

2024 SUSTAINABILITY REPORT

Values-Led, *Purpose-Driven*

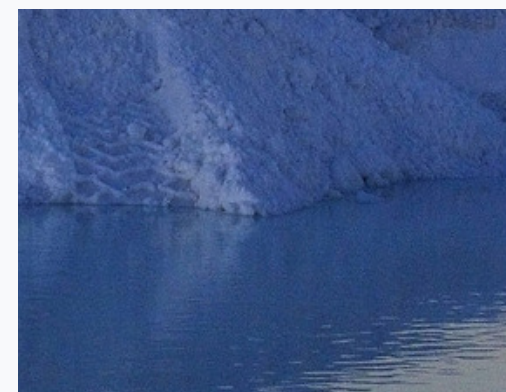


About This Report

Albemarle's 2024 Sustainability Report provides an overview of our approach to sustainability and summarizes our recent progress toward our long-term commitments. We have structured the report according to the sustainability material topics identified in our double materiality assessment conducted in 2023. The topics reflect issues uniquely meaningful to our business and where we impact people and the environment.

As of November 1, 2024, Albemarle's operating structure transitioned from two core global business units – Energy Storage and Specialties – to a fully integrated functional model. We intend to continue reporting results across our three operating segments: Energy Storage, Specialties and Ketjen. In addition, our Ketjen business continues to be operated under a separate, wholly-owned subsidiary. In this report, performance data and discussions about these segments are organized according to these business segments except where noted. The content and data referenced in this publication focus primarily on our operations for the 2024 calendar year, unless otherwise indicated.

We are guided in our reporting by international sustainability reporting frameworks and standards. 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 [TCFD Report](#) and our [Performance Data](#). Additionally, as a global company with operations in Europe, we are assessing the scope and requirements of the European Union Corporate Sustainability Reporting Directive (CSRD) to align our sustainability reporting with this directive, as well as other global regulatory requirements.





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.

Additional information, including details on Albemarle's sustainability approach, 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. Albemarle's latest Annual Report on [Form 10-K](#) and subsequent Securities and Exchange Commission (SEC) filings are available on our [website](#).

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A Message from J. Kent Masters, Chairman and Chief Executive Officer, and Gerald Steiner, Lead Independent Director

We are pleased to introduce Albemarle's 2024 Sustainability Report.

Albemarle is a values-led and purpose-driven company. Our commitment to sustainability is fundamental to our business and is core to how we contribute to a more resilient world.



Kent Masters



Gerald Steiner

Albemarle is a leading global supplier of lithium and bromine – elements that are essential for advanced manufacturing, national defense and energy security. Albemarle's durable competitive strengths include world-class resources, process chemistry expertise, high-impact innovation capabilities, a customer-centric market approach and responsible stewardship.

In 2024, we recorded first commercial sales from our Meishan, China, lithium conversion facility and achieved record production at our La Negra conversion facility in Chile. Our Salar Yield Improvement Project, which is designed to increase lithium production without additional brine extraction, exceeded a 50% operating rate milestone, and we continued permitting efforts to potentially redevelop our Kings Mountain Mine.

A Year of Transformation

Despite healthy demand for Albemarle's products and services in 2024, as well as a steady increase in global electric vehicle sales and grid storage demand, shifting market conditions required us to pivot our execution and reduce costs while preserving our long-term growth and competitive position. We implemented transformational organizational changes, including a new, disciplined, fully integrated and functional operating model, which is redefining how we work and collaborate. These changes are intended to help us compete, continue to scale, innovate and accelerate profitable organic growth, and advance our sustainability initiatives. Productivity and cost efficiencies are helping to position us for growth through the commodity pricing cycles while preserving our long-term competitive position. Though we have pulled back on spending in parts of our business, we continued to invest in health and safety and environmental initiatives critical to the execution of our strategy and consistent with our company values.





Advancing Our Sustainability Commitments

In 2024, we progressed our 2030 sustainability goals. We continued to grow our Energy Storage business in a scope 1 and 2 carbon intensity-neutral manner, thanks to continued efficiency improvements in our conversion facilities and an increased acquisition of renewable electricity to power our sites. Our Specialties and Ketjen businesses each remained on track to meet their 2030 scope 1 and 2 carbon emissions targets on an absolute basis through the procurement of carbon-free electricity, operational efficiencies and the use of renewable energy certificates. We also initiated a decarbonization roadmap to plan for reduced carbon emissions beyond our current targets.

We remained committed to the communities in which we operate. In response to the devastation of Hurricane Helene in western North Carolina, Albemarle joined the American Red Cross Disaster Responder Program, a select group of leading corporations that provide the highest level of support to Red Cross emergency preparedness and relief response.

We are honored to receive continued recognition for our efforts. In 2024, we were named one of the World's Best Companies by Time Magazine, one of America's Most Responsible Companies by Newsweek and one of Forbes' Most Trusted Companies in America. Albemarle was chosen as one of America's Most JUST Companies by JUST Capital and CNBC, and we received an EcoVadis Gold Medal for our annual sustainability assessment, placing us in the top 5% of all companies assessed. These awards reflect the dedication, hard work and passion of our global team of employees. We are proud of their resilience and their commitment to our values.

Long-Term Value Creation

We remain agile in the execution of our strategic framework. Our new organizational design is driving efficiency, improving our operational excellence and enhancing our customer focus. Albemarle is well positioned to explore new areas of advanced solutions that allow us to take advantage of long-term growth opportunities and foster a more sustainable future. As a values-led, purpose-driven company, we aspire to lead by not just doing the right thing but doing it the right way through our commitment to people and planet stewardship.

We invite you to learn more about our sustainability commitments, ongoing efforts and progress toward our 2030 goals.

Sincerely,

J. Kent Masters

Chairman and Chief Executive Officer

Gerald Steiner

Lead Independent Director¹

1. Gerald Steiner, the former Chair of the Sustainability, Safety & Public Policy Committee, was elected to Lead Independent Director in May 2025.

About Albemarle

WHO WE ARE

Albemarle is a global leader in providing essential elements for mobility, energy, connectivity and health.

We partner to pioneer new ways to move, power, connect and protect with people and planet in mind. A reliable and high-quality global supply of lithium and bromine allows us to deliver advanced solutions for our customers. Our innovative technologies and practices minimize our environmental footprint and create a sustainable supply of critical minerals for the future.



BY THE NUMBERS¹

\$5.4B Net Sales

21% Adjusted EBITDA Margin²

1,650+ Active Patents

\$1.1B Adjusted EBITDA²

Approx.
7,500 Employees³

Approx.
1,900 Customers in 70 Countries

1. All data is as of or for the year ended 12/31/2024

2. See reconciliation of this non-GAAP financial measure to the most directly comparable GAAP measure on [page 78](#).

3. Includes permanent Albemarle employees. Excludes temporary Albemarle employees and employees of our JVs.

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.

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 responsibly deliver results.

Awards and Recognition

Albemarle received several prestigious awards in 2024 including nine American Chemical Council Responsible Care® Awards for continued excellence in sustainability initiatives for health, safety and environmental areas of focus.

For the sixth consecutive year, Albemarle was included in Newsweek's list of America's Most Responsible Companies and named to the Fortune 500 list for the second consecutive year. TIME identified Albemarle as one of the World's Best Companies and one of America's Best Midsize Companies and Forbes recognized Albemarle as one of the Most Trusted Companies in America. Additionally, the National Association for Business Resources named us among the Best and Brightest Companies to Work for in the U.S. We also received a top score from Disability:IN on the Disability Equality Index.

Albemarle was selected as one of America's Most JUST Companies by JUST Capital and CNBC, based on a ranking that evaluates how the largest U.S. corporations perform on business issues important to Americans.

The Business Intelligence Group presented Albemarle's mercury remediation solution MercLok™ P-640 with a 2024 BIG Innovation Award.

Our Xinyu facility was named a National Green Factory for 2024 by the Ministry of Industry and Information Technology of China. This recognition is thanks to our amazing team's hard work in energy conservation, reduction in emissions and sustainable development.

Albemarle received an EcoVadis Gold Medal for sustainability, placing us in the top 5% of assessed companies. We also improved our annual Climate Change score to a B on the CDP questionnaire.





Corporate Governance

Our corporate governance framework and practices are designed to ensure that we manage our business responsibly and with integrity and honesty.

Our Board of Directors (Board) oversees our sustainability program. In 2024, the Sustainability, Safety & Public Policy Committee (SSP) Committee monitored progress on overall sustainability initiatives on a quarterly basis. For more information on corporate governance, please see our [2025 Proxy Statement](#).

BOARD OVERSIGHT OF SUSTAINABILITY¹

		Sustainability, Safety & Public Policy	Audit & Finance	Executive Compensation & Talent Development
Natural Resource Management	Energy, Greenhouse Gas Emissions & Climate	⦿		
	Responsible Water Management	⦿		
	Air Quality	⦿		
	Circularity & Waste Minimization	⦿		
People, Workplace & Community	Health & Safety	⦿		
	Human Rights & Labor Practices			⦿
	Talent & Culture			⦿
	Local Community Engagement	⦿		
Sustainable Value Creation	Ethics & Compliance		⦿	
	Innovation		⦿	
	Responsible Sourcing		⦿	

1. As of the time of publication of this report, the Board is reviewing committee roles and responsibilities, and plans to update committee composition in 2025.

Leadership and Board (as of December 31, 2024)



Kent Masters
Chairman of the Board
CEO, Albemarle Corp.



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



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



Laurie Brlas
Former EVP & CFO,
Newmont Mining Corp.



Ralf H. Cramer
Former President and CEO,
Continental China



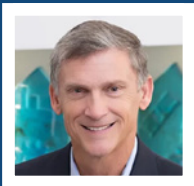
Glenda J. Minor
Former SVP & CFO,
Evraz North America



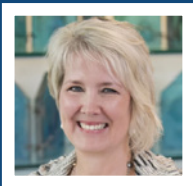
Diarmuid B. O'Connell
Former VP, Corp & Business
Development, Tesla Motors Inc.



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



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

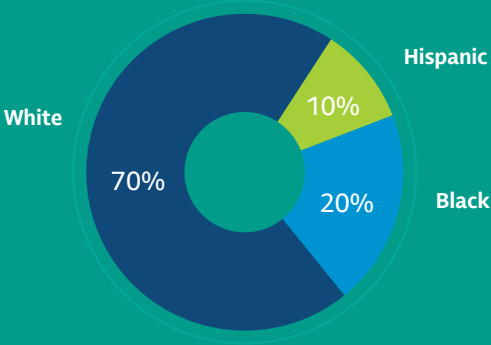


Holly A. Van Deursen
Former Group Vice President,
Petrochemicals, BP Corp.

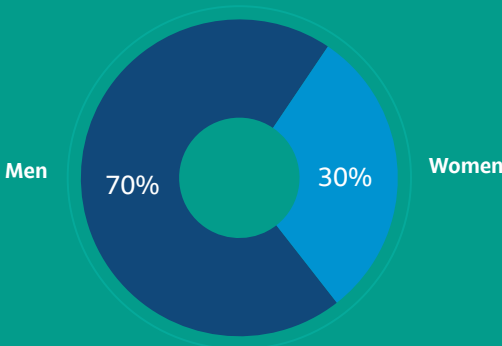


Alejandro D. Wolff
Former U.S.
Ambassador to Chile

Racial Diversity ¹



Gender Diversity ¹



Average Tenure:

7+ Years

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



Sustainability *Commitments*

Message from the Sustainability Leadership Team

The Albemarle Sustainability Leadership Team (SLT) is proud to present the 2024 Sustainability Report.

In 2024, we restructured our sustainability management model. The SLT replaces the Sustainability Steering Committee and is accountable for Albemarle’s sustainability strategy. We created the Sustainability Program Office (SPO), which holds responsibility for executing the strategy. The SPO supports a strong, centralized sustainability model to promote consistency, efficiency and better collaboration across Albemarle. The SPO’s work also focuses on better understanding our customers’ needs related to sustainability so that we can continue to partner with them to advance their sustainability goals.

The SLT is proud of how we continued to advance Albemarle’s sustainability commitments in 2024. For example, we initiated a human rights risk assessment at our Salar de Atacama site in Chile guided by the Initiative for Responsible Mining Assurance (IRMA) standards on human rights practices. At our Xinyu conversion facility in China, we began due diligence in preparation to launch the Responsible Minerals Initiative’s (RMI) Responsible Minerals Assurance Process (RMAP). Both activities underscore the importance Albemarle places on external assessments for sustainability topics. In our aim to reduce carbon emissions, we initiated the development of a decarbonization roadmap to guide our investments in key technologies and to help us identify opportunities for carbon emissions reductions beyond 2030.

As a business with a global footprint, we are preparing for the European Union’s Corporate Sustainability Reporting Directive (CSRD), as well as other region-specific regulations that are influencing and guiding our sustainability disclosure practices. Our team continues to monitor the regulatory landscape for developments that may influence future reporting requirements.

