



■ **2025 Sustainability**
Report Highlights

June 2026



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 "ambition" "anticipate," "believe," "estimate," "expect," "design," "goal," "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, including tariffs; water usage and rights; regulatory actions, proceedings, claims or litigation; cyber-security breaches, terrorist attacks, industrial accidents or natural disasters; political unrest or conflicts affecting our global operations; 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.

Resourceful, Responsible, Resilient



At Albemarle, our core values guide every decision we make, driving us to be resourceful, responsible and resilient in how we operate, while our purpose shapes how we create long-term value for our customers, employees, our communities and the world.”

Kent Masters
Chairman and CEO

Completed human rights risk assessment

Advancing carbon transparency for our customers

Practicing responsible freshwater management

Promoting the resilience of our communities

Supporting our customer’s sustainability goals

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

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

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.

Notable Recognition & Memberships



ILiA Founding Member



B in Climate, B in Water



Recognition of Our Commitment to Sustainability

Albemarle received several prestigious awards in 2025:

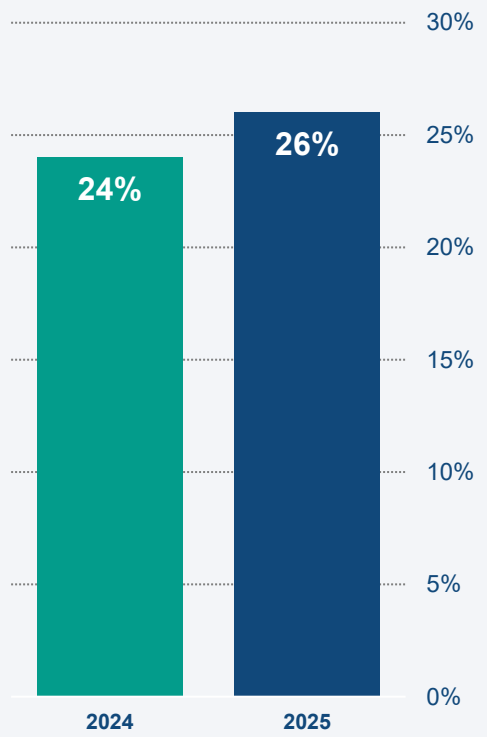
- Forbes' Most Trusted Companies in America list
- Forbes' America's Best Employers for Women
- TIME's World's Best Companies for Sustainable Growth
- Newsweek's list of America's Most Responsible Companies
- America's Greatest Workplaces for Manufacturing
- USA TODAY's America's Climate Leaders 2025
- Corporate Knights list of Clean200™
- 100 Best Corporate Citizens for 2025
- Global site recognitions received, reflecting the dedication of our teams in driving safe, efficient and sustainable operations worldwide

Powering Our Operations with Renewable Electricity

In 2025 our renewable electricity footprint included:

