



2024 Sustainability Report Highlights

June 2025

Forward-Looking Statements

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

Values-Led, Purpose-Driven

“As a values-led organization, sustainability is foundational to how we choose to operate. The initiatives outlined in this report speak to our purpose of creating a more resilient world.”

Kent Masters
Chairman and CEO

Initiated decarbonization roadmap

Supporting our customers' sustainability goals

Promoting the resiliency of our communities

Reducing our carbon footprint

Practicing responsible freshwater management

Our Values

Albemarle's six core values help us achieve our corporate purpose to enable a more resilient world.

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.

Double Materiality Assessment

How sustainability issues impact our business and how our business impacts the world around us

Key Stakeholders:

- Customers
- Investors
- Community members
- Employees
- NGOs
- Suppliers
- Industry groups

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

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 Practices
Local Community Engagement

Sustainable Value Creation

Ethics and Compliance
Responsible Sourcing
Innovation

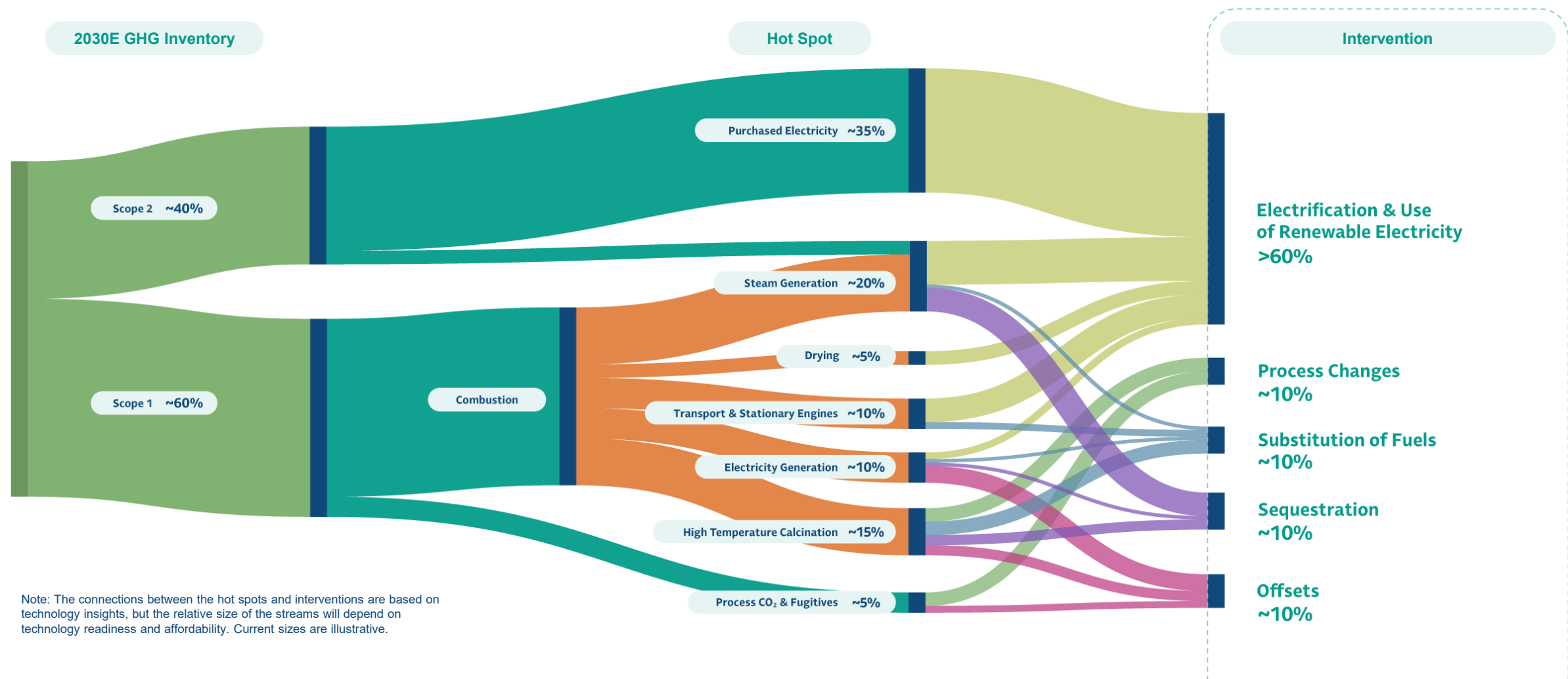
Recognition of Our Commitment to Sustainability