Sustainability continues to be foundational to Albemarle’s strategic framework. We remain committed to achieving our publicly stated sustainability goals as we continue to execute our strategy and position Albemarle as a leader in our industry.

Our Progress Toward Our Publicly Stated Environmental Goals

GOAL	STATUS	PROGRESS
Grow our Energy Storage business in a scope 1 and 2 carbon intensity-neutral manner through 2030 (2019 baseline)	Ahead	Ramping plants to full capacity; renewable energy
Reduce scope 1 and 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	Renewable and carbon-free energy; efficiency improvements
Reduce scope 1 and 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	Renewable energy; efficiency improvements
Engage with suppliers to collect primary data for 75% (by 2023) and 90% (by 2024) of our raw material carbon footprint	Complete	
Reduce the intensity of freshwater usage by 25% by 2030 in Chile and Jordan (2019 baseline)	On track – ahead in Chile; behind in Jordan	Jordan projects and improvements on track for 2025 completion

Materiality

In 2023, we undertook a double materiality¹ 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, employees, community members, suppliers, 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.

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 U.S. 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.

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

Natural Resource Management	Energy, Greenhouse Gas (GHG) Emissions and Climate Responsible Water Management Air Quality Circularity and Waste Minimization
People, Workplace and Community	Health and Safety Talent and Culture Human Rights and Labor Practice Local Community Engagement
Sustainable Value Creation	Ethics and Compliance Responsible Sourcing Innovation

The United Nations Sustainable Development Goals are a blueprint to achieve a better and more sustainable future.



Natural Resource Management



We responsibly manage our use of resources and materials.



People, Workplace and Community



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



Sustainable Value Creation



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

Our Commitment to Global Sustainability Initiatives

United Nations 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.

United Nations Global Compact

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

United Nations Global Compact CEO Water Mandate

Albemarle is signatory to the UNGC CEO Water Mandate, which 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 UNGC signatory, and through our commitment to the UNGC CEO Water Mandate, we strive to match our purpose, core values and approach with the U.N. Sustainable Development Goals.



Natural Resource *Management*

At Albemarle, we aim to be responsible stewards of the environment, and we strive to continuously improve our environmental performance by meeting or exceeding our sustainability targets.

We are committed to the transparent and responsible management of our resources. To reduce the environmental impact of our operations and supply chain, we monitor and manage our energy consumption, water use, air emissions, waste generation and potential biodiversity impacts at our sites. In 2024, we implemented an integrated environmental data management platform to help us gain greater visibility into our sustainability performance across the company.

Details on our natural resource management strategy and approach can be found in our [Environmental Policy](#) and [Biodiversity Statement](#).

Energy, GHG Emissions and Climate

We acknowledge our responsibility to reduce the carbon footprint of our operations. Doing so improves our operational efficiency, creates value for our stakeholders and strengthens our competitiveness. We have committed to meaningful GHG reduction targets for all our business segments and continue to align our businesses to achieve these results. Our products, which are applied in industries critical to fostering a low-carbon economy, enable downstream emissions reductions.

Analyzing the risks and opportunities climate change presents to our business strengthens our resilience and provides a basis for risk mitigation strategies. For larger capital projects (over \$25 million), we analyze the sensitivity of project economics by varying the carbon price between zero and \$200/mt. This enables us to test the climate resilience of these investments. We also partner with our suppliers and customers to improve our carbon footprint across our value chain.

Albemarle is committed to aligning with the TCFD. Our [TCFD report](#) outlines Albemarle's approach to climate change mitigation and adaptation.





Go Zero Magnolia

In addition to our renewable electricity procurement, in April 2024, we entered a contract with Entergy Arkansas to procure carbon-free electricity for our Magnolia, Arkansas, facility through their Go Zero program. This electricity is derived from nuclear and hydroelectric sources. The Go Zero program contributed to a scope 2 emissions reduction in our Specialties segment compared to 2023. We intend to continue this program throughout 2025.

2024 Highlights

RENEWABLE ELECTRICITY

We increasingly power our operations with renewable electricity. In 2024, 100% of our purchased electricity for our facilities in Silver Peak, Nevada; Kings Mountain, North Carolina; and at our Salar de Atacama and La Negra operations in Chile came from renewable sources. Our Qinzhou and Xinyu facilities in China operated on 84% and 60% renewable electricity, respectively. In 2024, 24% of our total electricity consumption was from renewable sources, up from 16% in 2023. We anticipate increasing our renewable electricity purchases in the future. This includes forecasted improvements to 100% renewable electricity at Qinzhou under our existing power purchase agreement, as well as growing our Meishan, China site's use of renewables to ~25%.

LIFE CYCLE ASSESSMENTS

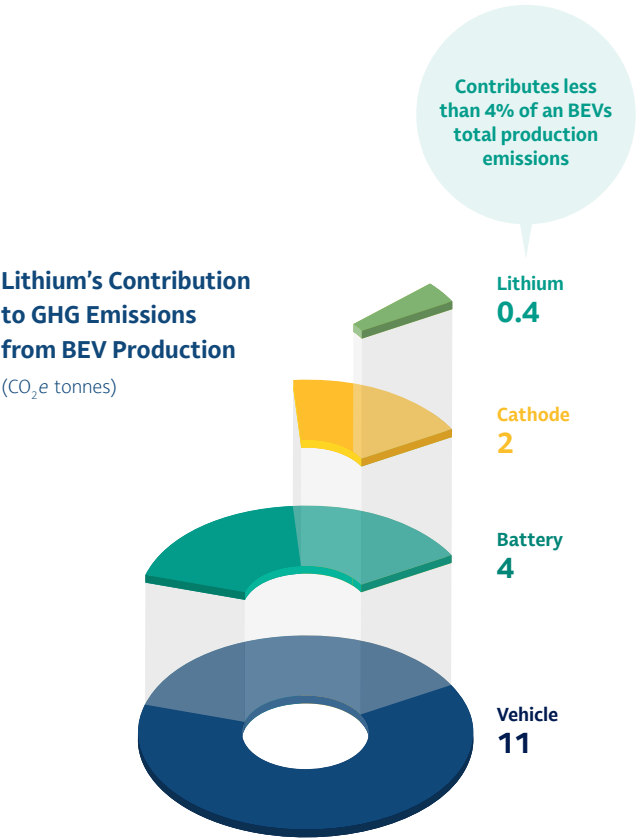
We use Life Cycle Assessments (LCA) methodologies to develop Product Carbon Footprints (PCFs) to help us better understand the climate change impacts of our products and to help our customers gain greater visibility into their scope 3 emissions. We also provide PCF data to our customers to support their compliance with initiatives such as the European Union's Battery Passport and Carbon Border Adjustment Mechanism (CBAM). In 2024, we achieved third-party verification for PCFs for our SAYTEX® 8010 flame retardant produced at Magnolia, Arkansas, lithium hydroxide monohydrate produced at our Xinyu conversion facility in China, and all products at our Jordan Bromine Company (JBC) joint venture.

In 2024, we collaborated with Aspen Technology (AspenTech) to include carbon accounting in our existing models in the Aspen Supply Chain Planner™ software. PCF data for products at our JBC joint venture was generated using the solution. The external verification showed compliance with International Standard Organization (ISO) standards and confirmed the solution's accuracy. We intend to extend this capability to more sites and products.



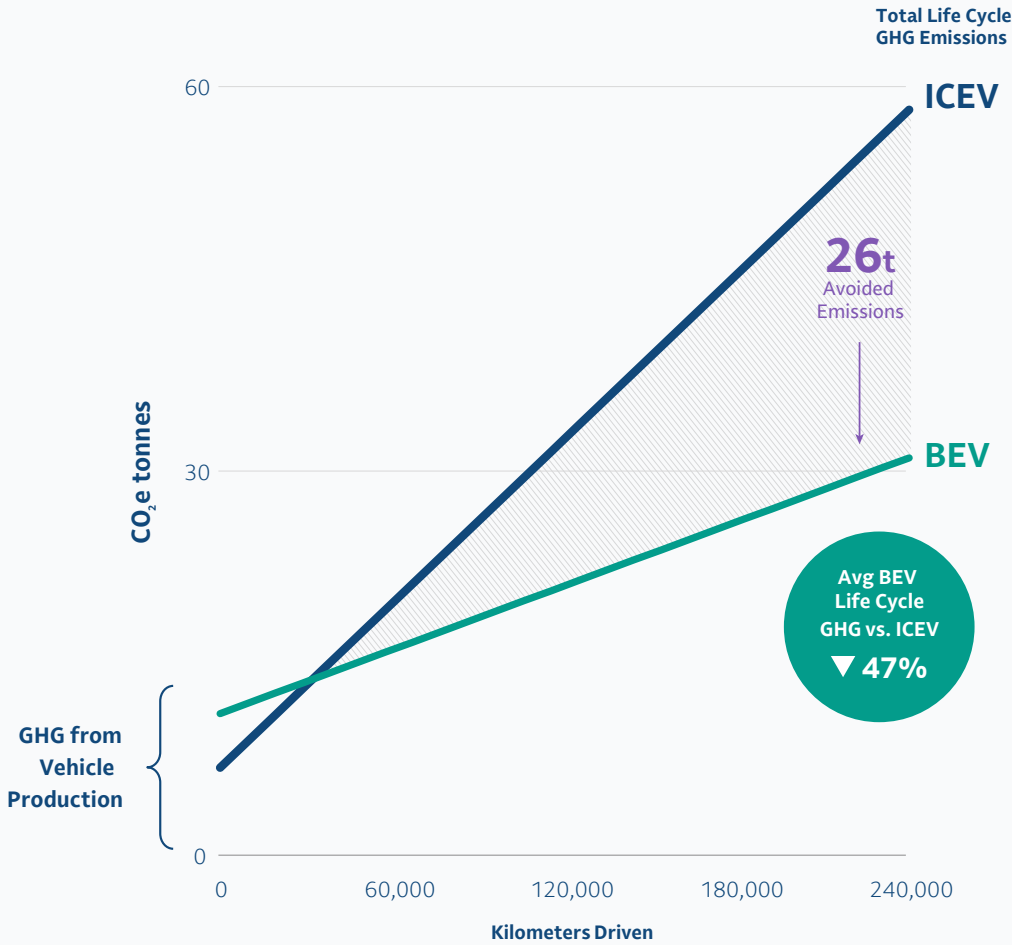
AVOIDED EMISSIONS

Albemarle’s lithium products contribute directly to the global clean energy transition. The lower use phase emissions for battery electric vehicles (BEVs) compared to gasoline internal combustion engine vehicles (ICEVs) more than offsets higher cradle-to-gate GHG emissions from vehicle production. In terms of GHG emissions, an average BEV sedan breaks even with an average ICEV sedan at 34,000 kilometers driven and emits 47% fewer GHG emissions over the vehicle’s life cycle, assuming the 2023 global electricity grid at approximately 30% renewable.



Life Cycle Avoided GHG Emissions

(Avg BEV 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 BEV sedan.¹

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

Progress Toward Targets

ENERGY STORAGE

In 2024, the carbon intensity of our Energy Storage segment was approximately 2.1 kg CO₂e/kg, well ahead of target and below the prior year. This was primarily driven by improved efficiency as our lithium conversion plants continued to ramp to full production and lower scope 2 emissions with additional procurement of renewable electricity.

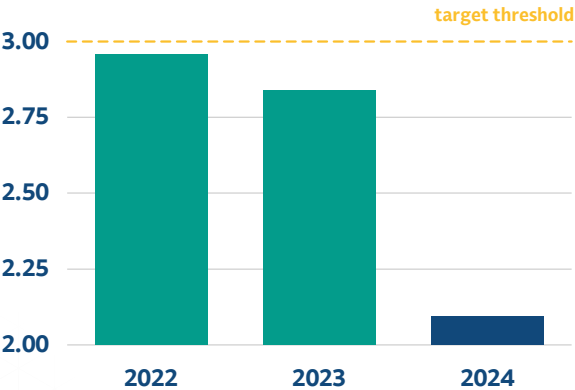
We procured additional renewable electricity for our Xinyu, Qinzhou and Chengdu facilities in China, decreasing each facility's scope 2 emissions year-over-year. Our Meishan, China, facility procured renewable electricity in its first year of operation. Our La Negra and Salar facilities in Chile continued to operate on 100% renewable electricity while achieving record production in 2024. Additionally, our Kemerton facility in Australia experienced a year-over-year site intensity reduction as it continued to ramp and improve operational efficiency. Our Qinzhou facility also improved operational efficiency, which reduced its emissions intensity.

In 2024, our operations in Chile were certified under ISO 50001, demonstrating the commitment to improving energy efficiency through the implementation of an Energy Management System.

