germany	695	677	637
	Netherlands	405	431	414
	Australia	712	427	292
	Hungary	316	266	224
	Others	242	203	179

1. This number includes employees hired before November 1 of the reporting year.

TOPIC	METRIC	2023	2022	2021
Ethics and Compliance: Training	Number of employees completing anti-corruption training[1]	2,485	453	1,116
	Percentage of employees completing anti-corruption training	98%	92%	89%
	Breakdown by Employee Category			
	Manufacturing	1,891	12	238
	Non-manufacturing	594	441	878
	Breakdown by Country			
	United States	81	155	413
	China	2,340	164	178
	Chile	17	34	140
	Germany	4	7	88
	Netherlands	5	14	89
	Australia	9	34	55
	Hungary	3	8	101
	Others	26	37	52
	Number of governance body members that anti-corruption policies and procedures have been communicated to	18	18	16
	Percentage of governance body members that anti-corruption policies and procedures have been communicated to	100%	100%	100%

1. Annually, we update the guidelines for which functions have to take this training.

TOPIC	METRIC	2023	2022	2021
Ethics and Compliance	Number of operations assessed for risks related to corruption[1]	9	4	3
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0%	0%	0%
	Total number of identified incidents of violations involving the rights of Indigenous peoples	0	0	0
	Number of Integrity Helpline matters reported that warranted investigation	126	73	45
	Percentage of substantiated Integrity Helpline matters reported	52%	54%	47%
Information Security	Number of confirmed information security incidents	0	0	--
	Percentage of operational sites with an information security management system	100%	100%	--

PRODUCTS AND INNOVATION

TOPIC	METRIC	2023	2022	2021
Innovation	Revenue from products designed for use-phase resource efficiency	$7.5 - $7.7 B	$5.1 - $5.3 B	$1.7 - 2.0 B
	Active patents	> 1,600	2,100	2,100
	Pending patents	> 550	550	500
Safety & Environmental Stewardship of Chemicals	Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	85.6%	85.6%	85.6%
	Percentage of such products that have undergone a hazard assessment	100%	100%	100%

1. In 2023 we enhanced our program to conduct assessment based on culture survey results in addition to internal audits. Both are included in this metric.

Content Indices

GRI Content Index

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 2: General Disclosures			
2-1	Organizational details	Annual Report on Form 10-K for the year ended December 31, 2023	3
	• Legal name	Annual Report on Form 10-K for the year ended December 31, 2023	3
	• Nature of ownership and legal form	Annual Report on Form 10-K for the year ended December 31, 2023	3
	• Location of headquarters	Annual Report on Form 10-K for the year ended December 31, 2023	29 – 30
	• Countries of operation		
2-2	Entities included in the organization's sustainability reporting	2023 Sustainability Report – About this Report	2
2-3	Reporting period, frequency and contact point	January 1 – December 31, 2023. Since the 2007 calendar year, Albemarle Corporation has produced a Sustainability Report annually. The 2023 Sustainability Report was published on May 29, 2024. Contact information can be found on the back cover of the 2023 Sustainability Report PDF.	
2-4	Restatements of information	Relevant restatements are footnoted in the 2023 Sustainability Report and Performance Data.	
2-5	External assurance	This entire Sustainability Report is not subjected to a comprehensive external assurance process, however, PwC performed a limited assurance engagement over our energy consumed, water withdrawal, water consumed, percentage of freshwater consumed in countries with high and extremely high baseline water stress indicator, and scope 1 and scope 2 GHG emissions metrics. Financial, safety and environmental information is subject to both national regulatory requirements as well as international and external audit such as ISO 14001 and similar systems. The 2023 Sustainability Report contains a consolidation of this information. 2023 Sustainability Report – Report of Independent Accountants	122
2-6	Activities, value chain and other business relationships	Annual Report on Form 10-K for the year ended December 31, 2023	3 – 5

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
2-7	Employees	Performance Data – Employees	84 – 85
2-8	Workers who are not employees	Performance Data – Employees	84 – 85
2-9	Governance structure and composition	2024 Proxy Statement 2023 Sustainability Report – Corporate Governance	14 – 22 14 – 15
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines Nominating & Governance Committee Charter	2 1 – 2
2-11	Chair of the highest governance body	2024 Proxy Statement Corporate Governance Guidelines	16 9 – 11
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability, Safety & Public Policy Committee Charter Environmental Policy – Governance	1 – 3 2
2-13	Delegation of responsibility for managing impacts	Corporate Governance Guidelines Sustainability, Safety & Public Policy Committee Charter Environmental Policy – Governance	6 1 – 3 2
2-14	Role of the highest governance body in sustainability reporting	Sustainability, Safety & Public Policy Committee Charter Environmental Policy – Governance	1 – 2 2
2-15	Conflicts of interest	Corporate Governance Guidelines 2024 Proxy Statement Audit & Finance Committee Charter	3 6 – 13, 23 3
2-16	Communication of critical concerns	Corporate Governance Guidelines 2024 Proxy Statement Audit & Finance Committee Charter	7 98 2 – 5