Albemarle received several prestigious awards in 2024:

- Nine American Chemical Council Responsible Care® Awards
- Newsweek's list of America's Most Responsible Companies
- TIME World's Best Companies, America's Best Mid-Size Companies
- Fortune 500
- Forbes Most Trusted Companies in America
- EcoVadis Gold Medal for sustainability, placing us in the top 5% of assessed companies
- America's Most JUST Companies by JUST Capital and CNBC
- The Business Intelligence Group presented Albemarle's mercury remediation solution MercLok™ P-640 with a 2024 BIG Innovation Award
- Xinyu facility was named a National Green Factory for 2024 by the Ministry of Industry and Information Technology of China



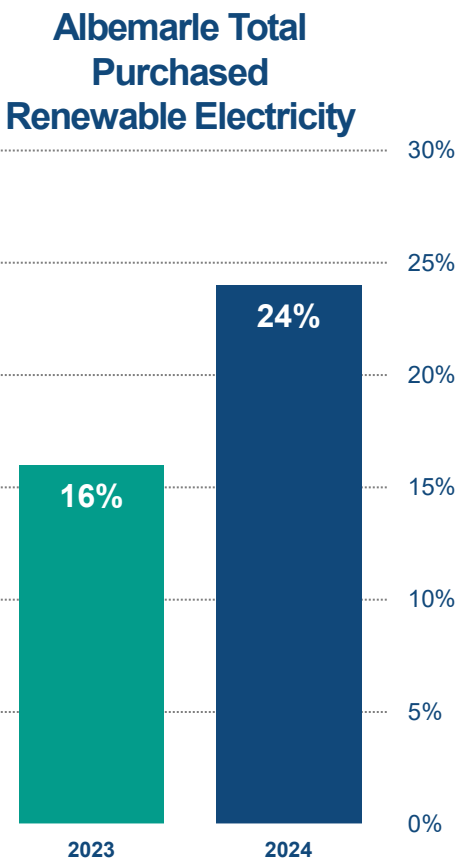
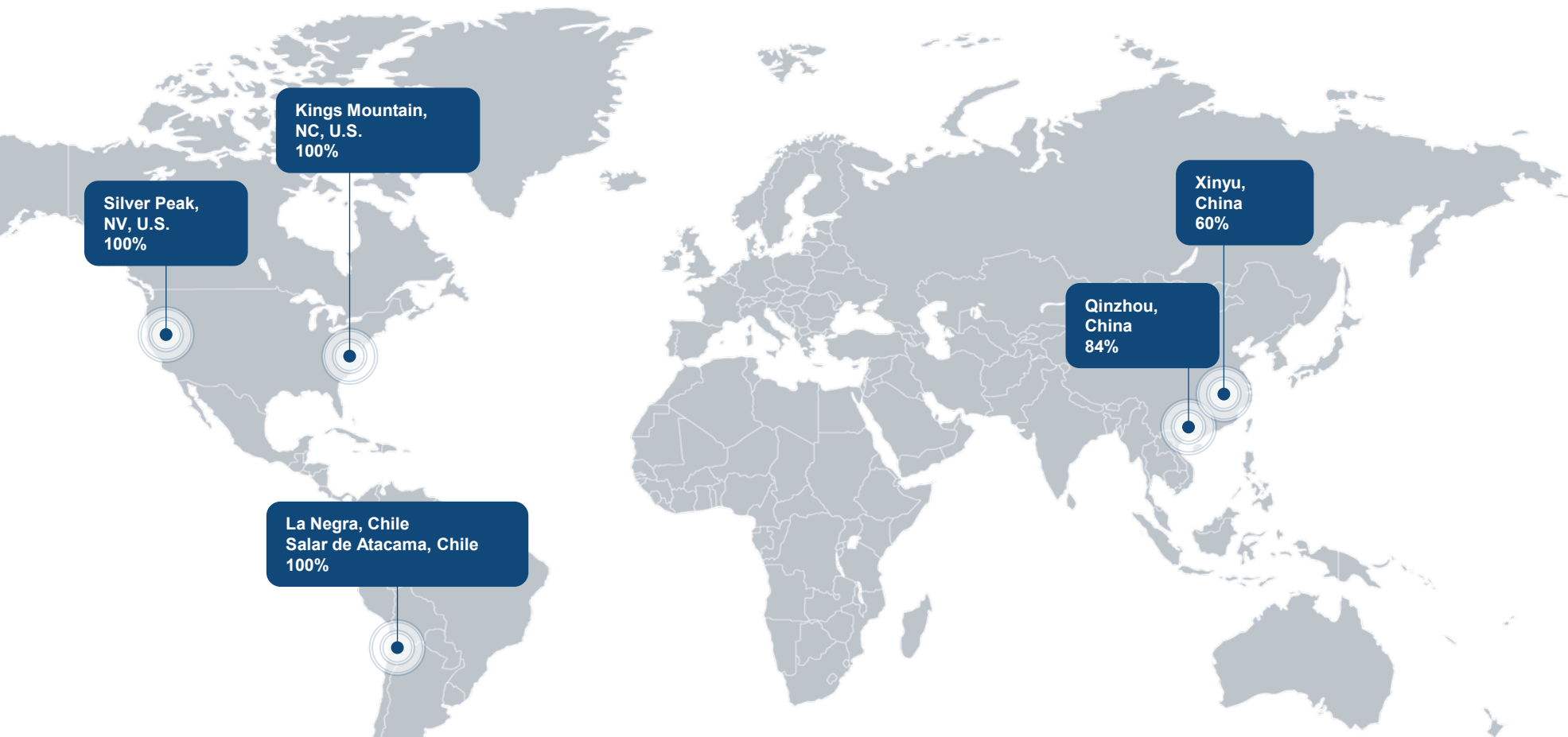
Developing a Long-Term Strategy to Reduce GHG Emissions