We revised electricity emissions factors to better align with the GHG Protocol's market-based scope 2 hierarchy. This adjustment contributed to the Energy Storage segment's reported reduction in scope 2 emissions, particularly at Chengdu and Meishan, as their local grid mix includes more hydroelectricity than the national average.

Over time, we anticipate a shift in our product mix to include a larger share of lithium products produced from hard-rock resources. As a result, we anticipate our carbon intensity metric for our Energy Storage segment may increase. This is because hard-rock operations are more carbon intensive than brine-based operations. However, we expect these increases to be partially offset by continued energy efficiency improvements and renewable electricity procurement.

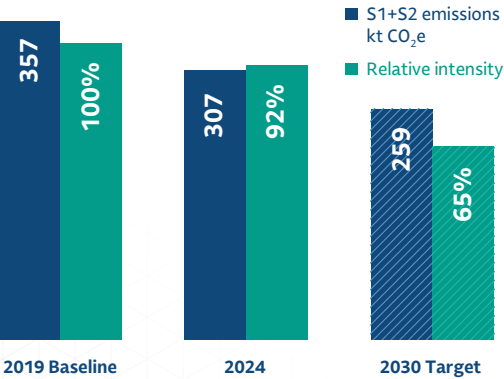
Energy Storage GHG Intensity
(kg CO₂e / kg product)



SPECIALTIES

Our Specialties segment reduced emissions year-over-year by 2% on an absolute basis and by 7% on an intensity basis. Our Specialties segment is on track to meet its 2030 target on an absolute basis and behind target on an intensity basis. Emissions declined year-over year, primarily driven by carbon-free electricity procurement at our Magnolia, Arkansas, facility starting in May 2024. This was partially offset by revised electricity emissions factors to better align with the GHG Protocol's market-based scope 2 hierarchy. Higher production volumes at Magnolia also helped improve the emissions intensity metric by driving greater operational efficiency.

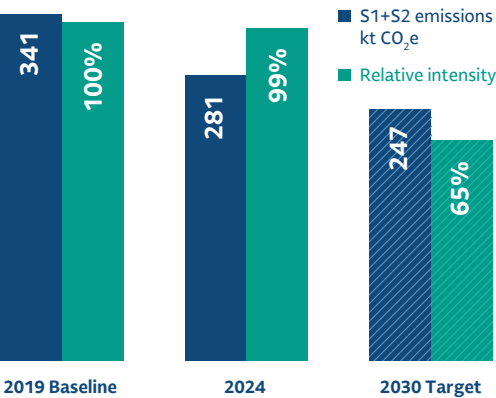
Specialties GHG Emissions



KETJEN

Our wholly owned subsidiary, Ketjen, reduced emissions year-over-year by 8% on an absolute basis and 9% on an intensity basis due to improved natural gas efficiency in our drying processes, and the use of renewable energy certificates. Ketjen's scope 1 and 2 emission reduction efforts remain on track with the 2030 target on an absolute basis and behind on an intensity basis.

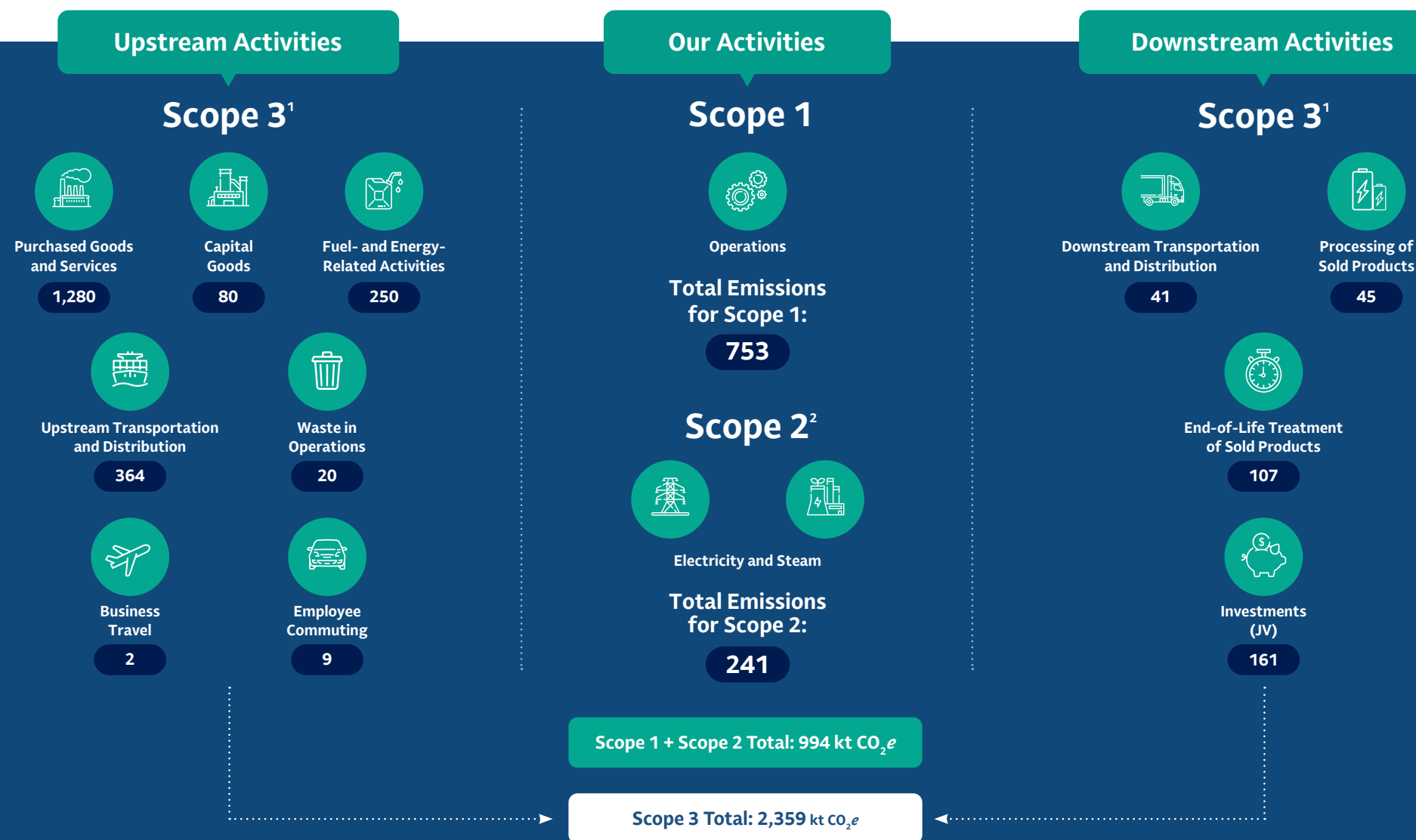
Ketjen GHG Emissions



GOAL	STATUS
Grow our Energy Storage business in a scope 1 and 2 carbon intensity-neutral manner through 2030 (2019 baseline)	Ahead
Reduce scope 1 and 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 and 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	Complete

We remain committed to meeting or exceeding our Energy Storage, Specialties and Ketjen targets by continuing to procure carbon-free energy and pursue energy efficiency opportunities at our sites across the globe.

Our 2024 Direct and Indirect Emissions



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 CO₂e (kt CO₂e)

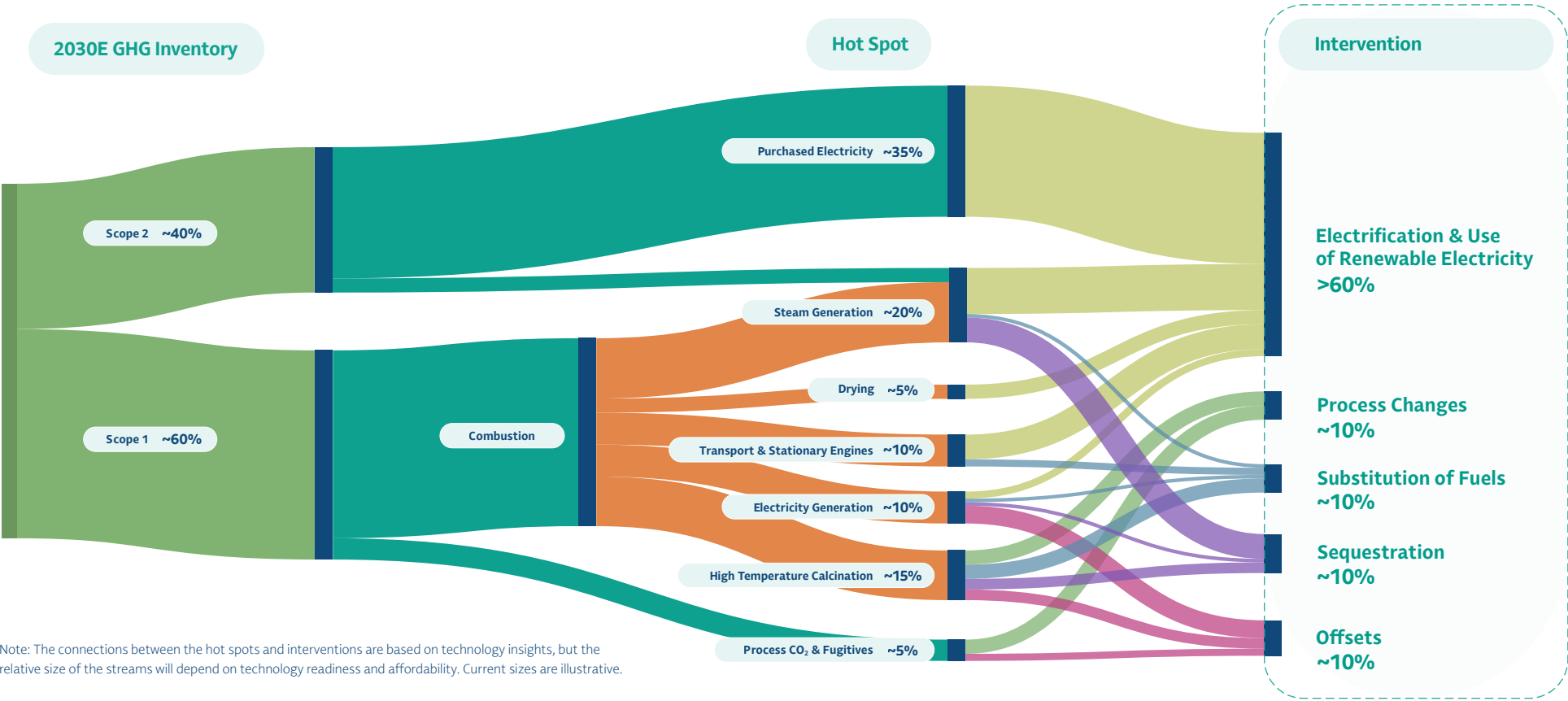
Decarbonization Roadmap

We acknowledge the necessity of developing a long-term strategy to manage our GHG emissions that is consistent with our commitment to environmental responsibility and in response to stakeholder expectations and global climate legislation. While we continued to work toward our 2030 climate ambitions, in 2024, we also initiated the development of a decarbonization roadmap for reducing our carbon emissions beyond 2030.

Our cross-functional team mapped hot spots where most of our emissions occur and that require significant interventions to meet our decarbonization ambitions. Across our facilities the following hot spots contribute the most emissions:

- Purchased Electricity
 - Steam Generation
 - Drying
 - Transport and Stationary Engines
- Electricity Generation
 - High Temperature Calcination
 - Process CO₂ and Fugitives

Conceptual Decarbonization Roadmap from Inventory to Intervention



Decarbonization Intervention Options and Technical Readiness

The identified intervention approaches, approximately ranked according to technology readiness and affordability, include: electrification and renewable/carbon-free electricity, fuel substitutions, process changes and efficiency improvements (e.g., reduced energy use), and sequestration. Offsets can be considered where interventions are not available.

HOT SPOTS	Electrification		Substitution		Process		Sequestration
	Renewable Electricity	Electrification	Biofuels	Green H2	Efficiencies	Changes	
Transport & Stationary Engines	●	●	○		○		
Electricity Generation	●		○	●			●
High Temperature Calcination	●	●	●	●		●	○
Process CO ₂ & Fugitives					○	●	●
Drying	●	●			○		
Steam Generation	●	●	○	●			●
Purchased Electricity	●				○		

● Technology available

○ Partial decarbonization only

● Technology developing

Our Decarbonization Journey

The hot spot assessment helped us refine our understanding of the challenges to decarbonize a global and complex organization such as Albemarle. Electrification and investment in carbon-free electricity is the most widely available intervention; however, costs vary by region. Efficiency and process changes are available and often offer attractive financial returns, but only partial decarbonization. Over time, as we continue to invest in the most financially attractive efficiency projects, high-return opportunities become more challenging to achieve.

Other interventions, such as fuel substitutions or sequestration, are either still developing technically or not widely available at industrial scale. For newer technologies, costs may be high (or even unknown).