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
2-17	Collective knowledge of the highest governance body	Sustainability, Safety & Public Policy Committee Charter	1 – 3
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines	6 – 7
2-19	Remuneration policies	2024 Proxy Statement	31 – 61
2-20	Process to determine remuneration	2024 Proxy Statement	31 – 61
2-21	Annual total compensation ratio	2024 Proxy Statement	79 – 80
2-22	Statement on sustainable development strategy	2023 Sustainability Report – Welcome Message	4 – 5
2-23	Policy commitments	Website – Policies	
2-24	Embedding policy commitments	2023 Sustainability Report – Ethics and Compliance	69 – 71
2-25	Process to remediate negative impacts	Website – Speaking Up Code of Conduct	8 – 11
2-26	Mechanisms for seeking advice and raising concerns	Website – Speaking Up Code of Conduct	8 – 11
2-27	Compliance with laws and regulations	Annual Report on Form 10-K for the year ended December 31, 2023	78
2-28	Membership associations	Website – People, Workplace & Community	
2-29	Approach to stakeholder engagement	2023 Sustainability Report – Community and Stakeholder Engagement	60 – 67
2-30	Collective bargaining agreements	Performance Data – Labor Relations	97

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 3: Material Topics			
3-1	Process to determine material topics	2023 Sustainability Report – Materiality	21
3-2	List of material topics	2023 Sustainability Report – Materiality	21
3-3	Management of material topics	Website – Policies 2023 Sustainability Report	
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	Annual Report on Form 10-K for the year ended December 31, 2023 2023 Sustainability Report – How We Create Value	87 – 88 8
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report on Form 10-K for the year ended December 31, 2023 TCFD Report	26 – 27 1 – 10
201-3	Defined benefit plan obligations and other retirement plans	Annual Report on Form 10-K for the year ended December 31, 2023	69 – 71, 111 – 117
201-4	Financial assistance received from government	Performance Data – Governance	100
GRI 202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Performance Data – Market and Community Presence	98
202-2	Proportion of senior management hired from the local community	Performance Data – Market and Community Presence	98

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 204: Procurement Practices			
204-1	Proportion of spending on local suppliers	Performance Data – Diversity, Equity & Inclusion	89
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	Performance Data – Ethics and Compliance	103
205-2	Communication and training about anti-corruption policies and procedures	Performance Data – Ethics and Compliance Anti-corruption policies and procedures are addressed in Albemarle's Code of Conduct, Business Partner Code of Conduct and Anti-Corruption Policy, which are available on Albemarle's website. Compliance with anti-corruption laws is also addressed on a regular basis in our annual Code of Conduct training and tailored ethics & compliance training for at-risk functions.	102
205-3	Confirmed incidents of corruption and actions taken	Albemarle has a strong compliance culture to evaluate and address potential issues related to corruption. The Company prohibits bribery, facilitation payments, fraud, extortion, collusion, money laundering, kickbacks, and other such unlawful activity. Our Code of Conduct and Antibribery Policy make it clear that Albemarle will not offer or provide anything of value to improperly influence a third party to provide an improper advantage. We view reports of concern as a positive indicator about employees' perception of safety, non-retaliation, and confidence that the Company will appropriately address wrongdoing. Our extensive outreach efforts have been successful in encouraging employees to speak up proactively, without fear of adverse consequences. Necessary remediation is managed collaboratively between Compliance, Legal, HR, and business leadership. Significant items related to corruption would be reported in our Annual Report on Form-10K. Albemarle offers employees and third parties multiple channels to report any concerns they may have. See our Performance Data tables (pg. 103) for data about reports made to the Company's Ethics and Compliance helpline over the last three years that resulted in an investigation. The two most common issue types in 2023 were Workplace Conduct and Conflict of Interest.	
GRI 206: Anti-Competitive Behavior			
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Albemarle offers employees and third parties multiple channels to report any concerns they may have. See our Performance Data tables (pg. 103) for data about reports made to the Company's Ethics and Compliance helpline over the last three years that resulted in an investigation.	

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 207: Tax			
207-1	Approach to tax	Global Tax Strategy	1 – 6
207-2	Tax governance, control and risk management	Global Tax Strategy	4 – 5
207-3	Stakeholder engagement and management of concerns related to tax	Global Tax Strategy	5
GRI 302: Energy			
302-1	Energy consumption within the organization	Performance Data – Environment	79
302-4	Reduction of energy consumption	Environmental Policy – Energy Consumption and Greenhouse Gases 2023 Sustainability Report – Energy and GHG Emissions	2 – 3 28 – 31
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	Environmental Policy – Water 2023 Sustainability Report – Responsible Water Management	3 35 – 37
303-3	Water withdrawal	Performance Data – Environment	81
303-5	Water consumption	Performance Data – Environment	81
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity Statement 2023 Sustainability Report – Biodiversity	1 42 – 43
304-3	Habitats protected or restored	Biodiversity Statement 2023 Sustainability Report – Biodiversity	1 42 – 43

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 305: Emissions			
305-1	Direct (scope 1) GHG emissions	Performance Data – Environment	79
305-2	Energy indirect (scope 2) GHG emissions	Performance Data – Environment	79
305-3	Other indirect (scope 3) GHG emissions	Performance Data – Environment	79 – 80
305-4	GHG emissions intensity	2023 Sustainability Report – Energy and GHG Emissions	30
305-5	Reduction of GHG emissions	2023 Sustainability Report – Energy and GHG Emissions	28 – 31
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Performance Data – Environment	81
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	2023 Sustainability Report – Waste and Circularity	38 – 39
306-2	Management of significant waste-related impacts	Environmental Policy – Waste and Circularity 2023 Sustainability Report – Waste and Circularity	4 – 5 38 – 39
306-3	Waste generated	Performance Data – Environment	81
306-4	Waste diverted from disposal	Performance Data – Environment	81
GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing Policy – Health, Safety & Environment (HSE) 2023 Sustainability Report – Energy and Emissions	3 31