Decarbonization roadmap balances stakeholder expectations, technological and financial feasibility

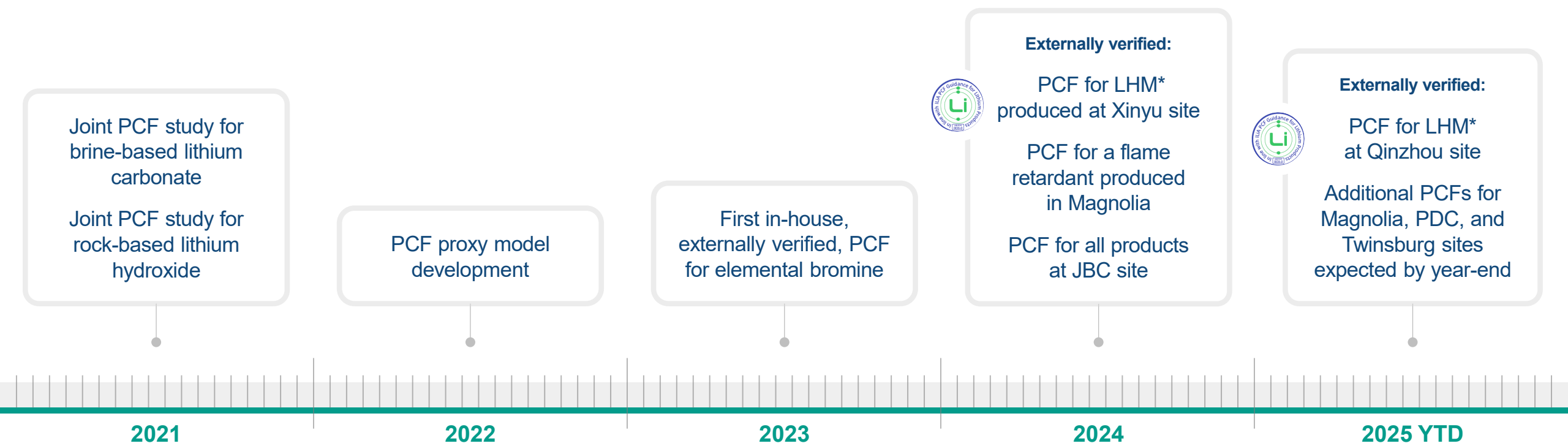
Powering Our Operations with Renewable Electricity