As we further refine our decarbonization roadmap, we continue to work on identifying key technology solutions, such as advanced sequestration, and seek opportunities for partnerships to address intervention methods to advance on our journey toward net-zero.

We remain committed to reducing our carbon footprint. Developing a roadmap is the first step to enhance our resilience in a decarbonizing world while balancing stakeholder expectations, technological availability, and financial feasibility.



Responsible Water Management

Responsible management of our water resources is integral to Albemarle's sustainability strategy.

We understand that water is a shared resource, and as a signatory to the UNGC CEO Water Mandate, we are committed to continuous improvement of our water management practices. Water conservation is key to our approach. We invest in advanced technologies to reduce our freshwater footprint and prioritize initiatives in countries with a high or extremely high baseline water stress indicator as classified in Aqueduct 3.0 by the World Resources Institute (WRI).

We disclose our water management actions through our annual [CDP response](#) and our [TCFD Report](#), which outlines how we identify and manage water-related risks and opportunities related to our business. Additionally, we continue to support the International Lithium Association (ILiA) Sustainable Lithium Subcommittee in its work on product environmental footprint guidance that focuses on water use.

More details on our water management commitments can be found in our [Environmental Policy](#).



2024 Highlights

WATER EFFICIENCY IN OUR OPERATIONS

In our lithium operations, we continued to optimize the efficiency of our thermal evaporator at our La Negra facility in Chile. This technology enables us to significantly increase our lithium production without a corresponding increase in freshwater usage.

We continued with the construction of our NEBO project at our Jordan Bromine Company (JBC) joint venture in Jordan and are progressing in bringing the project online. NEBO, an innovative process upgrade, takes a bromine co-product stream and converts it to a saleable product without the need for additional freshwater consumption. Once NEBO is fully operational, we anticipate bringing JBC's water intensity in line with 2030 targets.

WATER STEWARDSHIP AT KINGS MOUNTAIN

In 2024, we began treating and discharging water that has accumulated, primarily through precipitation, in the legacy mine pit at our Kings Mountain site since mining activities ceased three decades ago. To resume mining operations, we are removing approximately 4.9 billion liters of water from the pit lake. We are treating the water to meet regulatory standards and discharging it in a manner that preserves the integrity of neighboring waterways. If mining operations resume, we intend to support the water requirements of mine operations and mineral processing utilizing the water storage potential of a legacy tailings pond onsite. Water storage will consist of collected stormwater, as well as treated water from mineral processing and mining operations. Collecting stormwater and reusing treated water from operations limits the need to draw water from groundwater and municipal sources.

Progress Toward Targets

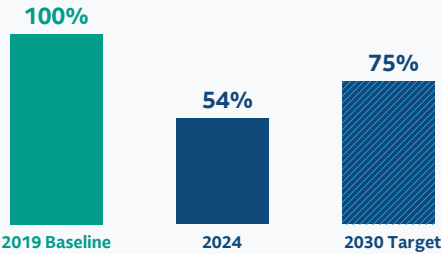
We are committed to meeting or exceeding our 2030 freshwater usage target. Our water reduction efforts prioritize projects in countries with a high or extremely high baseline water stress indicator as classified in Aqueduct 3.0 by the WRI.

In 2023, our Chilean operations met their 2030 freshwater use intensity target ahead of schedule. We achieved an additional 28% reduction in freshwater intensity by further optimizing the efficiency of our La Negra facility and completing the first year of continuous operation for our Salar Yield Improvement Project. These improvements represent an overall reduction in freshwater use intensity by 46% compared to our 2019 baseline.

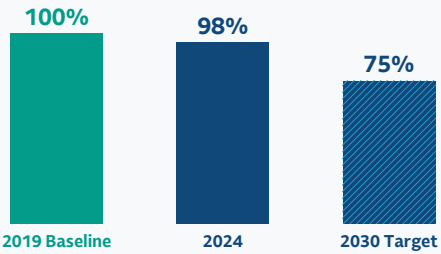
JBC’s freshwater intensity remained roughly flat versus 2023 and continues to be challenged by an underperforming water recovery unit. Reestablishing consistent operation of the water treatment unit and start-up of the NEBO project are expected to bring JBC freshwater consumption close to our long-term target. Both projects are expected to be completed in 2025. NEBO reached mechanical completion in March 2025 and is currently in commissioning.

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

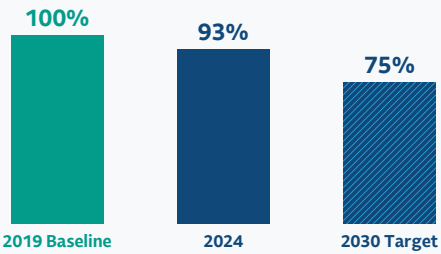
Freshwater Intensity in Chile
Target Met in 2023



Freshwater Intensity in Jordan



Freshwater Intensity in Chile and Jordan





Air Quality

We comply with air quality regulations in the areas where we operate and strive to achieve additional voluntary emission reductions.

We publicly share our air emissions and compliance data with our stakeholders via government reporting tools, such as the U.S. Environmental Protection Agency's (EPA) Toxic Release Inventory, the Australia's National Pollutant Inventory (NPI) and through interactive local citizen advisory forums. We invest in innovative technologies to help us achieve our air emissions goals. For example, at our Magnolia, Arkansas, facility, we have invested in technology that enables the conversion and reuse of sulfur compounds, which is significantly reducing our SO_x emissions.

In 2024, we achieved ~80% reduction in SO_x emissions (vs. 2022 baseline) thanks to reduction efforts and improved stack measurement.

Protecting Natural Habitats

We understand the importance of protecting, sustainably managing and restoring biodiversity. An acoustic survey at our Kings Mountain, North Carolina, site suggested a potential habitat for the tricolored bat, one of the region's smallest bat species and currently proposed to be listed as endangered. Albemarle is committed to developing appropriate management strategies to mitigate potential impacts of our operations on the bat's natural habitat.



Circularity and Waste Minimization

The success of our business is dependent on the efficient stewardship of finite brine and hard-rock resources.

We aim to reduce waste through the implementation of process improvements and to enable a circular economy through recycling initiatives and partnerships across our value chain. We align our co-product management with industry best practices at our sites globally. We seek to demonstrate how our co-products are valuable raw materials in other industries, assisting those industries with their sustainability goals and improving our own natural resource management and efficiency.

“Environmental stewardship is a core value at Martin Marietta Materials. Each day, our teams work purposefully to provide our communities with the foundational resources on which they can thrive and grow. Albemarle shares many of our beliefs relative to sustainability, stewardship and community. The agreement we reached at Kings Mountain will prove tremendously beneficial for all parties and will ensure that our positive impact is felt locally and beyond for generations to come.”

Oliver Brooks

President – East Division, Martin Marietta Materials

2024 Highlights

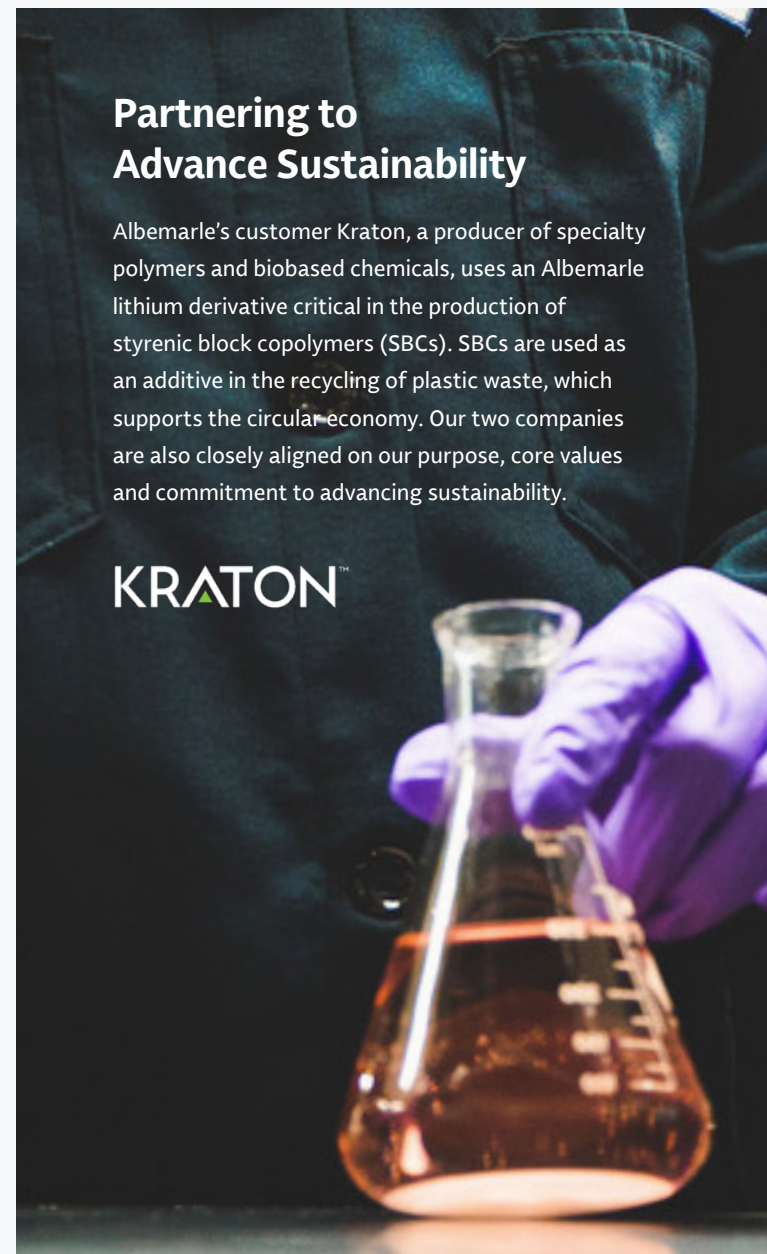
Turning Co-Products into Community Benefits

In 2024, in our effort to support a circular economy, we announced an innovative agreement with Martin Marietta Materials, a leading supplier of aggregates and building materials. Under the agreement, Albemarle will transfer extracted, non-ore-bearing material to a quarry operated by Martin Marietta located adjacent to our Kings Mountain, North Carolina, site. Martin Marietta will then sell the material to the construction aggregate market. The beneficial use of the material is expected to reduce both companies' operational footprints and contribute to a more sustainable management of resources. The agreement also includes a royalty fee to be paid to Albemarle for each ton of aggregate sold. The royalties are expected to be transferred by Albemarle to a nonprofit organization focused on funding initiatives to support the Kings Mountain and surrounding communities.

Partnering to Advance Sustainability

Albemarle's customer Kraton, a producer of specialty polymers and biobased chemicals, uses an Albemarle lithium derivative critical in the production of styrenic block copolymers (SBCs). SBCs are used as an additive in the recycling of plastic waste, which supports the circular economy. Our two companies are also closely aligned on our purpose, core values and commitment to advancing sustainability.

KRATON™





Turning Co-Products into Construction Material

In Australia, we are partnering with key stakeholders such as the Government of Western Australia, the Minerals Research Institute of Western Australia and industry leaders to find alternatives for the co-products from lithium extraction. The project is focused on evaluating the safe use of delithiated beta spodumene (DBS), a fine sand product, which can be used as an alternative to freshly quarried sand for infrastructure projects.



Bischofite Benefits

Brine-based lithium mining co-products are typically salts. At Albemarle's Chilean sites, we work diligently to upcycle these salts into commodity raw materials for the fertilizer, mining and construction industries. Bischofite, one of the co-products from our lithium extraction, is being successfully applied in a solution that acts as a dust suppressant. This solution uses approximately 95% less water than the use of water alone and is 30% more effective in the control of dust on dirt roads. In 2024, Albemarle sold enough bischofite as dust suppressant in Chile to save approximately 51 billion liters of water — equivalent to approximately 20,000 Olympic swimming pools — and prevent over 6,000 tons of airborne particulate matter.

“With demand for critical minerals expected to grow as the global clean energy transition gathers pace, developing innovative, circular economy approaches linked to our mineral resources and their downstream processing provides great opportunities for the State.”

Honourable David Michael MLA
Western Australian Minister for Mines and Petroleum; Ports; Road Safety

Our People, Workplace *and Community*



Health and Safety

Our core value of care guides us on our Journey to Zero, resulting in a world-class safety culture.

At Albemarle, safety is everyone's responsibility, from the very top levels of our organization to our frontline workers.

Taking a risk-based approach to health and safety allows us to assess and manage risks according to industry best practices, as well as health and safety rules and regulations. Our safety management system in the U.S. is based on the Responsible Care® RC14001 chemical industry program that integrates the American Chemistry Council's (ACC) Responsible Care requirements with those of ISO 14001, and the Occupational Safety and Health Administration (OSHA) Process Safety Management standards, while our other global sites either have ISO 14001 and ISO 45001 or are in the process of obtaining the certifications.