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 401: Employment			
401-1	New employee hires and employee turnover	Performance Data – Investment in Talent	92 – 94
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	United States of America: part-time employees receive the same benefits as full-time employees unless they work less than 20 hours a week. Temporary employees are not eligible for benefits. China: part-time employees receive the same benefits as full-time employees, and temporary employees are only eligible for statutory social security benefits and supplemental insurance. Chile: we do not employ part-time workers, and temporary employees are only eligible for life insurance benefits. Germany: part-time employees receive the same benefits as full-time employees, and temporary employees are eligible for 90% of all benefits except for Albemarle's additional pension plan. Netherlands: part-time employees receive the same benefits as full-time employees. Australia: part-time employees receive pro-rated benefits. Temporary employees receive medical reimbursement only. Hungary: part-time employees receive the same benefits as full-time employees, and temporary employees that are fixed term Albemarle employees are eligible for the same benefits as regular employees	
401-3	Parental leave	Performance Data – Labor Relations	95 – 96
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	2023 Sustainability Report – Health and Safety	45 – 47
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety, Security & Environment Policy Statement 2023 Sustainability Report – Health and Safety	1 45 – 47
403-3	Occupational health services	Health, Safety, Security & Environment Policy Statement 2023 Sustainability Report – Health and Safety	1 45 – 47

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
403-4	Worker participation, consultation, and communication on occupational health and safety	Almost all of Albemarle's U.S. sites are ISO/RC 14001 certified. As part of the certification process, each site must have a Responsible Care Steering Committee (RCSC), led by the plant manager for overseeing the site's Responsible Care Management System. The RCSC will include a cross-sectional representation of the site (salary, wage and any nested contractor organization). The RCSC will work with the site management to set the site HSSE policies and procedures consistent with the Corporate HSSE policies and procedures, to establish site specific significant HSSE aspects along with the operation controls for such aspects, to establish and monitor the HSSE objectives for the site, and to routinely evaluate HSSE programs for the site. The site RCSCs will meet at least four times per year (typically quarterly, but some sites changed to monthly meetings) and they report annually to the Corporate RCSC on the status of their site-specific significant HSSE aspects and objectives. Germany requires that there be a safety council (Arbeitsschutzausschuss – ASA) for the German sites, which meets at least four times a year. Representatives of the workforce in this safety council are members of the works council (Betriebsrat) and the speaker of the safety advocates (SicherheitsBeauftragte). The ASA safety council represents the total workforce on the German sites. At the Amsterdam site, two special works council commissions (safety, health & environment commission and personnel commission) meet with management to discuss safety, health, environment and wellbeing, respectively, on a monthly basis. These commissions represent the total workforce on the site. The location in Louvain-la-Neuve in Belgium has a 'Comité de Prévention et de Protection au travail'. The committee meets on a regular basis to discuss health and safety issues. In Chile, both production sites have worker participation committees, which are required by the Chilean government.	
403-5	Worker training on occupational health and safety	Health, Safety, Security & Environment Policy Statement 2023 Sustainability Report – Health and Safety	1 45 – 47
403-6	Promotion of worker health	2023 Sustainability Report – Health and Safety	45 – 47
403-8	Workers covered by an occupational health and safety management system	Performance Data – Health and Safety	83
403-9	Work-related injuries	Performance Data – Health and Safety	82 – 83
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	Performance Data – Investment in Talent	90
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report – Talent and Culture	48 – 51
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data – Investment in Talent	91

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Performance Data – Governance	100
405-2	Ratio of basic salary and remuneration of women to men	Performance Data – Diversity, Equity & Inclusion	88 – 89
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	Albemarle believes in creating an inclusive working environment where diverse views are encouraged and celebrated. When we uphold the principles of trust and mutual respect, we foster a culture of performance, innovation, and continuous improvement. Our Code of Conduct prohibits all forms of unlawful discrimination and harassment, and if concerns of this nature are raised they are investigated thoroughly and promptly. For more information regarding how we expect employees engage with one another, please refer to the Albemarle Code of Conduct. Albemarle assesses concerns about discrimination as part of its ongoing efforts to ensure a fair and inclusive working environment. We view reports of concern as a positive indicator about employees' perception of safety, non-retaliation, and confidence that the Company will appropriately address wrongdoing. Necessary remediation is managed collaboratively between Compliance, Legal, HR, and business leadership. Significant legal action related to discrimination would be reported in our Annual Report on Form-10K. Information about all Code of Conduct reports made to the Ethics and Compliance helpline is contained in the Performance Data tables (pg. 103).	
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Performance Data – Ethics and Compliance	103
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Policy Responsible Sourcing Policy – Human Rights	2 2