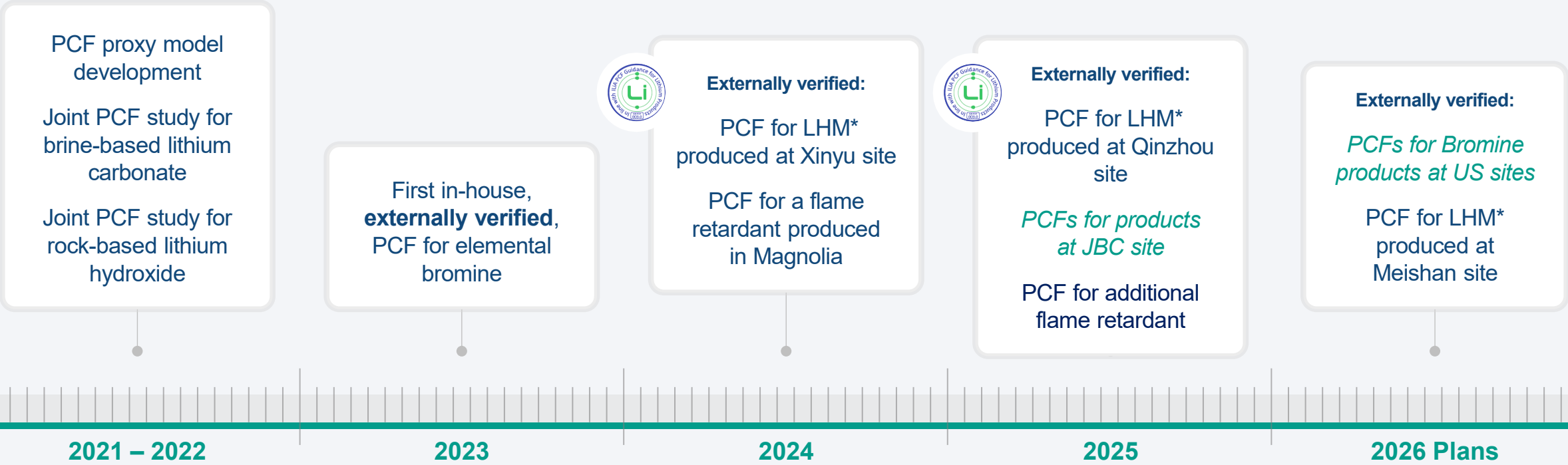


Electricity consumed from renewable sources



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

Single product PCF
Platform solution for many PCFs

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; confirming alignment with international standards and reinforcing our commitment to transparency and community trust.

Maintained our IRMA 50 performance level at Salar de Atacama site following surveillance audit.

United States

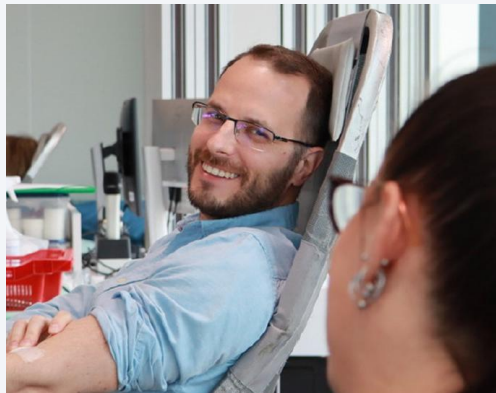
Kings Mountain continued to advance toward the completion of a comprehensive environmental and social impact assessment (ESIA).

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

Global

Donated more than \$3.2 million through the Albemarle Foundation, supporting education, environmental sustainability and community resilience initiatives worldwide.

Engaged with our stakeholders through site tours open to the public, volunteering, community projects and more.