In 2024, we experienced a fatal incident at one of our manufacturing sites. Following this tragic loss we moved swiftly to ensure site safety and took immediate steps to understand and address the root cause of the incident. We are committed to leveraging safety learnings into improvement actions, particularly driving Life Saving Rule (LSR) compliance.

In addition to LSR compliance, our focus for 2025 is centered on identifying life threatening/altering incidents, leading indicator visibility and improving our leadership knowledge and presence. This includes visible leadership in the field and an emphasis on coaching to drive meaningful engagements between management and employees. Additionally, we will focus on increasing the quality of our risk management programs, both process hazard assessments and environmental risks.

We measure ourselves against internal targets and industry metrics, and we commit to publicly disclosing our results. To help ensure compliance and inform our continuous improvement practices, we conduct regular audits of our Health, Safety & Environment (HS&E) programs at our sites.

Additional information on our health and safety management can be found in our [Health, Safety, Security and Environment \(HSSE\) Policy Statement](#).



2024 Highlights

HS&E TRAINING AND LEADERSHIP

In 2024, we saw steady improvement in our enterprise injury rate year-over-year, even as we increased work hours by new employees in manufacturing roles. Most notably, we achieved a 60% improvement in injury rates year-over-year in our Specialties division. We accomplished this by proactively engaging our site leadership, from front-line supervisors to plant managers, in our safety programs, completing over 40,000 field engagements globally last year.

Continuing to educate our employees remains a major focus. The HSE team has created front-line leader (FLL) training that emphasizes key HSE leadership attributes and provides FLLs with tools for effective HSE leadership. In 2024, this training was completed at six of our manufacturing locations.

Our Drive to 25 campaign, introduced at the end of 2024, focuses on visible field leadership, coaching and accountability coupled with education of our top six leading safety indicators. This provides us with the momentum and focus to move through 2025 with a strong safety mindset.

In 2024, we were ranked in the top 10% for safety performance, benchmarked against our American Chemistry Council peers.

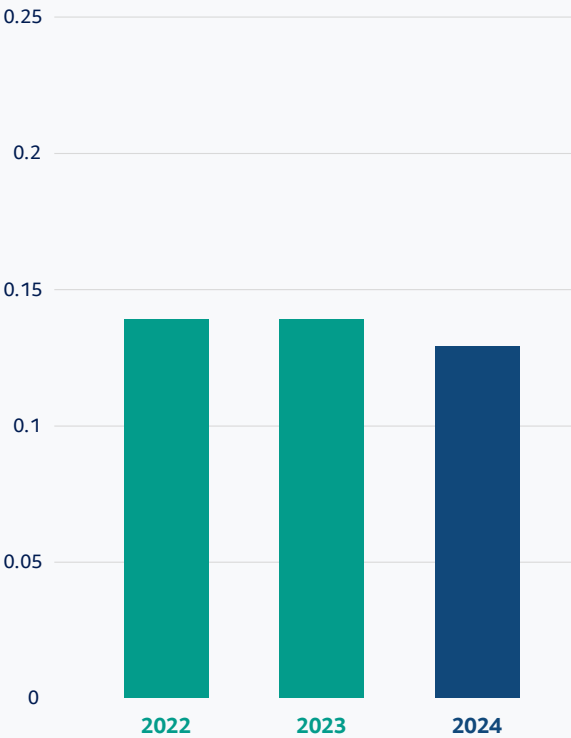
INCIDENT AND ISSUE MANAGEMENT SYSTEM

Our leading indicator program was expanded in 2024 to all sites and project teams using our incident and issue management system, which provided visibility to measure reporting culture and process discipline across Albemarle. We developed leadership dashboards that highlight incident and leadership participation trends and provide a snapshot of the effectiveness of our programs including: incident reporting, process hazard analysis, incident and audit action management, and management of change.

PROCESS SAFETY MANAGEMENT

In 2024, Albemarle designed and implemented a global system for documenting process risk analyses. The system helps ensure consistency, transparency and timeliness of Process Hazards Analyses and Layer of Protection Analyses. In addition, we continue to collect data using a process safety maturity assessment tool to help us better evaluate where resources and standards are most needed from a global perspective.

Total Recordable Incident Rate (TRIR)¹



1. Includes employees and nested contractors



Talent and Culture

People drive our organizational success.

At Albemarle, we invest in the well-being of our employees. We provide benefits and rewards designed to promote the work-life balance of our workforce and are committed to the development, advancement and engagement of all employees. Our inclusive approach to talent and culture allows us to leverage a broad set of diverse experiences, backgrounds and perspectives. This drives well-informed decisions, innovation and fair outcomes for our employees, customers and the communities in which we live and work.

In 2024, we continued to expand our global employment brand reach by building our core capabilities, supporting employee development and striving for a best-in-career experience. To support Albemarle's new operating model, we launched a team to drive strategic people initiatives and transformation across the organization.

At Albemarle, our employee-focused culture aims to create empowered, inspired and inclusive teams working collaboratively across the company. Our value proposition is to provide our employees with a best-in-career employee experience.

2024 Highlights

LEARNING AND DEVELOPMENT

Our global learning resources are designed to help our people grow and develop careers in an inclusive, supportive and high-performing workplace. We engage our employees to develop their full potential by providing learning opportunities to build technical skills and capabilities, and we invest in training programs for leadership development at every level of our organization. Our new functional model, a more collaborative way of working, affords our employees the opportunity to learn about different roles and types of work across the organization.

We leverage platforms such as LinkedIn Learning to help employees create personalized learning and development paths. In 2024, approximately 1,200 Albemarle learners participated in more than 14,500 courses and viewed nearly 71,000 videos on LinkedIn Learning.

FOCUS ON TRAINING

In 2024, we partnered with the Center for Creative Leadership to pilot a learning program aimed at developing essential leadership skills and competencies. We also launched a workshop for senior leaders and their teams to focus on strengthening enterprise-minded leadership, leveraging relationships across the organization and setting a strong foundation for collaboration. Additionally, approximately 350 employees around the globe participated in an Albemarle Brand and Values workshop focused on embracing and acknowledging differences to align with our commitment to creating an inclusive workplace. For 2025, we anticipate rolling out this workshop to all employees to reinforce that all Albemarle employees embody our core values and understand how they can apply those values to their work.

As the world continues to evolve, we work intently to provide continued guidance for leadership coaching to strengthen our employees' ability to lead through periods of change. We also worked on enhancing our succession planning process and further refined executive development profiles, providing a more targeted development focus for each leader within our organization.





Employee Engagement

We recognize that employee engagement is an indicator of employee well-being and commitment to the company's values, purpose and business strategy.

We leverage our Connect Groups, which represent a diversity of employee backgrounds and interests, to foster and promote organizational cultural awareness and engagement. These groups are open to all employees, regardless of background. In 2024, our progress check survey indicated continued high levels of engagement globally. Our employee engagement score declined to 78% in 2024, down 4% from 2023, though still exceeding the manufacturing industry benchmark of 73%. As part of our enterprise listening strategy, we are actively working on managing change through open and honest communication and effective collaboration. Employee town halls provide a platform for direct lines of communication between Albemarle leadership and our employees. They allow us to share important updates, address employee concerns and foster a sense of community within Albemarle. In 2024, we adjusted our town hall format to accommodate more time for questions from employees.

INCLUSION AND BELONGING

At Albemarle, we believe that we are stronger because of the diverse thoughts and experiences represented by our global workforce. As a global company, inclusion and belonging align with our core value of integrity and are critical to how we operate. As such, we are committed to attracting, retaining and developing employees from all backgrounds. All Albemarle leaders and employees are accountable for creating a workplace environment that encourages and respects inclusion and belonging. In 2024, 82% of Albemarle's employees who participated in our annual inclusion survey felt like they belong, were treated with dignity and respect and were comfortable voicing their ideas and opinions, even when different from others'.

STRENGTHENING STRATEGIC PARTNERSHIP NETWORKS

Strategic partnerships help us to foster an inclusive workplace. We collaborate with organizations such as Hiring Our Heroes (HOH), a workforce development program that supports highly skilled and educated members of the military and veteran community. We are committed to promoting equal opportunity in the manufacturing and mining professions. We partner with the Women in Mining (WiM) Association and International Women in Mining (IWIM), hosting networking events and learning opportunities at our Kings Mountain, North Carolina, site and Bayport and Pasadena facilities in Texas. Our hiring and networking events are open to anyone who has an interest in working with us, regardless of background. We are also dedicated to supporting educational opportunities and inspiring the next generation. In November 2024, we celebrated National STEAM (Science, Technology, Engineering, Arts and Math) Day by participating in a youth robotics workshop at Cleveland Community College in Shelby, North Carolina. Local middle school students had the opportunity to explore the college's Advanced Technology Center and learn from Albemarle experts about the crucial role of science in our everyday lives.

In 2024, we supported mental health with our first Albemarle Mental Health Week, a series of events inspired and led by our Connect Groups that were attended by hundreds of employees.

Human Rights and Labor Practice

We believe we have a responsibility to uphold the human rights of our employees, workers in our supply chain, members of our communities and other stakeholders.

We operate in alignment with our core values, our Human Rights Policy and the U.N. Guiding Principles on Business and Human Rights. We also observe the guidance for due diligence in responsible mineral sourcing set by the Organisation for Economic Co-operation and Development (OECD), IRMA and RMI standards.

We are committed to the U.N. Guiding Principles on Business and Human Rights, including the principles of transparency, and we follow standard investigation procedures in response to grievances. We acknowledge the human rights of Indigenous peoples through policy commitments, due diligence initiatives and by providing accessible grievance mechanisms for reporting concerns, particularly in culturally sensitive locations, such as Western Australia and Chile, where our sites are located on or neighboring Indigenous peoples' lands – respectively.

Details on our Human Rights Policy can be found on our [website](#).

2024 Highlights

HUMAN RIGHTS RISK ASSESSMENT IN CHILE

We strive to operate in accordance with global standards on human rights practices, such as IRMA's Standard for Responsible Mining. The IRMA standard includes conducting human rights risk assessments at mine sites. In 2024 we began a new human rights risk assessment at our Salar de Atacama site in Chile which we completed in early 2025. The assessment revealed that our operations are aligned with international human rights standards and that we have robust policies, procedures and practices in place to protect the rights of our employees, suppliers and communities. We have developed a comprehensive action plan for continuous improvement and remain committed to transparency and accountability as we continue to work toward ensuring we uphold the highest standards in our human rights practices.

ACKNOWLEDGEMENT OF COUNTRY

In 2024, we introduced our Australian "Welcome to Country and Acknowledgement of Country Policy", the implementation of which helps us demonstrate respect for the land and its traditional custodians. This policy includes requirements around culturally appropriate recognition of Country, consistent with traditional Aboriginal and Torres Strait Islander practice. We support implementation of the policy in a number of ways, including by delivering an Acknowledgement of Country at public and key internal events.



Local Community Engagement

Community engagement is an integral part of Albemarle's responsible production practices.

Our core values guide us in building long-term relationships with stakeholders and communities through open and honest dialogue. We invest in engagement and consultation with communities where we operate to promote safe, healthy and economically vibrant regions.

In 2024, Albemarle hosted its first annual Non-governmental Organizations (NGO) Summit at our Kings Mountain site. The event brought together Albemarle leaders and representatives from more than a dozen local, national and international NGOs to engage in dialogue about our industry and sustainability efforts.

2024 Highlights

KINGS MOUNTAIN IMPACT ASSESSMENT

We achieved several key milestones as we continued our efforts to redevelop the [mine](#) in Kings Mountain, North Carolina. Our Kings Mountain project team actively engages with the community, and in 2024 we hosted 24 community engagement meetings to foster open dialogue and address inquiries. We invited feedback on a draft environmental and social impact assessment (ESIA) scoping report for the project, which was released in June 2024. The ESIA process is a voluntary initiative we are undertaking to increase the level of transparency and engagement with our local communities. Community feedback was included in a [final scoping report](#) issued in December 2024. We intend to continue the ESIA process in 2025 with the release of further information detailing potential project impacts and mitigation measures, followed by an additional public comment period.

Since 2016, Albemarle has contributed more than \$2.5 million to Kings Mountain and the surrounding communities toward programs focused on education, health and cultural initiatives.

2024 community initiatives at Kings Mountain included:

- Hosting 39 public tours, welcoming nearly 350 participants
- Sponsoring over 50 events across Cleveland County to support local activities
- Facilitating more than 20 educational and student engagement sessions to promote learning and development
- Volunteering at 15 community service projects, demonstrating our commitment to local non-profit efforts

RECONCILIATION ACTION PLAN

As a global company with operations throughout Western Australia, we are committed to building and maintaining strong, positive and constructive relationships with First Nations peoples. Our Reflect Reconciliation Action Plan (RAP) provides the framework to guide all aspects of Albemarle's engagement with Australia's First Nations peoples. Through implementation of the plan, we are refining how we create employment and business opportunities for First Nations people and undertake meaningful engagement. To learn more about our Reflect RAP work in Australia, see our [Reflect Reconciliation Action Plan](#).