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Policy Responsible Sourcing Policy – Human Rights	2 2
GRI 411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of Indigenous peoples	Performance Data – Ethics and Compliance The company has not identified incidents of violations involving the rights of Indigenous peoples – there have been no legal actions or complaints of such violations registered with the company or competent authorities through litigation, regulatory actions, or other governmental enforcement proceedings, and the company's due diligence, monitoring, and grievance mechanisms have not identified violations involving the rights of Indigenous peoples.	103
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report – Community and Stakeholder Engagement	60 – 67
GRI 414: Supplier Social Assessment			
414-2	Negative social impacts in the supply chain and actions taken	Responsible Sourcing Policy	1 – 4
GRI 415: Public Policy			
415-1	Political contributions	Performance Data – Governance	100
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Performance Data – Products	103

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SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GREENHOUSE GAS EMISSIONS			
RT-CH-110a.1 EM-MM-110a.1	Gross global scope 1 emissions	Performance Data – Environment	79
RT-CH-110a.1 EM-MM-110a.1	Percentage covered under emissions-limiting regulations	Performance Data – Environment	79
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environmental Policy – Energy Consumption and Greenhouse Gases 2023 Sustainability Report – Energy and Emissions	2 – 3 28 – 31
AIR QUALITY			
RT-CH-120a.1 EM-MM-120a.1	NO_x (excluding N2O) SO_x Volatile Organic Compounds (VOCs) Hazardous Air Pollutants (HAPs)	Performance Data – Environment	81
ENERGY MANAGEMENT			
RT-CH-130a.1 (1) EM-MM-130a.1 (1)	Total energy consumed	Performance Data – Environment	79
RT-CH-130a.1 (2) EM-MM-130a.1 (2)	Percentage grid electricity	Performance Data – Environment	79
RT-CH-130a.1 (3) EM-MM-130a.1 (3)	Percentage renewable from primary energy sources	Performance Data – Environment	79

SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
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RT-CH-140a.1 (1)	Total water withdrawn	Performance Data – Environment	81
RT-CH-140a.1(2)	Total water consumed	Performance Data – Environment	81
EM-MM-140a.1 (2)	Percentage of fresh water consumed in regions with High or Extremely High Baseline Water Stress	Performance Data – Environment	81
RT-CH-140a.2 EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Performance Data – Environment	81
WASTE AND HAZARDOUS MATERIALS MANAGEMENT			
RT-CH-150a.1 EM-MM-150a.7	Amount of hazardous waste generated; percentage recycled	Performance Data – Environment	81
EM-MM-150a.8	Total weight of hazardous waste recycled	Performance Data – Environment	81
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Environmental Policy – Waste and Circularity 2023 Sustainability Report – Waste and Circularity	4 – 5 38 – 39
BIODIVERSITY IMPACTS			
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Biodiversity Statement 2023 Sustainability Report – Biodiversity	1 42 – 43
COMMUNITY RELATIONS			
RT-CH-210a.1 EM-MM-210b.1	Discussion of engagement process to manage risks and opportunities associated with community interests	Community Relations and Indigenous Peoples Policy 2023 Sustainability Report – Community and Stakeholder Engagement	1 – 4 60 – 67

SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
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EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Community Relations and Indigenous Peoples Policy Human Rights Policy 2023 Sustainability Report – Community and Stakeholder Engagement	1 – 4 1 – 5 60 – 67
LABOR RELATIONS			
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Performance Data – Labor Relations	97
EM-MM-310a.2	Number and duration of strikes and lockouts	Performance Data – Labor Relations	97
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RT-CH-320a.1 (1)	Total recordable incident rate (TRIR): Direct employees Contract employees	Performance Data – Health and Safety	82
RT-CH-320a.1 (2) EM-MM-320a.1 (2)	Fatality rate: Direct employees Contract employees	Performance Data – Health and Safety	82
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	2023 Sustainability Report – Health and Safety	45 – 47
PRODUCT DESIGN FOR USE-PHASE EFFICIENCY			
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	Performance Data – Products	103
SAFETY AND ENVIRONMENTAL STEWARDSHIP OF CHEMICALS			
RT-CH-410b.1 (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	Performance Data – Products	103
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SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
RT-CH-410b.2 (1)	Discussion of strategy to manage chemicals of concern	2023 Sustainability Report – Regulatory Affairs	72 – 73
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EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Anti-Corruption Policy 2023 Sustainability Report – Ethics and Compliance	1 – 7 69 – 71
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Performance Data – Ethics and Compliance	103
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EM-MM-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	2023 Sustainability Report – Community and Stakeholder Engagement	60 – 67
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS AND RESPONSE			
RT-CH-540a.1	Process safety incidents count (PSIC) Process safety total incident rate (PSTIR) Process safety incident severity rate (PSISR)	Performance Data – Health and Safety	83
RT-CH-540a.2	Number of transport incidents	Performance Data – Health and Safety	83

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TOPIC	DISCLOSURE	RESPONSE	PAGE # (S)
GOVERNANCE			
Governance: Disclose the organization's governance around climate-related risks and opportunities.	Describe the Board's oversight of climate-related risks and opportunities.	Environmental Policy – Governance TCFD Report – Governance	2 3
	Describe management's role in assessing and managing climate-related risks and opportunities.	Environmental Policy – Governance TCFD Report – Governance	2 3
STRATEGY			
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Annual Report on Form 10-K for the year ended December 31, 2023 TCFD Report – Strategy	26 – 27 4 – 8
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Annual Report on Form 10-K for the year ended December 31, 2023 TCFD Report – Strategy	26 – 27 4 – 8
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	TCFD Report – Strategy	4 – 8