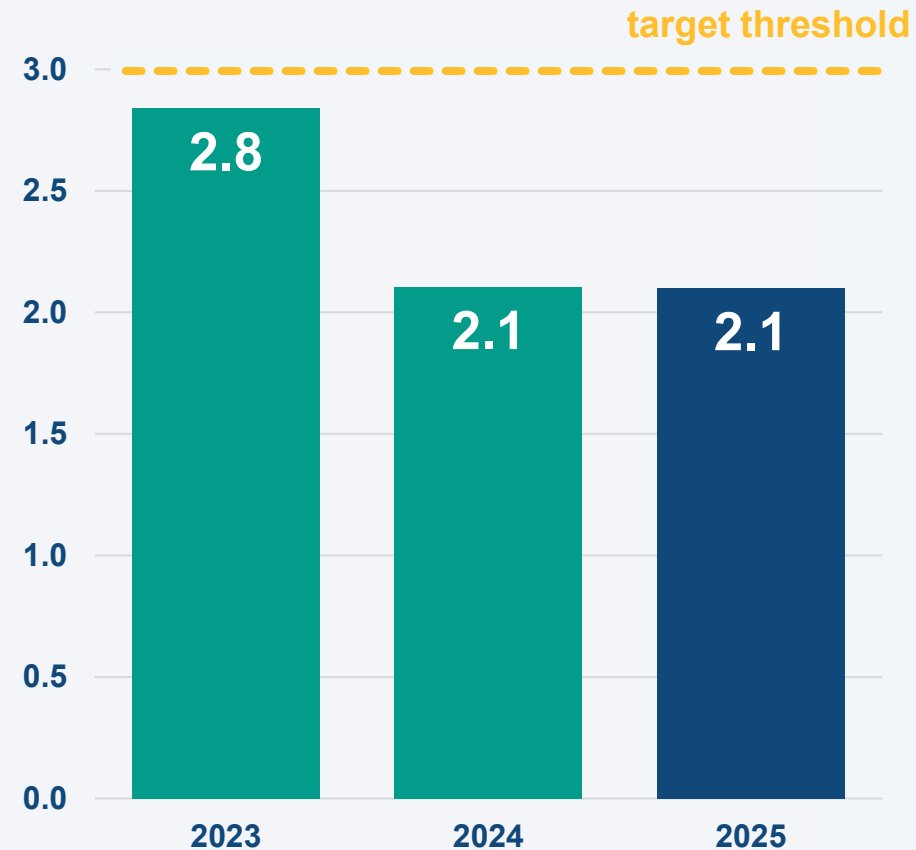
Current Environmental Targets and Progress: GHG and Water

Goal	Status	Progress
Grow our Energy Storage business in a scope 1 + 2 carbon intensity-neutral manner through 2030 (2019 baseline)	Ahead of target	Energy efficiency improvements; renewable electricity and steam procurement
Reduce scope 1 + 2 carbon intensity of Specialties business by 35% by 2030 in alignment with science-based targets (2019 baseline)	Behind target	Carbon-free electricity procurement; evaluating additional projects to reduce emissions
Reduce the intensity of freshwater usage by 25% by 2030 in Chile and Jordan (2019 baseline)	On track	NEBO project and third-party water treatment unit in Jordan fully online, water savings realized beginning December 2025

Energy Storage Ahead of 2030 GHG Target

Energy Storage GHG Intensity

(kg CO₂e / kg product)



FY 2025 Results:

- Energy Storage continued to trend below our carbon intensity target
- This was primarily due to increased energy efficiency as our China operations grew production volumes, and increased renewable electricity procurement
- The Meishan site entered in a multi-year power purchase agreement and sourced steam generated from biomass

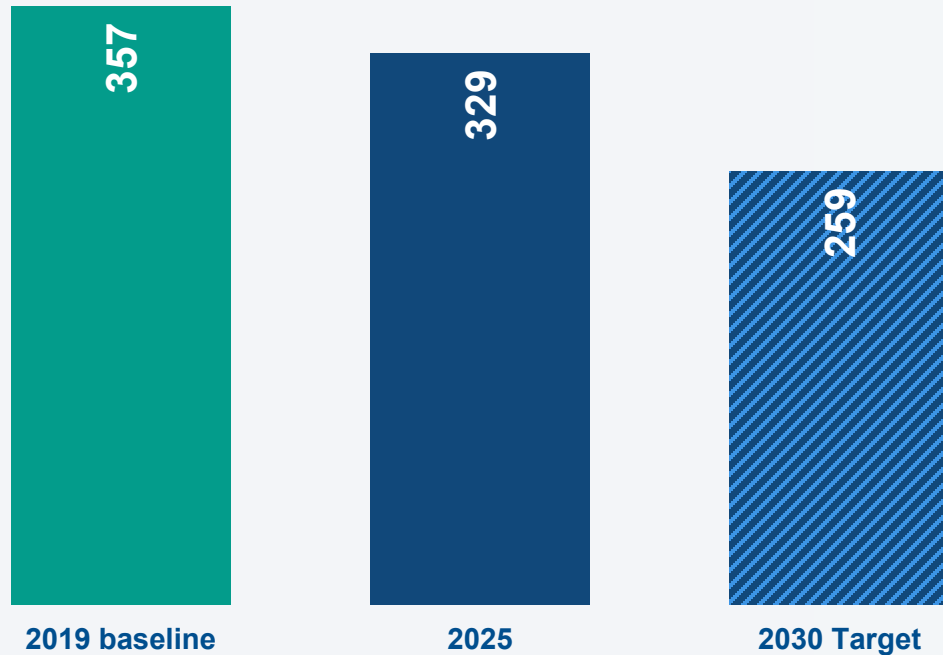
Looking forward:

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

Specialties 2030 GHG Target

Specialties GHG Emissions

Absolute Emissions (kt CO₂e)



FY 2025 Results:

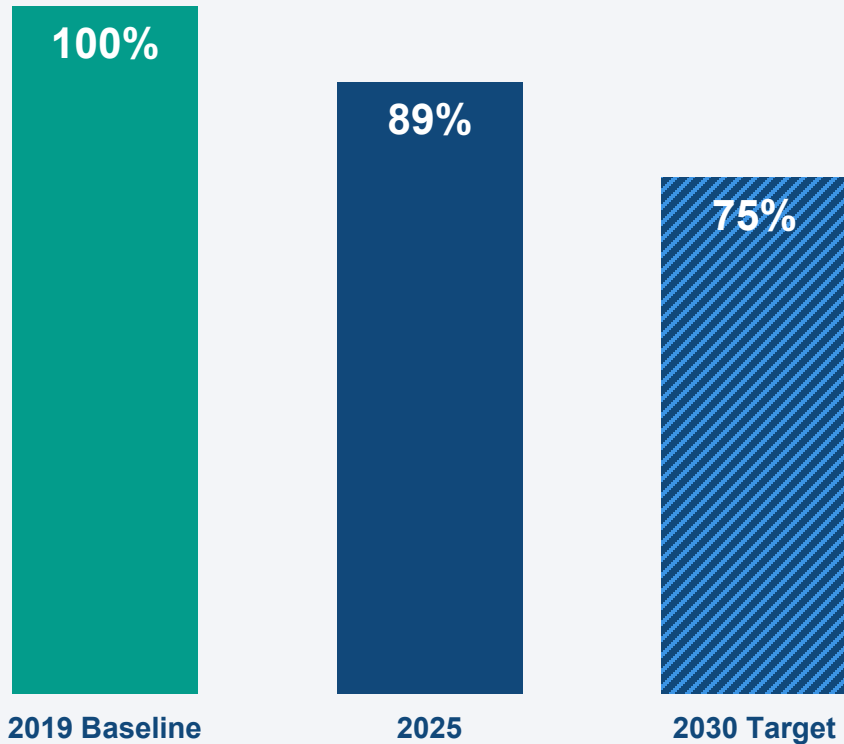
- Emissions increased 7% year over year on an absolute basis and is behind its 2030 target.
- Emissions Increase Drivers:
 - The Jordanian grid electricity emissions factor increased by roughly 25% from 2024, while electricity consumption remained flat
 - Debottlenecking projects at our JBC in Jordan facility increased the site's absolute natural gas consumption and emissions year over year

Looking forward:

- We are evaluating projects to reduce our emissions and get back on track with our long-term target

2030 Water Target Remains On Track

Freshwater Intensity in Chile and Jordan



Chile:

Chile water intensity was 47% lower than 2019 baseline

- Maintained water intensity, well ahead of target.
- Thermal evaporator (fully operational in early 2025) at La Negra facility enables us to significantly increase lithium production without corresponding increases in freshwater usage

Jordan:

JBC's water intensity was roughly equal to the baseline with year-end improvements due to:

- Third-party water recovery unit was acquired, overhauled and restarted in November 2025
- Water savings from NEBO process began to be realized in December 2025

Looking forward:

- Expect to reach our long-term water targets with JBC's third-party water recovery unit and NEBO process



Albemarle