Albemarle employees undertake cultural awareness training with Harvey Aboriginal Corporation during National Reconciliation Week.

PARTNERSHIP IN CHILE

In 2016, Albemarle signed an unprecedented Cooperation, Sustainability and Mutual Benefit Agreement with the Consejo de Pueblos Atacameños (CPA), representing 18 Indigenous communities in the Salar de Atacama region. This agreement incorporates the highest standards proposed in the United Nations Declaration on the Rights of Indigenous Peoples and the International Labour Organization's Convention 169 on Indigenous and Tribal Peoples. Through this partnership, Albemarle commits to annually contributing 3.5% of its Chilean sales to the CPA. This contribution has facilitated over 80 investment initiatives, including the development of a photovoltaic plant, potable water and sewage networks, public lighting, construction of community centers and the provision of 500 scholarships, among other projects. Additionally, Albemarle has a collaboration agreement with the Community of Peine, one of the Indigenous communities in the region. This agreement underscores our commitment to supporting local development and preserving cultural heritage. Specific contributions include funding for educational scholarships, maintenance of a wastewater treatment plant and support for traditional community activities.



Albemarle Foundation

The Albemarle Foundation's mission is to make a positive, sustainable difference in the communities where Albemarle employees live and work.

The foundation receives funding directly from the Albemarle Corporation, disburses scholarships and grants to benefiting organizations, and supports Albemarle's employee giving match program.

The foundation's three strategic pillars include:

- **Future-Ready Workforce**
Building the workforce of today and tomorrow; inspiring the next generation of scientists, engineers, miners and innovators
- **Environmental Sustainability**
Promoting healthy ecosystems with a focus on communities that face undue environmental burdens and risks
- **Resilient Communities**
Promoting safe, healthy and economically vibrant communities

2024 Highlights

In 2024, Albemarle announced a \$1 million donation to Cleveland Community College in Shelby, North Carolina, for the purchase of equipment, supplies and facility improvements to benefit workforce training programs. The college's programs are designed to strengthen the region's pipeline of skilled and diverse workers to support the growth of business and projects such as the redevelopment of the Kings Mountain Mine.

HELPING WITH HURRICANE RELIEF

In 2024, Hurricane Helene and Hurricane Beryl caused catastrophic damage and numerous fatalities throughout the Southeastern United States. To support hurricane relief efforts, the Albemarle Foundation donated \$250,000 and became a Red Cross National Disaster Responder Program member. Additional grant funding and employee donations totaling over \$100,000 were made to disaster relief organizations throughout North Carolina and Louisiana. This included a \$50,000 grant to the Footprint Project, a non-profit organization whose generators were used to power internet connectivity critical for emergency communications in the region. Albemarle employees also collected and donated over 600 pounds of food and supplies to the Kings Mountain Food Bank and Manna Food Bank of Western North Carolina.





INSPIRING FUTURE GENERATIONS

In 2024, the Albemarle Foundation and Albemarle's Women Connect employee resource group partnered with Project Scientist to host 24 elementary and middle school students at our Charlotte and Kings Mountain locations in North Carolina. Albemarle employees shared their passion and knowledge of chemistry and geology to inspire future generations of scientists. Employees in China partnered with local educational organizations to host job shadow days for students in Meishan, and Shanghai participated in a career day in Xinyu to help students learn about the minerals and manufacturing industries.

PRESERVING LOCAL CULTURE

Albemarle has a long-standing tradition of contributing to community projects in the Salar de Atacama region in Chile. In 2024, Albemarle helped restore and maintain the historic character of homes in Catarpe, where many buildings are more than 150 years old.

For more information on the Albemarle Foundation and our community engagement initiatives, visit our [website](#).



2024 Giving

In 2024, we donated over \$4 million through the Albemarle Foundation:

\$462,873

Matching Gifts

\$164,361

Volunteer Grants

\$65,000

Scholarships

\$3,460,598

Community Giving

Stakeholder Engagement

Our aim is to establish long-term relationships with our stakeholders and the communities in which we operate. We engage with our stakeholders through a variety of channels.

EMPLOYEES	COMMUNITIES	SHAREHOLDER/ INVESTMENT COMMUNITY	INDUSTRY/TRADE ASSOCIATIONS	GOVERNMENT, REGULATORS & NGOs
<p>Regular communication on company initiatives, news and performance through our:</p> <ul style="list-style-type: none">• Company intranet• Corporate website• Quarterly town hall meetings hosted by our CEO and functions• Email updates from company leadership• In-person meetings• Connect Groups• Dedicated email address for employee inquiries on business related matters	<p>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</p> <ul style="list-style-type: none">• Town halls• Community advisory panels• 1:1 dialogue• Public grievance mechanisms• Community project offices• Volunteer and charitable giving• Site visits	<p>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</p> <ul style="list-style-type: none">• In-person and virtual conference attendance and non-deal roadshows• Direct outreach to address investor concerns and questions• Site visits	<p>Collaboration with global, regional and national trade associations to cooperate with stakeholders and advocate for smart policy to create a more resilient world where both people and planet can thrive. For a list of our associations, please see our website</p> <ul style="list-style-type: none">• Presenting at conferences• Attending stakeholder meetings• Supporting new research	<p>Regular and ongoing engagement on environmental, social and governance issues to demonstrate the benefits of our products and the sustainable operation of our facilities</p> <ul style="list-style-type: none">• Hosting facility tours with government stakeholders and NGOs• Providing input on policy proposals



Sustainable *Value Creation*

Ethics and Compliance

Our codes of conduct represent Albemarle's core values in action.

At Albemarle, ethics and compliance are the foundation for building trust with our customers, communities, suppliers and investors. We strive to uphold the highest levels of ethics and integrity, and we comply with the laws and regulations of the jurisdictions in which we operate.

To create sustained value for our stakeholders, we are committed to operating in a manner consistent with our core values and our Code of Conduct (Code). All Albemarle employees are required to take annual Code training. Albemarle's Anti-Corruption Policy provides guidance on the types of activities that might constitute bribery and Albemarle's expectations and requirements in those situations. We also seek to ensure that our business partners are aligned with our core values and expect them to operate in accordance with our Code of Conduct for Business Partners.

As part of our Speak Up Culture, 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 through different channels, including our Integrity Helpline, which is available 24/7 in multiple languages.

For more information on our [Code of Conduct](#), [Code of Conduct for Business Partners](#), [Anti-Corruption Policy](#) and Albemarle's ethics and regulatory compliance programs and policies, please visit our [website](#).

In 2024, 100% of Albemarle employees completed Code of Conduct training.

We reviewed and enhanced our Code of Conduct for Business Partners, setting clearer expectations for our business partners to act in a manner consistent with our values and our Code. In addition, we incorporate sustainability-related amendments and improvements concerning human rights, modern slavery and responsible sourcing. Our Business Code of Conduct for Business Partners is available in seven languages.

Our Ethics and Compliance program was recognized by Compliance Week magazine as Compliance Program of the Year at the 2024 Excellence Awards, demonstrating that our ethics and compliance program is values-led and purpose-driven.



Responsible Sourcing

We are proud of the leadership role we have taken to demonstrate how we produce our products.

At Albemarle, we are committed to building meaningful partnerships with our suppliers. We strive for a reliable and transparent supply chain with consistent high quality. Responsible and sustainable sourcing helps us mitigate risk and build trust with our customers, business partners and the communities in which we operate. This is demonstrated by how we engage with suppliers on environmental and human rights topics in our raw material procurement processes.

For full details on our supply chain governance and management see our [Responsible Sourcing Policy](#).

2024 Highlights

BATTERY PASSPORT

As of February 1, 2027, all EV and industrial batteries (with a capacity of greater than 2kWh) in the EU market will require the Digital Battery Passport, which will be retrievable by using a unique product identifier in the form of a QR code. The passport aims to 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 the battery's life cycle. The passports will require input from every producer in the supply chain and will be the responsibility of the party placing the battery on the market. In 2024, Albemarle continued to work on building out systems to help our customers comply with this regulation. We initiated a Lithium Traceability Program to support our customers' regulatory compliance requirements and enhance customer experience and trust.

THIRD-PARTY ASSURANCE

In 2024, as part of our commitment to managing resources responsibly, we engaged with the Responsible Mineral Initiative (RMI) to initiate their Responsible Minerals Assurance Process (RMAP) at our Xinyu conversion facility in China. RMAP provides an independent third-party assessment that determines which facilities can be verified as having systems in place to responsibly source minerals in line with global standards. RMAP was developed to meet the requirements of the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance, Regulation (EU) 2017/821 of the European Parliament and the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act.

INTERNATIONAL LITHIUM ASSOCIATION (ILiA)

Albemarle is a founding member of ILiA. Our participation in ILiA supports our goal of enabling a sustainable approach to managing a diverse global footprint. Albemarle's Vice President of Sustainability serves as chair of ILiA's Sustainable Lithium Subcommittee, which has been instrumental in standardizing carbon emissions footprint calculations. The same subcommittee is working on guidance for a Lithium Product Water Scarcity Footprint.

In 2024, Albemarle supported ILiA in the publication of a guidance to create PCF studies for key lithium intermediates, battery-grade lithium carbonate and hydroxide specialty chemicals produced from brine or hard-rock minerals. In 2024, the third-party verified PCF study for lithium hydroxide monohydrate produced at Albemarle's Xinyu conversion facility in China earned one of the first ILiA Stamps, certifying the work was done in accordance with the ILiA PCF Guidance.



“Broad use of the ILiA guidance will make PCF studies more comparable and help with transparency in the lithium supply chain.”

Mark de Boer
Vice President of Sustainability

Innovation

Innovating from Mine and Brine to Market

We are committed to driving high-impact innovation in our products and processes to differentiate ourselves in the marketplace.

We foster strategic partnerships with world-leading institutions and customers to pioneer innovative, differentiated solutions. Our highly skilled Research and Development scientists and engineers engage with industry leaders, experts in academia, professional institutes and start-up organizations for access to leading-edge, emerging technologies.

Collaborating closely with our customers helps us understand market trends, technology shifts and how our products are used, allowing us to adapt to our dynamic markets. Our model of collaborative and embedded innovation provides us with insight into our customers' needs and real-time feedback that helps us develop innovative and differentiated products that address market needs. New ideas are prioritized based on several criteria, including financial viability, speed to market, customer demand, and environmental and societal impact.

For our Energy Storage markets, we are developing high-performance materials that maximize the value of lithium. We reduce our carbon footprint by making our lithium hydroxide process more energy efficient, and we use co-products from our facilities to give them higher value uses (see [page 29](#) to learn more information about how Albemarle's co-products are contributing to innovation in the circular economy). We are developing new lithium salts that contribute to a more energy efficient cathode manufacturing process for today's cathodes. At the same time, we are working on highly-engineered lithium metal anodes that could potentially double the energy density of batteries. In both cases, we understand these benefits first-hand as we make cathodes and anodes in our own labs, and work closely with customers to validate these advances in their processes.

In our Specialties markets, we work with the tire manufacturing value chain to develop tire compounds with reduced wear that can reduce consumer costs and allow EVs to be more environmentally sustainable. This is a key consideration for EVs, which are higher in weight than typical ICEVs. Building on Albemarle's decades of advancing bromine chemistry knowledge, we are developing new flame retardant chemistries that meet increasingly stringent regulations.

2024 Highlights

DIRECT LITHIUM EXTRACTION

Albemarle is uniquely positioned to advance technologies like Direct Lithium Extraction (DLE) because of our global reach, diversity of mineral resources, depth of scientific expertise and technical capabilities that allow us to maximize the impact of new technologies. In 2024, we commissioned a DLE pilot plant at our La Negra site in Chile. The innovative technology recovers lithium directly from brine, allowing lithium-depleted brine to be reinjected into the Salar. This technology has the potential to increase lithium recovery rates by up to 85%, scale production and accelerate the time needed to bring lithium to market. The pilot plant operation is a critical step to validate the process scale-up and its overall feasibility. In 2024, we also began piloting a DLE process at our Magnolia, Arkansas, facility using a different brine source and a different extraction technology, thereby expanding the breadth of DLE applicability.



