

Albemarle Corporation

Health, Safety & Environment Committee Charter

I. Purpose

The Board of Directors (the "Board") of Albemarle Corporation (the "Company") established the Health Safety & Environment Committee (the "Committee") for the following purposes:

- A. Assist the Board with assessment of the Company's health, safety, and environment programs and initiatives and sustainability programs and initiatives related to those areas included in this charter; and
- B. Assist the Board with oversight of matters relating to protecting and enhancing the Company's global reputation of responsible corporate stewardship, conscientious corporate social responsibility, and product sustainability.

II. Structure and Membership

- A. The Committee will have two or more members, who will be members of the Board, appointed annually by the Board, based on the recommendation of the Nominating & Governance Committee. The Board also will designate a Chair of the Committee.
- B. The Committee members and Chair may be removed or replaced at any time at the Board's discretion.

III. Authority and Responsibilities

- A. Authority
 - 1. The Committee is authorized to conduct or call for investigations into any matter within the scope of its responsibilities.
 - 2. The Committee is authorized to engage independent counsel, experts, and other advisors as it determines necessary to carry out its duties. The Committee has the authority to approve the fees and to cause the Company to pay the fees resulting from the provision of such advisory and/or investigative services.
 - 3. The Committee is authorized to delegate to its Chair, any one of its members, or any subcommittee it may form, the responsibility and authority for any particular matter, as it deems appropriate from time to time under the circumstances. Any decision of a subcommittee, including a single-member subcommittee, shall be presented to the full Committee at its next scheduled meeting.

B. Responsibilities

1. Review and oversee annual and long-term goals and targets for the Company's health, safety, and environmental programs and emissions and sustainability initiatives related to those areas included in this charter, including status reports on efforts to attain those goals and targets.
2. Oversee periodic updates to the sustainability materiality assessment, including emerging global health, safety, environmental, and sustainability issues and the potential impact those issues may have on the Company.
3. With regard to Sustainable Shareholder Value (Product & Process Innovation; Value Chain Excellence; Regulatory Compliance), the Committee will review and oversee:
 - a. Product stewardship programs and practices and use of science to manage product risks to ensure the safe manufacture, distribution, use, and disposal of Company products;
 - b. Product and process development portfolio, including contributions to long-term strategy and sustainability initiatives;
 - c. Sustainable product life cycles including responsible sourcing initiatives; and
 - d. Health, environmental, and process safety personnel, policies, and performance, including activities designed to assure compliance with applicable standards, laws, and regulations.
4. With regard to People, Workplace & Community (Safety; Community & Stakeholder Engagement), the Committee will review and oversee:
 - a. Global public policy and advocacy development strategies relating to health, safety, environmental, and sustainability issues;
 - b. Policies and approach to human rights and rights of indigenous people;
 - c. The Company's emergency response and crisis communications plans; and
 - d. The Company's philanthropic and political contributions.
5. With regard to Natural Resource Management (Energy & Greenhouse Gases; Water; Resource Stewardship; Waste), the Committee will review and oversee:
 - a. Efforts to minimize the Company's environmental impact;
 - b. Implementation of the Company's climate strategy; and
 - c. Impacts of accessing the resources required to create long-term stakeholder value, including minerals, energy, and water.

6. The Committee will carry out any other responsibilities and duties delegated to it or requested by the Board from time to time related to the purposes outlined in Section I of this charter; and
7. At least annually, the Committee will review this charter and conduct a performance self-evaluation.

IV. Procedures and Administration

- A. Rules. The Committee shall determine its own rules and procedures.
- B. Meetings. The Committee shall meet as it deems appropriate or at the call of the Chair, but in any event no less than three times per year. The Committee may meet in executive session, as it deems appropriate. The Committee may ask members of management or others to attend meetings and provide pertinent information as necessary.
- C. Reports to the Board. The Committee Chair will provide regular reports to the Board.
- D. Confidentiality and Privilege. Any Committee deliberations, discussions, communications and/or work product are privileged and confidential as contemplated by common and/or civil law privileges, including attorney/client communications, self-evaluations, and attorney work product. Any action taken by the Committee, such as a resolution or unanimous written consent may be certified and provided to third parties with the understanding that doing so does not, in any way, waive the Committee's privilege with regard to its deliberations, discussions, communications, and/or work product related to the particular resolution, unanimous written consent, or any other matter that has come or may come before the Committee.

V. Posting Requirement

The Company shall post this charter on the Company's website (i) as required by applicable rules and regulations or (ii) if the Committee otherwise deems advisable or appropriate. If so posted, the Company shall disclose in its Proxy Statement that a copy of this charter is available on the Company's website.

This charter was amended and restated on October 25, 2021, and was last reviewed October 25, 2021.