TOPIC	DISCLOSURE	RESPONSE	PAGE # (S)
RISK MANAGEMENT			
Risk Management: Disclose how the organization identified, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	TCFD Report – Risk Management	9
	Describe the organization's processes for managing climate-related risks.	TCFD Report – Risk Management	9
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	TCFD Report – Risk Management	9
METRICS AND TARGETS			
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Performance Data – Environment	79 – 81
	Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks.	Performance Data – Environment	79 – 80
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Sustainability Report – Message from the Sustainability Steering Committee 2023 Sustainability Report – Energy and GHG Emissions 2023 Sustainability Report – Responsible Water Management	18 – 20 28 – 31 35 – 37

Report of Independent Accountants

To the Board of Directors of Albemarle Corporation

We have reviewed the accompanying management assertion of Albemarle Corporation (Albemarle) that the energy, emissions, and water metrics (together, the "sustainability metrics") for the year ended December 31, 2023 in management's assertion, are presented in accordance with the assessment criteria set forth in management's assertion. Albemarle's management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements,* and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies, where available, to understand terms related to relevant information about the sustainability metrics, reviewed supporting documentation in regard to the completeness and accuracy of the data in the sustainability metrics on a sample basis, and performed analytical procedures.

Greenhouse gas (GHG) emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts being reported.

The preparation of the energy and water metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts being reported.

As discussed in management's assertion, Albemarle has estimated GHG emissions for certain emissions sources and consumption data for certain energy and water activity for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to Albemarle's management assertion in order for it to be fairly stated.

PricewaterhouseCoopers LLP

Charlotte, North Carolina
May 22, 2024

Management Assertion Letter

WITH RESPECT TO THE ENERGY, EMISSIONS, AND WATER METRICS (TOGETHER, THE "SUSTAINABILITY METRICS") PRESENTED BY ALBEMARLE CORPORATION (ALBEMARLE) IN THE TABLE BELOW FOR THE YEAR ENDED DECEMBER 31, 2023, MANAGEMENT OF ALBEMARLE ASSERTS THAT THE SUSTAINABILITY METRICS ARE PRESENTED IN ACCORDANCE WITH THE ASSESSMENT CRITERIA SET FORTH BELOW. MANAGEMENT IS RESPONSIBLE FOR THE SELECTION OF THE CRITERIA, WHICH MANAGEMENT BELIEVES PROVIDE AN OBJECTIVE BASIS FOR MEASURING AND REPORTING ON THE SUSTAINABILITY METRICS. MANAGEMENT IS RESPONSIBLE FOR THE COMPLETENESS, ACCURACY, AND VALIDITY OF THE SUSTAINABILITY METRICS.

ORGANIZATIONAL BOUNDARY

- The organizational boundary is applied consistently across the sustainability metrics included in this management assertion.
- In accordance with the GHG Protocol (as defined below), Albemarle uses the financial control approach for determination of the organizational boundary for reporting the sustainability metrics. This includes both leased and owned facilities engaged in both production and non-production activities as well as joint venture arrangements under certain conditions (as defined below) and leased/owned vehicles.
- Activity data related to acquired businesses are included in the sustainability metrics on a pro-rata basis except for joint ventures. New production facilities are included starting in the year and month in which it first produces saleable goods.
- Under the financial control approach, joint ventures are included in the organizational boundary according to the equity share approach. The JBC (Safi, Jordan) joint venture is deemed to be within Albemarle's financial control, and in turn, activity data is included based on Albemarle's respective share of equity in the operation.
- With respect to the preceding bullets: On October 18, 2023, Albemarle closed on the restructuring of the MARBL joint venture with Mineral Resources Limited (MRL); following the GHG Protocol, activity data is included in the sustainability metrics as of the beginning of 2023 (Wodgina had already began production of saleable goods) or as of the first day of production of saleable goods (Kemerton). Under the amended agreements, Albemarle acquired the remaining 40% ownership of the Kemerton lithium hydroxide processing facility in Australia that was previously jointly owned with MRL through the MARBL joint venture. Following the restructuring, Albemarle and MRL each own 50% of Wodgina, and MRL operates the Wodgina mine on behalf of the joint venture.
  - The Kemerton facility first produced saleable goods on July 1, 2023, and under the amended agreements, Albemarle owns 100% of Kemerton. Included in the sustainability metrics is 100% of the activity data for the Kemerton facility for the 6 month period beginning July 1, 2023.
  - Included in the sustainability metrics is 50% of the activity data for the Wodgina facility for the year ended December 31, 2023.
- All other joint ventures are not within Albemarle's financial control, and therefore, are excluded from measurement.
- The emissions from joint ventures not within Albemarle's financial control are included under Scope 3, Category 15: Investments. Scope 3 greenhouse gas (GHG) emissions are not within the scope of this management assertion.