Performance *Data*



Performance Data^{1,2}

ENVIRONMENT

TOPIC	METRIC	2024	2023	2022
Energy	Total energy consumed, million gigajoule (GJ)	17.4	16.2	13.9
	Percentage grid electricity	22%	20%	21%
	Percentage of electricity consumed from renewable sources	24%	16%	--
Emissions ²	Scope 1 GHG emissions, thousand metric tons CO ₂ e (kt CO ₂ e)	753	728	618
	Percentage covered under emissions-limiting regulations	25%	14%	17%
	Scope 2 GHG emissions, market-based, kt CO ₂ e	241	273	292
	Scope 2 GHG emissions, location-based, kt CO ₂ e	477	388	334
	Total scope 1 + 2 GHG emissions, kt CO ₂ e ^{2,3}	994	1,001	909
	Breakdown by Segment			
	Energy Storage	402	378	283
	Specialties	307	315	316
	Ketjen	281	304	306
	Other	4	4	4
	Scope 3 emissions, kt CO ₂ e	2,359	2,235	1,995
	Total scope 1+2+3 GHG emissions, kt CO ₂ e ³	3,353	3,236	2,904

1. Unless otherwise specified, in accordance with the GHG Protocol, Albemarle uses the financial control approach for determination of the organizational boundary for reporting environmental data. The Meishan facility first produced saleable goods in the second quarter of 2024. As such, included in the environmental data is 100% of the activity data for the Meishan facility from that point onward. The JBC 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. Wodgina joint venture activity data is also included in the environmental data metrics at 50% consolidation. All other joint ventures are not within Albemarle's financial control, and therefore their emissions data are reported under Scope 3, Category 15: Investments, and they are excluded from all other environmental metrics. In addition, unless specified otherwise, the organizational boundaries of the non-environmental data is consistent with that of the environmental data excluding JBC and Wodgina, as we do not have access to all such data.

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

3. Our GHG inventory contains immaterial amounts of biogenic CO₂ and carbon offsets

4. Using market-based methodology

TOPIC	METRIC	2024	2023	2022
	Breakdown by Scope 3 Category¹			
	Category 1 - Purchased goods, kt CO ₂ e	1,280	1,270	1,181
	Category 2 - Capital goods, kt CO ₂ e	80	132	55
	Category 3 - Fuel- and energy-related activities (not scope-1/2), kt CO ₂ e	250	132	125
	Category 4 - Upstream transportation and distribution, kt CO ₂ e	364	300	324
	Category 5 - Waste generated in operations, kt CO ₂ e	20	16	15
	Category 6 - Business travel, kt CO ₂ e	2	5	3
	Category 7 - Employee commuting, kt CO ₂ e	9	8	5
	Category 8 - Upstream leased assets, kt CO ₂ e	-	-	-
	Category 9 - Downstream transportation and distribution, kt CO ₂ e	41	39	18
	Category 10 - Processing of sold products, kt CO ₂ e	45	35	35
	Category 11 - Use of sold products, kt CO ₂ e	-	-	-
	Category 12 - End-of-life treatment of sold products, kt CO ₂ e	107	131	75
	Category 13 - Downstream leased assets, kt CO ₂ e	-	-	-
	Category 14 - Franchises, kt CO ₂ e	-	-	-
	Category 15 - Investments, kt CO ₂ e	161	167	159

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

TOPIC	METRIC	2024	2023	2022
Air Quality¹	NO _x emissions, metric tons (t) (excluding N ₂ O)	1,214	733	692
	SO _x emissions, t	275	300	1,361
	VOC emissions, t	753	1,124	917
	HAP emissions, t	169	172	153
	PM, t ²	2,100	-	-
	CO, t ²	615	-	-
Water	Total water withdrawal, million cubic meters (m ³)	25.0	24.2	22.6
	Total water consumed, million m ³	14.0	13.6	11.4
	Percentage of freshwater consumed in countries with high or extremely high baseline water stress indicator	18.9%	20.0%	22.7%
	Percentage of freshwater consumed in countries with high overall baseline water stress indicator (category 3 - 4)	8.2%	9.0%	10.5%
	Percentage of freshwater consumed in countries with extremely high baseline water stress indicator (category 4 - 5)	10.7%	11.0%	12.2%
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0	0	0
Waste	Amount of hazardous waste generated, kilotons (kt)	32	15	9
	Percentage of hazardous waste recycled	5%	10%	13%
	Amount of non-hazardous waste generated, kt	1,046	761	487
	Percentage of non-hazardous waste recycled	60%	49%	73%

1. 2024 data includes Wodgina air quality data for the fiscal year ending June 30, 2024

2. 2024 is the first year we are reporting these data

HEALTH AND SAFETY

TOPIC	METRIC	2024		2023		2022	
		#	Rate	#	Rate	#	Rate
Health and Safety	Total Recordable Incident Rate (TRIR)						
	Employees	12	0.13	14	0.16	10	0.14
	Contractors ¹	3	0.13	1	0.05	2	0.11
	Lost Time Incident (LTI) Rate						
	Employees	3	0.03	8	0.09	8	0.09
	Lost Time Incident (LTI) Severity Rate						
	Employees		2.05		5.19		2.86
	Fatalities						
	Employees	1	0.01	0	0	0	0
	Contractors	0	0	0	0	0	0

		2024	2023	2022
Health and Safety	Employee occupational diseases	0	0	0
	Employee types of injury	Struck by/caught between; slips, trips and falls and chemical exposures are top three	Caught between; struck by/against; chemical exposures; falls and ergo strains	Caught between; struck by/against; slips, trips or falls
	Percentage of workers covered by health and safety management system	100%	100%	100%

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

EMPLOYEES

TOPIC	METRIC	2024			2023			2022		
		Permanent	Temporary	Contractors ¹	Permanent	Temporary	Contractors	Permanent	Temporary	Contractors
Employees by Employment Contract	Total	7,529	174	1,292	8,332	210	1,752	6,644	297	1,646
	Breakdown by Gender									
	Male	5,688	128	63	6,192	149	96	4,990	225	68
	Female	1,826	46	18	2,091	60	22	1,597	66	22
	Non-binary	3	0	0	4	0	0	2	0	0
	Not disclosed	12	0	1,211	45	1	1,634	55	6	1,556
	Breakdown by Country									
	United States of America	2,124	1	842	2,520	1	1,085	2,050	1	1,055
	China	2,330	1	45	2,350	7	68	1,701	11	56
	Chile	1,072	24	123	1,113	43	129	967	76	124
	Germany	662	86	65	658	94	80	582	130	100
	Netherlands	350	45	52	376	38	41	388	56	53
	Australia	437	1	31	749	7	188	457	14	123
	Hungary	336	6	39	331	9	42	295	4	46
	Other countries	218	10	95	235	11	119	204	5	89

1. For employee data, 'contractors' refers only to the contractors listed in the company's HR portal

TOPIC	METRIC	2024		2023		2022	
		Full Time	Part Time	Full-Time	Part-Time	Full-Time	Part-Time
Employees by Employment Type	Male	5,772	44	6,296	45	5,171	44
	Female	1,792	80	2,064	87	1,592	71
	Non-binary	3	0	4	0	2	0
	Not disclosed	12	0	46	0	58	3

DIVERSITY, EQUITY AND INCLUSION

TOPIC	METRIC	2024				2023				2022			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity, Equity and Inclusion	Employees by Gender, by Management Level												
	Male	76%	74%	72%	77%	74%	76%	72%	75%	75%	78%	74%	75%
	Female	24%	25%	28%	23%	25%	24%	27%	24%	24%	21%	25%	24%
	Non-binary	<1%	0%	<1%	<1%	<1%	0%	<1%	<1%	<1%	0	0	<1%
	Not disclosed	<1%	<1%	<1%	<1%	<1%	0%	<1%	1%	1%	1%	<1%	1%
Diversity and Equal Opportunity	Employees by Age												
	Under 30	19%				17%				15%			
	30-50	60%				59%				59%			
	Over 50	21%				24%				26%			
	Not disclosed	0%				<1%				1%			
	Ratio of Basic Salary of Women to Men by Country, by Management Level ¹												
	United States of America	99%	97%	96%	94%	96%	100%	95%	93%	93%	98%	94%	90%
	China	122%	108%	96%	116%	116%	113%	96%	117%	110%	128%	95%	125%
	Chile	119%	102%	93%	117%	114%	89%	95%	123%	116%	89%	88%	136%
	Germany	92%	78%	93%	95%	87%	63%	89%	90%	89%	N/A	89%	96%
	Netherlands	98%	83%	92%	94%	93%	97%	89%	92%	91%	93%	91%	98%
	Australia	107%	110%	100%	96%	90%	113%	90%	97%	85%	124%	84%	92%
	Hungary	79%	87%	89%	95%	80%	90%	86%	94%	82%	81%	86%	93%

1. Excludes non-binary and not disclosed employees

INVESTMENT IN TALENT

TOPIC	METRIC	2024		2023		2022	
Training and Development	Average Training Hours per Employee/Year	15.0		16.9		11.1	
	Breakdown by Gender						
	Male	16.1		17.2		12.1	
	Female	11.4		15.5		7.7	
	Non-binary	27.1		43.6		14.5	
	Not disclosed	29.0		26.6		8.7	
	% of Eligible Employees Receiving Regular Performance/Career Development Reviews	100%		100%		95%	
	Breakdown by Gender						
	Male	100%		100%		95%	
	Female	100%		100%		96%	
	Non-binary	100%		100%		100%	
	Not disclosed	100%		100%		92%	

TOPIC	METRIC	2024		2023		2022	
		#	Rate	#	Rate	#	Rate
Employee Turnover	Total	1,638	20%	835	11%	655	10%

LABOR RELATIONS

TOPIC	METRIC	2024		2023		2022	
		#	Rate	#	Rate	#	Rate
Labor Relations	Employees Entitled to Parental Leave - Total	7,703	100%	8,542	100%	6,941	100%
	Breakdown by Gender						
	Male	5,816	100%	6,341	100%	5,215	100%
	Female	1,872	100%	2,151	100%	1,663	100%
	Non-binary	3	100%	4	100%	2	100%
	Not disclosed	12	100%	46	100%	61	100%
	Employees that Took Parental Leave - Total	280	4%	195	2%	167	2%
	Breakdown by Gender						
	Male	164	3%	126	2%	84	2%
	Female	116	6%	69	3%	83	5%
	Non-binary	0	0%	0	0%	0	0%
	Not disclosed	0	0%	0	0%	0	0%

TOPIC	METRIC	2024	2023	2022
Labor Relations	% of Employees Covered by Collective Bargaining Agreements	20%	24%	29%
	Number of strikes and lockouts	0	0	0
	Duration of strikes and lockouts (in days)	0	0	0

MARKET AND COMMUNITY PRESENCE

TOPIC	METRIC	2024	2023	2022
Market Presence	Ratio of Standard Entry Level Wage Compared to Local Minimum Wage by Country			
	United States of America	482%	406%	384%
	China	514%	451%	429%
	Chile	267%	285%	223%
	Germany	143%	139%	149%
	Netherlands	149%	154%	166%
	Australia	148%	142%	166%
	Hungary	177%	168%	129%
	Top 7 Countries Total ¹	396%	352%	332%
Community Presence	Proportion of Senior Management Hired from Local Community - Breakdown by Country			
	United States of America	99%	98%	97%
	China	100%	100%	100%
	Chile	100%	80%	80%
	Germany	100%	100%	100%
	Netherlands	82%	92%	93%
	Australia	100%	88%	100%
	Hungary	100%	100%	100%
	Top 7 Countries Total	98%	97%	97%

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

GOVERNANCE

TOPIC	METRIC	2024	2023	2022
Public Policy	Political contributions Albemarle Corporation (USD)	\$0	\$0	\$0
	Political contributions PAC (USD)	\$0	\$0	\$18,500
Board Diversity	By Gender			
	Male	7	7	7
	Female	3	3	3
	Non-binary	0	0	0
	By Race			
	White	7	7	7
	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	10

ETHICS AND COMPLIANCE

TOPIC	METRIC	2024	2023	2022
Ethics and Compliance: Training	Number of employees completing Code of Conduct training ¹	7,400	8,150	6,318
	Percentage of employees completing Code of Conduct training	100%	100%	100%
	Number of employees completing anti-corruption training ²	1,213	2,485	453
	Percentage of applicable employees completing anti-corruption training	100%	98%	92%
	Breakdown by Employee Category			
	Manufacturing	186	1,891	12
	Non-manufacturing	1,027	594	441
	Breakdown by Country			
	United States	472	81	155
	China	236	2,340	164
	Chile	153	17	34
	Germany	79	4	7
	Netherlands	78	5	14
	Australia	66	9	34
	Hungary	16	3	8
	Others	113	26	37
	Number of governance body members that anti-corruption policies and procedures have been communicated to	18	18	18
	Percentage of governance body members that anti-corruption policies and procedures have been communicated to	100%	100%	100%

1. This number includes employees hired before November 1 of the reporting year and excludes employees that may have been exempted due to medical leave.

2. In 2024 a new e-learning was launched to a risk-based population of employees, more focused in non-manufacturing roles. Albemarle annually reviews the population that receives compliance training.