In 2024 the primary increases in renewable electricity included:



We expect to continue increasing renewable electricity purchases in the future

Supporting Customer Goals Through Product Carbon Footprints (PCFs)



PCFs provide greater visibility to our product impacts and help customers pursue their own targets

* Lithium Hydroxide Monohydrate

Promoting the Resilience of Our Communities

We operate and engage with communities aligned to industry best practice standards

Chile

Completed a Human Rights Assessment at our Salar de Atacama site

The assessment confirmed our human rights standards and tools align with global best practices intended to protect the rights of our employees, suppliers and communities

Australia

Developed an Acknowledgement of County policy for use at public and key internal events

Continued implementation of an action plan that guides how we create economic opportunities and undertake meaningful engagement with First Nations peoples

United States

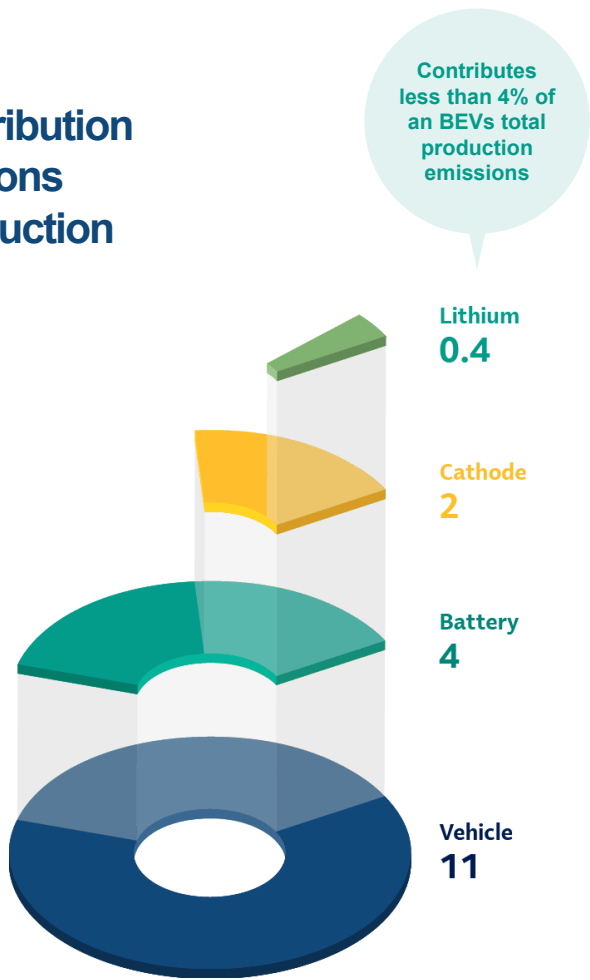
Initiated a voluntary Impact Assessment at the Kings Mountain Mine project to increase project transparency and community engagement

Hosted our first Non-governmental Organizations Summit, bringing together leaders from over a dozen local, national and international organizations