TOPIC	METRIC	DEFINITION OF THE METRIC	METRIC QUANTITY
Energy	Total energy consumed	Direct and indirect energy consumed related to Scope 1 and Scope 2 activities as well as photovoltaic energy capture.	16.2 million Gigajoules (GJ)
Emissions	Scope 1 GHG emissions	Direct emissions from stationary and mobile combustion of fossil fuels, releases during chemical processes, and fugitive emissions.	728 thousand metric tons of carbon dioxide equivalent (kt CO_2e)
	Scope 2 GHG emissions	Indirect emissions from the use of purchased grid electricity and steam.	Location-based: 388 thousand metric tons of carbon dioxide equivalent (kt CO_2e) Market-based: 273 thousand metric tons of carbon dioxide equivalent (kt CO_2e)
Water	Total water withdrawal	Total freshwater withdrawn from surface water, well (ground) water, rainwater captured, and water obtained from municipal and other third-party water supplies.	24.2 million cubic meters (m^3)
	Total water consumed	Total freshwater withdrawn less the volume of water returned to the same catchment from which it was originally sourced.	13.6 million cubic meters (m^3)
	Percentage of freshwater consumed in countries with high or extremely high baseline water stress indicator	Freshwater consumed in countries with high or extremely high baseline water stress indicator as a percent of total water consumed.	20.0% of the total water consumed
	Percentage of freshwater consumed in countries with high baseline water stress indicator (category 3–4)	Freshwater consumed in countries with high baseline water stress indicator as a percent of total water consumed.	9.0% of the total water consumed
	Percentage of freshwater consumed in countries with extremely high baseline water stress indicator (category 4–5)	Freshwater consumed in countries with extremely high baseline water stress indicator as a percent of total water consumed.	11.0% of the total water consumed

ENERGY METRICS

- Albemarle considers the principles and guidance of the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard Accounting Metric RT-CH-130a.1 to guide the criteria to assess, calculate, and report total energy consumed.
- Total energy consumed (in million gigajoules) is the sum of direct energy from purchased fuels (natural gas, liquid petroleum gas (LPG), gasoline, and distillate and residual fuel oil), photovoltaic energy capture, and indirect energy from purchased grid electricity and steam.
- Energy is calculated by conversion to a gigajoule of direct and indirect energy usage from Scope 1 and Scope 2 consumption data as further discussed in the Scope 1 and Scope 2 GHG Emissions Metric sections below. Consumption data is then converted to gigajoules.
- Photovoltaic energy capture is directly metered.
- The preparation of the energy metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount being reported.
- Estimation accounted for less than 1% of the reported total energy consumed.

EMISSIONS METRICS, OVERALL CONSIDERATIONS

- Albemarle considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard (together, the "GHG Protocol") to guide the criteria to assess, calculate, and report GHG emissions.
- GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts being reported.
- GHG emissions are expressed in carbon dioxide equivalent (CO_2e) emissions and include:
  - Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), sulfur hexafluoride (SF_6) and hydrofluorocarbons (HFCs).
  - The GHGs of perfluorocarbons (PFCs) and nitrogen trifluoride (NF_3) are not emitted by Albemarle's facilities or vehicles.
  - Less than 2% of the reported Scope 1 GHG emissions includes hydrochlorofluorocarbons (HCFCs), and trace amounts of other ozone depleting substances emitted during chemical processes which are not required to be reported under the GHG Protocol.

- Emissions data by individual GHG is not disclosed as a majority of CO_2e relates to CO2.
- Carbon dioxide equivalent emissions are calculated by multiplying actual or estimated energy, fuel, or refrigerant usage by the relevant emission factors and/or Global Warming Potentials (GWPs) of the compounds. The following GWPs are applied:
  - » Where the GWP is not embedded in the emission factor, GWPs defined by the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6 – 100 year) or
  - » Where the GWP is embedded, the following embedded GWPs are applied:
    - International Energy Agency (AR4) and
    - United States (US) Environmental Protection Agency (EPA) Emissions & Generation Resource Integrated Database (AR5)
- Emission factors are evaluated annually.

SCOPE 1 GHG EMISSIONS METRIC

- Albemarle tracks emissions from the stationary and mobile combustion of fossil fuels, the release of GHG emissions during chemical processes, and the release of fugitive emissions.
- Emissions from stationary and mobile combustion:
  - » Stationary combustion (production facilities):
    - Consumption is measured based on production facility-level monthly (or aggregate) third-party invoices of purchased fossil fuels (natural gas, LPG, gasoline, and distillate and residual fuel oil).
    - Where actual consumption data is not available at the time of data gathering, the gap period is estimated based on historic activity for a comparable time period.
  - » Mobile combustion (Albemarle operated vehicle fleet):
    - Albemarle's mobile fleet of leased/owned vehicles combust gasoline.
    - Estimated based on the total number of leased/owned vehicles obtained from the fleet management team and the estimated number of miles driven per year as obtained from the US EPA Office of Transportation and Air Quality, Greenhouse Gas Emissions from a Typical Passenger Vehicle, EPA-420-F-18-008, March 2018.
  - » Emission factors used to convert the consumption of fossil fuels into GHG emissions:
    - Stationary combustion:
      - Production facilities (excluding Amsterdam): Obtained from the US EPA Code of Federal Regulations, Title 40, Chapter I, Subchapter C, Part 98, Table C-1: Default CO_2 Emission Factors and High Heat Values for Various Types of Fuel (Last Modified: December 9, 2016).
      - Amsterdam production facility: Obtained from Vaststelling van de standaard CO_2-emissiefactor aardgas t.b.v nationale monitoring 2023 en ETS 2023 (rvo.nl). As this emission factor source applies a Low Heating Value, the emission factor is then converted to a High Heating Value using a ratio of Low and High Heating Value data obtained from The Netherlands Organisation for Applied Scientific Research Vaststellingsmethodieken voor CO_2-emissiefactoren van aardgas in Nederland April 2006.
    - Mobile combustion: Obtained from the US EPA Office of Transportation and Air Quality, Greenhouse Gas Emissions from a Typical Passenger Vehicle, EPA-420-F-18-008, March 2018.
- Emissions from chemical processes:
  - » Facilities located in Australia with chemical process emissions, where applicable, follow the Australian National Greenhouse and Energy Reporting (NGER) Determination 2008 Method 1 - "Product other than cement clinker, lime, or soda ash" to estimate CO_2 released from processing of carbonate raw material. This method involves multiplying the facility's actual quantity of material containing raw carbonate consumed as obtained from internal purchase data by the industrial average emission factor for calcium carbonate as obtained from NGER.