TOPIC	METRIC	2024	2023	2022
Ethics and Compliance	Number of operations assessed for risks related to corruption ¹	13	9	4
	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 ²	187	126	73
	Percentage of substantiated Integrity Helpline matters reported	54%	52%	54%

PRODUCTS AND INNOVATION

TOPIC	METRIC	2024	2023	2022
Innovation	Active patents	> 1,650	> 1,600	2,100
	Pending patents	> 400	> 550	550
Safety & Environmental Stewardship of Chemicals	Percentage of such products that have undergone a hazard assessment	100%	100%	100%

1. Our program includes culture assessments in addition to internal audit site assessments. Both are included in this metric.

2. In Q2 2024, Albemarle started to register cases with the issue type "Information and Communication Technology (ICT) incident" into the Ethics and Compliance helpline. An ICT incident, according to Albemarle's policy, refers to any event that involves the breach of the company's ICT systems and policies. This includes unauthorized access, sharing, or loss of sensitive information, as well as any actions that compromise the security, integrity, or availability of Albemarle's ICT resources.

Content *Indices*

GRI Content Index

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 2: General Disclosures			
2-1	Organizational details <ul style="list-style-type: none"> • Legal name • Nature of ownership and legal form • Location of headquarters • Countries of operation 	Annual Report on Form 10-K for the year ended December 31, 2024 Annual Report on Form 10-K for the year ended December 31, 2024 Annual Report on Form 10-K for the year ended December 31, 2024 Annual Report on Form 10-K for the year ended December 31, 2024	3 3 3 31 – 32
2-2	Entities included in the organization's sustainability reporting	2024 Sustainability Report – About this Report	2
2-3	Reporting period, frequency and contact point	January 1 – December 31, 2024. Since the 2007 calendar year, Albemarle Corporation has produced a Sustainability Report annually. The 2024 Sustainability Report was published on May 28, 2025. Contact information can be found on the back cover of the 2024 Sustainability Report PDF.	
2-4	Restatements of information	Relevant restatements are footnoted in the 2024 Sustainability Report and Performance Data.	
2-6	Activities, value chain and other business relationships	Annual Report on Form 10-K for the year ended December 31, 2024	3 – 5
2-7	Employees	Performance Data – Employees	52-53
2-8	Workers who are not employees	Performance Data – Employees	52
2-9	Governance structure and composition	2025 Proxy Statement 2024 Sustainability Report – Corporate Governance	13 – 22 11-12
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines Nominating & Governance Committee Charter	2 1 – 2

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
2-11	Chair of the highest governance body	2025 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 2025 Proxy Statement Audit & Finance Committee Charter	3 6 – 13, 23 3
2-16	Communication of critical concerns	Corporate Governance Guidelines 2025 Proxy Statement Audit & Finance Committee Charter	7 91 2 – 5
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	2025 Proxy Statement	30 – 59
2-20	Process to determine remuneration	2025 Proxy Statement	30 – 59
2-21	Annual total compensation ratio	2025 Proxy Statement	75 – 76

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
2-22	Statement on sustainable development strategy	2024 Sustainability Report – Welcome Message	5
2-23	Policy commitments	Website – Sustainability Reporting & Resources	
2-24	Embedding policy commitments	2024 Sustainability Report – Ethics and Compliance	44
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, 2024	7-8
2-28	Membership associations	Website – People, Workplace & Community	
2-29	Approach to stakeholder engagement	2024 Sustainability Report – Stakeholder Engagement	42
2-30	Collective bargaining agreements	Performance Data – Labor Relations	56
GRI 3: Material Topics			
3-1	Process to determine material topics	2024 Sustainability Report – Materiality	15
3-2	List of material topics	2024 Sustainability Report – Materiality	15
3-3	Management of material topics	Website – Sustainability Reporting & Resources	
GRI 201: Economic Performance			
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, 2024 TCFD Report	29 – 30 1 – 10
201-3	Defined benefit plan obligations and other retirement plans	Annual Report on Form 10-K for the year ended December 31, 2024	69 – 71

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 202: Market Presence			
202-2	Proportion of senior management hired from the local community	Performance Data – Market and Community Presence	57
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	Performance Data – Ethics and Compliance	60
205-2	Communication and training about anti-corruption policies and procedures	Performance Data – Ethics and Compliance	59
205-3	Confirmed incidents of corruption and actions taken	<p>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.</p> <p>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.</p> <p>Albemarle offers employees and third parties multiple channels to report any concerns they may have. See our Performance Data tables (pg. 60) for data about reports made to the Company's Ethics and Compliance helpline over the last three years that resulted in an investigation.</p> <p>The three most common issue types in 2024 were Workplace Conduct, ICT incidents and Conflicts of Interest.</p>	
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	<p>Performance Data – Ethics and Compliance</p> <p>Albemarle offers employees and third parties multiple channels to report any concerns they may have. See our Performance Data tables (pg. 60) for data about reports made to the Company's Ethics and Compliance helpline over the last three years that resulted in an investigation</p>	60

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	1 – 6
207-3	Stakeholder engagement and management of concerns related to tax	Global Tax Strategy	1 – 6
GRI 302: Energy			
302-1	Energy consumption within the organization	Performance Data – Environment	48
302-4	Reduction of energy consumption	Environmental Policy – Energy Consumption and Greenhouse Gases	2 – 3
		2024 Sustainability Report – Energy, GHG Emissions and Climate	18-23
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	Environmental Policy - Water	3
		2024 Sustainability Report – Responsible Water Management	26-27
303-3	Water withdrawal	Performance Data – Environment	50
303-5	Water consumption	Performance Data – Environment	50

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 305: Emissions			
305-1	Direct (scope 1) GHG emissions	Performance Data – Environment	48
305-2	Energy indirect (scope 2) GHG emissions	Performance Data – Environment	48
305-3	Other indirect (scope 3) GHG emissions	Performance Data – Environment	48-49
305-4	GHG emissions intensity	2024 Sustainability Report – Energy, GHG Emissions and Climate	18-23
305-5	Reduction of GHG emissions	2024 Sustainability Report – Energy, GHG Emissions and Climate	18-23
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Performance Data – Environment	50
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report – Circularity and Waste Minimization	29-30
306-2	Management of significant waste-related impacts	Environmental Policy – Waste and Circularity 2024 Sustainability Report – Circularity and Waste Minimization	4 – 5 29-30
306-3	Waste generated	Performance Data – Environment	50
306-4	Waste diverted from disposal	Performance Data – Environment	50
GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing Policy – Health, Safety & Environment (HSE)	3

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 401: Employment			
401-1	Employee turnover	Performance Data – Investment in Talent	55
401-3	Parental leave	Performance Data – Labor Relations	56
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	2024 Sustainability Report – Health and Safety	32-33
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety, Security & Environment Policy Statement 2024 Sustainability Report – Health and Safety	1 32-33
403-3	Occupational health services	Health, Safety, Security & Environment Policy Statement 2024 Sustainability Report – Health and Safety	1 32-33
403-5	Worker training on occupational health and safety	Health, Safety, Security & Environment Policy Statement 2024 Sustainability Report – Health and Safety	1 32-33
403-6	Promotion of worker health	2024 Sustainability Report – Health and Safety	32-33
403-8	Workers covered by an occupational health and safety management system	Performance Data – Health and Safety	51
403-9	Work-related injuries	Performance Data – Health and Safety	51

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	Performance Data – Investment in Talent	55
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report – Talent and Culture	34-36
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data – Investment in Talent	55
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Performance Data – Governance	58
405-2	Ratio of basic salary and remuneration of women to men	Performance Data – Diversity, Equity & Inclusion	54
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Policy	2
		Responsible Sourcing Policy – Human Rights	2
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Policy	2
		Responsible Sourcing Policy – Human Rights	2
GRI 411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of Indigenous peoples	Performance Data – Ethics & Compliance	60

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report – Local Community Engagement	38-39
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	58
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Performance Data – Products	60

SASB Index

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	48
RT-CH-110a.1 EM-MM-110a.1	Percentage covered under emissions-limiting regulations	Performance Data – Environment	48
RT-CH-110a.2 EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environmental Policy – Energy Consumption and Greenhouse Gases 2024 Sustainability Report – Energy, GHG Emissions and Climate	2 – 3 18–23
AIR QUALITY			
RT-CH-120a.1 EM-MM-120a.1	NO _x (excluding N ₂ O) SO _x VOCs HAPs	Performance Data – Environment	50
ENERGY MANAGEMENT			
RT-CH-130a.1 (1) EM-MM-130a.1 (1)	Total energy consumed	Performance Data – Environment	48
RT-CH-130a.1 (2) EM-MM-130a.1 (2)	Percentage grid electricity	Performance Data – Environment	48

SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
WATER MANAGEMENT			
RT-CH-140a.1 (1) EM-MM-140a.1 (1)	Total water withdrawn	Performance Data – Environment	50
RT-CH-140a.1(2) EM-MM-140a.1(2)	Total water consumed	Performance Data – Environment	50
RT-CH-140a.1(2) EM-MM-140a.1 (2)	Percentage of freshwater consumed in regions with High or Extremely High Baseline Water Stress	Performance Data – Environment	50
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	50
WASTE AND HAZARDOUS MATERIALS MANAGEMENT			
RT-CH-150a.1 EM-MM-150a.7	Amount of hazardous waste generated; percentage recycled	Performance Data – Environment	50
EM-MM-150a.8	Total weight of hazardous waste recycled	Performance Data – Environment	50
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Environmental Policy – Waste and Circularity 2024 Sustainability Report: Responsible Water Management Circularity and Waste Minimization	4 – 5 26-27 29-30
BIODIVERSITY IMPACTS			
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Biodiversity Statement	1
COMMUNITY RELATIONS			
RT-CH-210a.1 EM-MM-210b.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Community Relations and Indigenous Peoples Policy 2024 Sustainability Report – Our People, Workplace and Community	1 – 4 38-42

SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES			
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	1 – 4
		Human Rights Policy	1 – 5
		2024 Sustainability Report – Our People, Workplace and Community	31-42
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	56
EM-MM-310a.2	Number and duration of strikes and lockouts	Performance Data – Labor Relations	56
WORKFORCE HEALTH AND SAFETY			
RT-CH-320a.1 (1)	Total recordable incident rate (TRIR): a. Direct employees b. Contract employees	Performance Data – Health and Safety	51
RT-CH-320a.1 (2) EM-MM-320a.1 (2)	Fatality rate: a. Direct employees b. Contract employees	Performance Data – Health and Safety	51
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	2024 Sustainability Report – Health and Safety	32-33
SAFETY AND ENVIRONMENTAL STEWARDSHIP OF CHEMICALS			
RT-CH-410b.1 (2)	Percentage of such products that have undergone a hazard assessment	Performance Data – Products	60

SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
BUSINESS ETHICS AND TRANSPARENCY			
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Anti-Corruption Policy	1 – 7
		2024 Sustainability Report – Ethics and Compliance	44
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT			
RT-CH-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	2024 Sustainability Report – Local Community Engagement	38-39

TCFD Index

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	2
		TCFD Report – Governance	3
	Describe management's role in assessing and managing climate-related risks and opportunities.	Environmental Policy – Governance	2
		TCFD Report – Governance	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, 2024	29
		TCFD Report – Strategy	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, 2024	29
		TCFD Report – Strategy	4 – 8
		2024 Sustainability Report – Decarbonization Roadmap	24–25
	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 2024 Sustainability Report – Decarbonization Roadmap	9 24-25
	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	48-50
	Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks.	Performance Data – Environment	48-49
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 Sustainability Report – Message from the Sustainability Leadership Team 2024 Sustainability Report – Energy and GHG Emissions 2024 Sustainability Report – Responsible Water Management	14 18-23 26-27

Appendix

FORWARD-LOOKING STATEMENTS

The 2024 Sustainability Report and our sustainability webpage contain 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; 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; changes in laws and government regulation; regulatory actions, proceedings, claims or litigation; cyber-security breaches, terrorist attacks, industrial accidents or natural disasters; political unrest; acquisition and divestiture transactions; timing and success of projects; performance of Albemarle's partners in joint ventures and other projects; 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 loss 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 (on a consolidated basis) and adjusted EBITDA margin to Net loss attributable to Albemarle Corporation, the most directly comparable financial measure calculated and reported in accordance with GAAP. EBITDA is defined as net income (loss) 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 below.

	Year Ended December 31, 2024
In thousands, except percentages	
Net loss attributable to Albemarle Corporation	\$ (1,179,449)
Add back:	
Interest and financing expenses	165,619
Income tax expense	87,085
Depreciation and amortization	588,638
EBITDA	(338,107)
Proportionate share of Windfield Holdings income tax expense	299,193
Non-operating pension and OPEB items	(11,335)
Non-recurring and other unusual items	1,190,027
Adjusted EBITDA	\$ 1,139,778
Net sales	\$ 5,377,526
EBITDA Margin	(6.3)%
Adjusted EBITDA Margin	21.2%



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