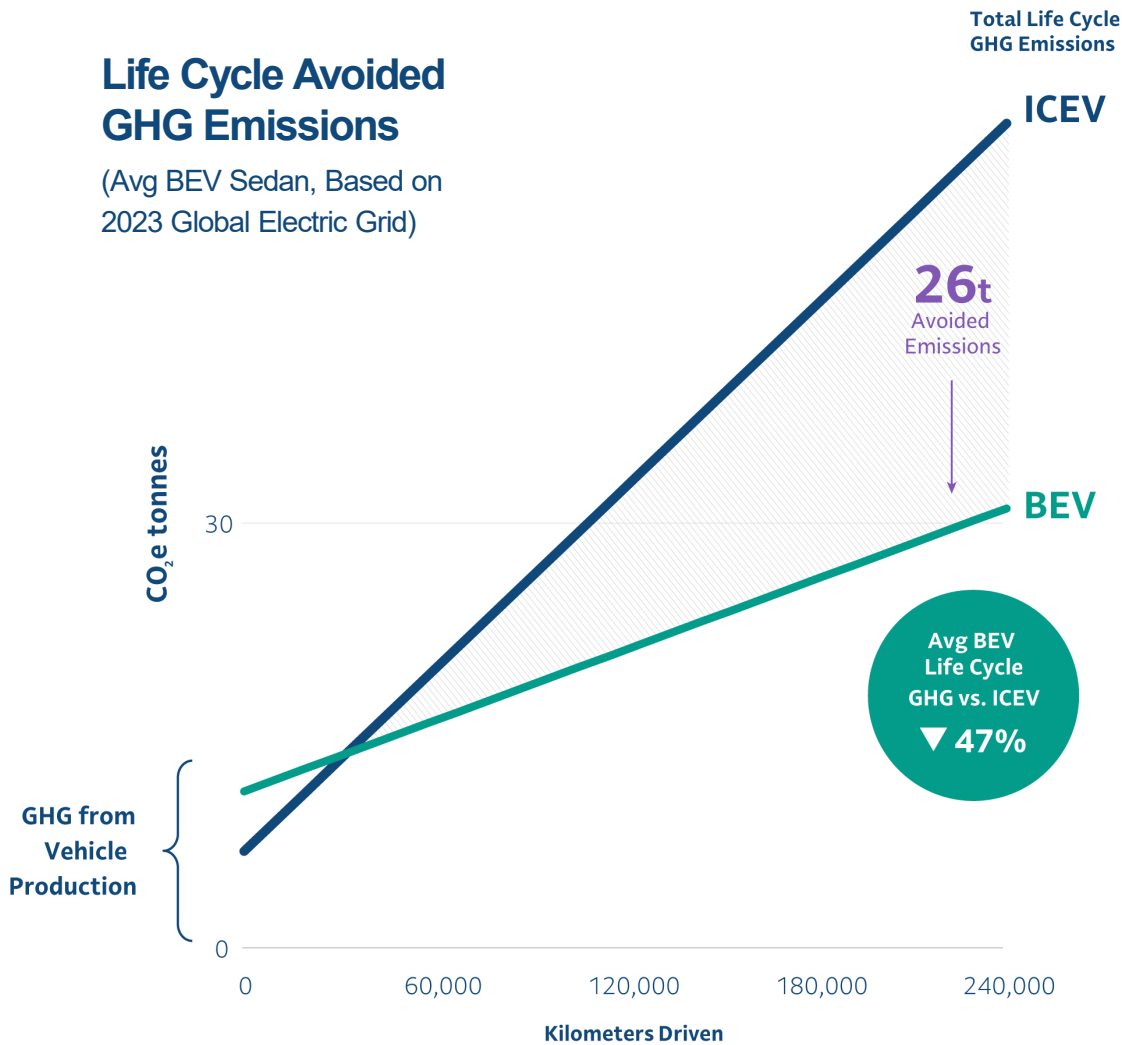


Albemarle's Lithium Products Contribute Directly to the Global Clean Energy Transition

Lithium's Contribution to GHG Emissions from BEV Production
(CO₂e tonnes)



Life Cycle Avoided GHG Emissions
(Avg BEV Sedan, Based on 2023 Global Electric Grid)



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

Current Environmental Targets and Progress: GHG and Water

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

Energy Storage Ahead of 2030 Target

Energy Storage GHG Intensity

(kg CO₂e / kg product)



FY 2024 Accomplishments:

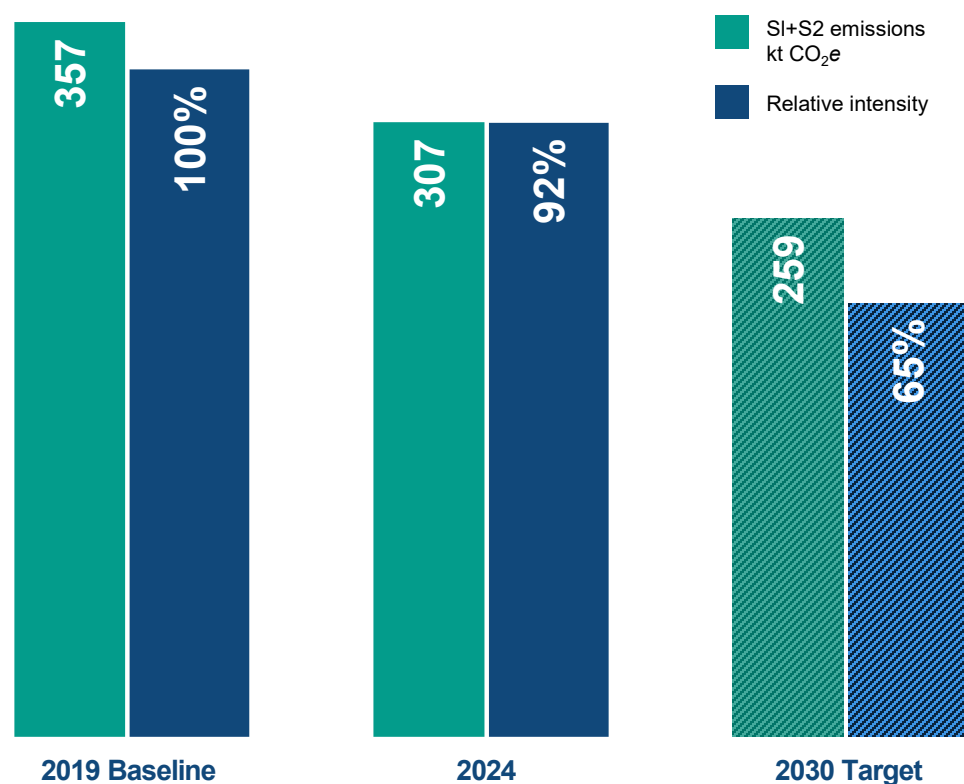
- Ahead of 2030 target due to increased procured renewable electricity and operational efficiencies
- Salar de Atacama, La Negra, Kings Mountain and Silver Peak operated on 100% renewable electricity
- Additional renewable electricity procured for Xinyu, Qinzhou, and Chengdu facilities; renewable electricity procured for Meishan's first year of operation
- Kemerton and Qinzhou increased operational efficiency which reduced facilities' intensities

Looking forward:

- Anticipate a shift in our product mix to include more carbon intensive hard-rock resources
- Expect continued efficiency improvements and renewable electricity procurement

Specialties on Track for Absolute 2030 Target

Specialties GHG Emissions



FY 2024 Accomplishments:

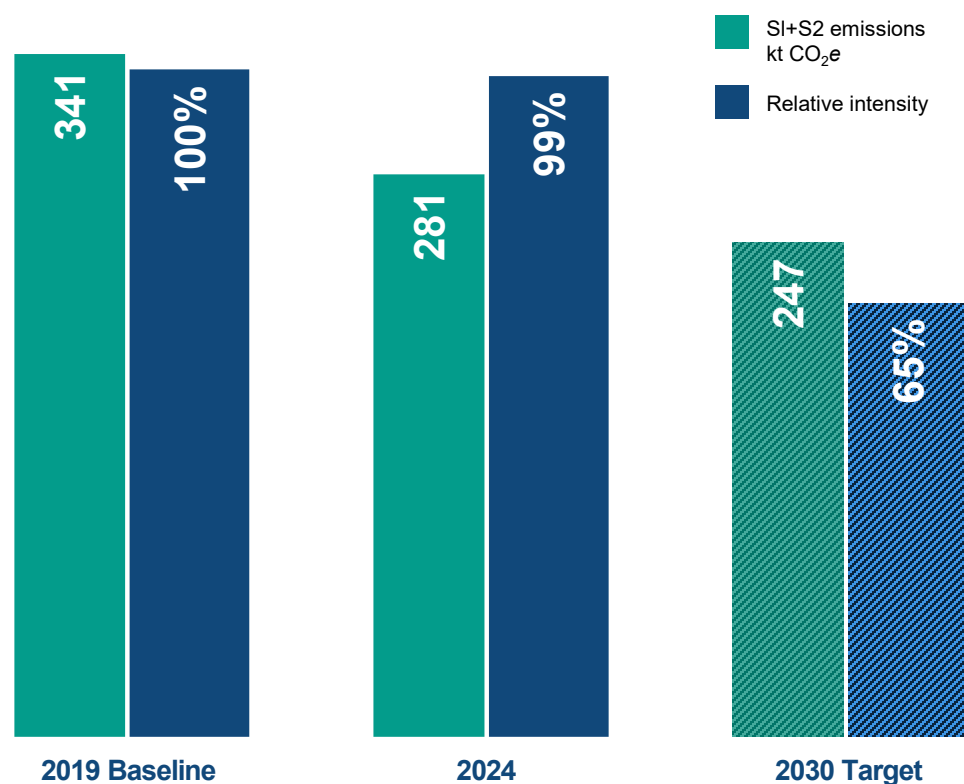
- On track to meet 2030 target on an absolute basis
- Emissions declined year-over-year, primarily driven by carbon-free procurement at Magnolia facility
- Higher production volumes also improved emissions intensity by driving greater operational efficiency