- All other facilities estimate chemical process emissions associated with the release of GHGs during production. The GHGs released during production are calculated based on stoichiometry (emissions resulting from chemical processes) or measured content (GHGs naturally present in brine) in relation to the actual quantity of materials used as obtained from internal purchase or brine process flow data. The calculation outputs the quantity of GHGs released during production which are then converted to CO_2e using the relevant GWP.

- Emissions from fugitives:
  - HFCs and HCFCs are related to replenishment of purchased refrigerants at various facilities. Refrigerant consumption is calculated based on third-party invoices of purchased quantities of refrigerants. The GWP of the individual refrigerants is then used to convert the fugitives into CO_2e.
  - The Kemerton facility emits SF_6 during production processes. SF_6 emissions are estimated following the Australian NGER Determination 2008 Method 1 – "Equipment type: Gas insulated switchgear and circuit breaker applications." This method involves multiplying the actual stock quantity of SF_6 contained in Albemarle equipment as obtained from internal replenishment reports by the industrial leakage rate as obtained from NGER.
- Estimation accounted for approximately 8% of the reported Scope 1 GHG emissions.
- Albemarle excluded emissions resulting from stationary combustion of fossil fuels at its non-production (i.e., offices) facilities as the associated emissions are estimated to represent less than 1% of reported Scope 1 GHG emissions.

SCOPE 2 GHG EMISSIONS METRICS

- Albemarle tracks indirect emissions from the use of purchased grid electricity at its production and non-production facilities and steam at its production facilities.
- Production facilities:
  - Consumption of purchased grid electricity and steam is measured based on production facility-level monthly utility invoices from third-party suppliers.
  - Where actual consumption data is not available at the time of data gathering, the gap period is estimated based on historic activity for a comparable time period.
- Non-production facilities (i.e., offices):
  - Consumption of purchased grid electricity is estimated based on the actual square meters of office space as reported by office managers. The average energy consumed per square meter of office space is based on the US Energy Information Administration's (EIA) 2012 Commercial Buildings Energy Consumption Survey (CBECS) Table PBA4, Electricity consumption totals and conditional intensities by building activity subcategories, for offices.
- Emission factors - Location-based (purchased grid electricity and steam):
  - US based production and non-production facilities: Obtained from the US EPA Emissions & Generation Resource Integrated Database (eGRID) factors by subregion with 2021 data (released February 2023).
  - Non-US based production and non-production facilities: Obtained from the IEA Emissions Factors, 1990 to 2021 (published September 2023).

- Emission factors - Market-based (purchased grid electricity):
  - » Emission factors were applied based on the below hierarchy and availability of data:
    - Energy attribute certificates have been purchased and retired.
    - The utility-specific market-based fuel mix (proportionate amounts of fuels driving electricity consumption) for the most recent reporting year as provided by the utility provider is used to derive a supplier/utility emission factor; however, this approach does not remove green energy attributes that are sold to customers as set forth in the GHG Protocol Scope 2 Guidance. Albemarle surveys the utility providers supplying electricity to its facilities each year to request the utility-specific market-based fuel mix.
    - Other grid-average emission factors - Same as location-based.
- Estimation accounted for approximately 1% of the reported Scope 2 GHG emissions (both location-based and market-based).

WATER METRICS

- Albemarle considers the principles and guidance of the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard Accounting Metric RT-CH-140a.1 to guide the criteria to assess, calculate, and report total water withdrawal and total water consumed.
- Albemarle measures water activity from its direct operations. Water activity from its indirect operations are excluded (i.e. water in purchased raw materials).
- Albemarle excludes water withdrawal and water consumed by non-production facilities (i.e., offices) as the associated volumes are estimated to be less than 1% of the total reported amounts.
- Brine (from which our processes extract bromides and lithium) is excluded because it is not deemed freshwater.
- Total water withdrawal:
  - » Represents the total freshwater withdrawn from the following sources:
    - Surface water, including from lakes and rivers
    - Well (ground) water
    - Rainwater captured (collected and stored)
    - Municipal and other third-party water procured
  - » Surface water, well (ground) water, and municipal and other third-party water procured are measured at the facility level through usage data collected from third-party invoices or direct volumetric meter readings, where available.
  - » Where actual consumption data is not available at the time of data gathering, the gap period is estimated based on historic activity for a comparable time period. In prior year, consumption data was estimated based on historical water intensity factors multiplied by actual production volumes for the time period.