Looking forward:

- Continued participation in carbon-free power contract at Magnolia expected to contribute to scope 2 emissions reductions

Ketjen on Track for Absolute 2030 Target

Ketjen GHG Emissions



FY 2024 Accomplishments:

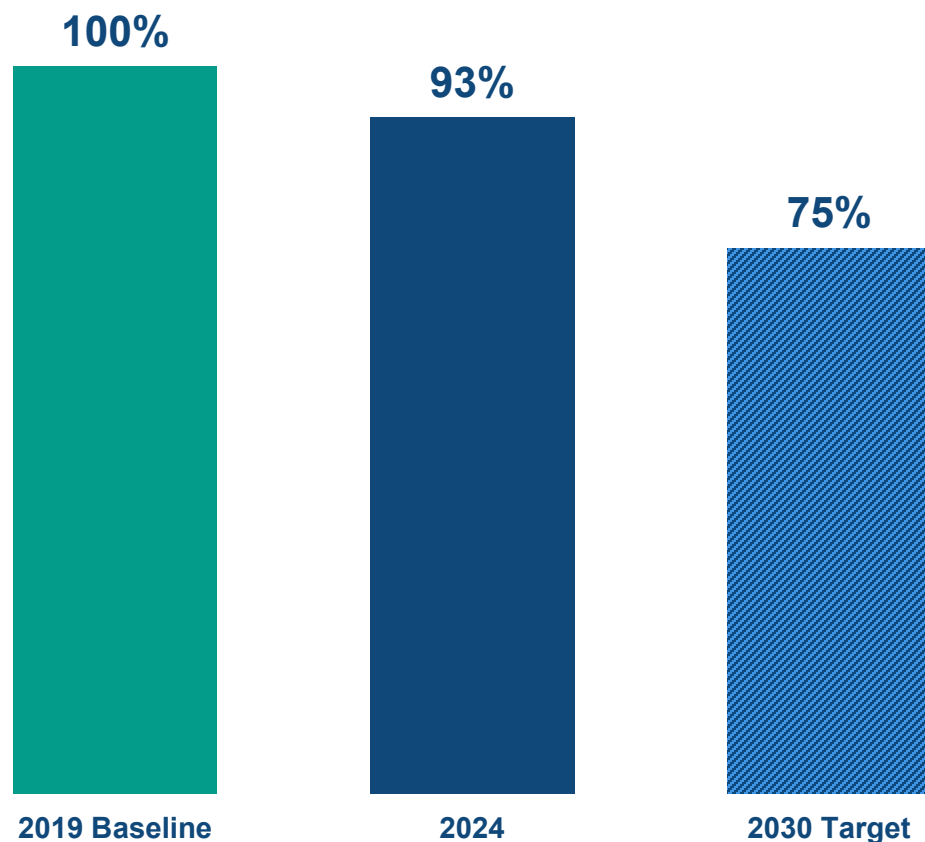
- Scope 1 and 2 emissions remain on target on an absolute basis
- Improved natural gas efficiency and the use of renewable energy certificates drove 8% reduced emissions year-over-year

Looking forward:

- Continuing to procure carbon-free energy and pursue energy efficiency opportunities

2030 Water Target Remains On Track

Freshwater Intensity in Chile and Jordan



Chile:

2030 target has been met with 46% overall reduction in freshwater use intensity compared to 2019 baseline

- Progress made by further optimizing La Negra and completing the first year of continuous operation under the Salar Yield Improvement Project

Jordan:

JBC's freshwater intensity +6% from baseline

- Main driver was an underperforming water recovery unit
- NEBO project reached mechanical completion in 2025

Looking forward:

- Commissioning, start-up and ramping of the NEBO process and reestablishing consistent operation of the water treatment unit expected to bring JBC intensity in-line with target



 Albemarle