  - » Rainwater that is captured and used for processing is estimated at the facility level based on third-party rainfall data and the measured surface area in which the water is captured.
  - » Total water withdrawal excludes water that was withdrawn by Albemarle and transferred to third parties (i.e., the withdrawn amount does not pertain to activities of Albemarle). However, the volume is included in Albemarle's metric where current water metering tools do not enable measurement of the transferred amount.
  - » Estimation accounted for approximately 3% of the reported total water withdrawal.
- Total water consumed
  - » Total water consumed is equal to total water withdrawal less the volume of water returned to the same catchment from which it was originally sourced as measured through direct volumetric meter readings.
  - » Estimation accounted for approximately 5% of the reported total water consumed.
- Percentage of freshwater consumed in relation to the country's baseline water stress indicator
  - » Albemarle considers the country level baseline water stress indicator and total weight from the World Resources Institute (WRI) Water Risk Atlas tool (Aqueduct 3.0 - WRI Aqueduct 2019) to guide the criteria to assess, calculate, and report the percentage of freshwater consumed in relation to the country's baseline water stress indicator metrics.
  - » Albemarle reports the water consumed in our Chilean and Jordanian production facilities as these are located in countries of high and extremely high baseline water stress, respectively.
- The preparation of the water metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts being reported.

Appendix

FORWARD-LOOKING STATEMENTS

This report contains statements relating to Albemarle's operations, growth strategies and sustainability plans that are based on our current expectations, anticipations and beliefs regarding the future, which constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements, which are based on assumptions that we have made as of the date hereof and are subject to known and unknown risks and uncertainties, often contain words such as "anticipate," "believe," "estimate," "expect," "design," "target," "project," "commit," "aim," "intend," "may," "outlook," "scenario," "should," "would," and "will". Forward-looking statements are not guarantees of future performance and are subject to certain risks, uncertainties and other factors, many of which are beyond the company's control and are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecasted in such forward-looking statements. The reader should not place undue reliance on these forward-looking statements, which speak only as of the date of this report. Unless legally required, Albemarle undertakes no obligation to update publicly any forward-looking statements, whether as a result of new information, future events or otherwise. Standards of measurement and performance made in reference to our environmental, social, governance and other sustainability plans and goals may be based on protocols, processes and assumptions that continue to evolve and are subject to change in the future, including due to the impact of future regulations.

Factors that could cause Albemarle's actual results to differ materially from the outlook expressed or implied in any forward-looking statement include: changes in economic and business conditions; financial and operating performance of customers; timing and magnitude of customer orders; fluctuations in lithium market prices; production volume shortfalls; increased competition; changes in product demand; availability and cost of raw materials and energy; technological change and development; fluctuations in foreign currencies; changes in laws and government regulation; regulatory actions, proceedings, claims or litigation; cyber-security breaches, terrorist attacks, industrial accidents or natural disasters; political unrest; changes in inflation or interest rates; volatility in the debt and equity markets; acquisition and divestiture transactions; timing and success of projects; performance of Albemarle's partners in joint ventures and other projects; changes in credit ratings; and the other factors detailed from time to time in the reports Albemarle files with the SEC, including those described under "Risk Factors" in Albemarle's most recent Annual Report on Form 10-K and any subsequently filed Quarterly Reports on Form 10-Q, which are filed with the SEC and available on the investor section of Albemarle's website (investors.albemarle.com) and on the SEC's website at www.sec.gov.

ADDITIONAL INFORMATION REGARDING NON-GAAP MEASURES

It should be noted that adjusted EBITDA (on a consolidated basis) and adjusted EBITDA margin are financial measures that are not required by, or presented in accordance with, accounting principles generally accepted in the United States, or GAAP. These non-GAAP measures should not be considered as alternatives to net income attributable to Albemarle Corporation ("earnings") or other comparable measures calculated and reported in accordance with GAAP. These measures are presented here to provide additional useful measurements to review the company's operations, provide transparency to investors and enable period-to-period comparability of financial performance. The company's chief operating decision maker uses these measures to assess the ongoing performance of the company and its segments, as well as for business and enterprise planning purposes.

See table at right for a reconciliation of adjusted EBITDA and adjusted EBITDA margin from net income attributable to Albemarle Corporation, the most directly comparable financial measure calculated and reported in accordance with GAAP. EBITDA is defined as net income attributable to Albemarle Corporation before interest and financing expenses, income tax expense, and depreciation and amortization. Adjusted EBITDA is defined as EBITDA plus or minus the proportionate share of Windfield Holdings income tax expense, non-recurring, other unusual and non-operating pension and OPEB items as listed at right.

In thousands, except percentages		Year Ended December 31, 2023
Net income attributable to Albemarle Corporation	$	1,573,476
Add back:		
Interest and financing expenses		116,072
Income tax expense		430,277
Depreciation and amortization		429,944
EBITDA		**2,549,769**
Proportionate share of Windfield Holdings income tax expense		779,703
Non-operating pension and OPEB items		(7,971)
Non-recurring and other unusual items		224,487
Adjusted EBITDA	**$**	**3,545,988**
Net sales	**$**	**9,617,203**
EBITDA Margin		26.5%
Adjusted EBITDA Margin		36.9%

Albemarle®

ALL THE ELEMENTS FOR A BETTER WORLD

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