



2025 SUSTAINABILITY REPORT

Responsible
Responsible
Responsible





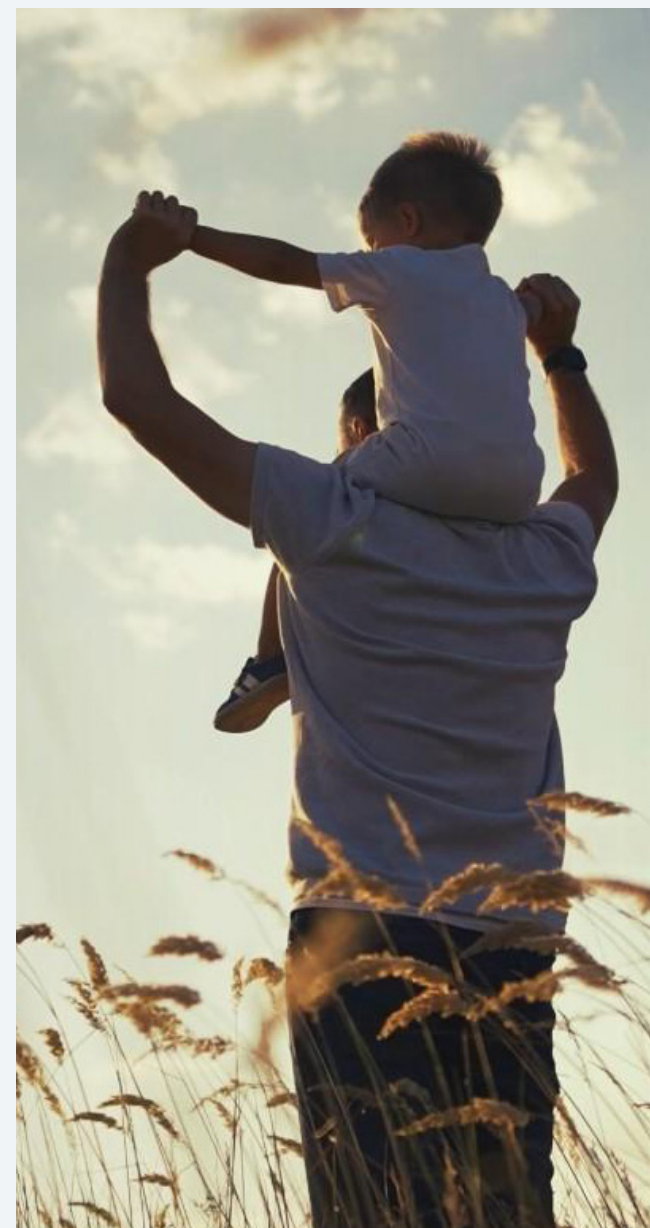
About This Report

Albemarle's 2025 Sustainability Report outlines our sustainability strategy and highlights the progress we have made toward achieving our goals.

We have structured the report around sustainability material topics that capture the issues relevant to our business and where we have an impact on people and the environment. The content and data referenced in this publication focus primarily on our operations for the 2025 calendar year, unless otherwise indicated.

Discussions of our sustainability initiatives and performance are organized according to our core businesses, Energy Storage and Specialties. Except where noted, performance data also includes Ketjen Corporation (Ketjen), our former wholly-owned catalysts subsidiary. On March 2, 2026, Albemarle completed the sale of a controlling stake in Ketjen's refining catalyst solutions business to KPS Capital Partners.

Our reporting is guided by international sustainability reporting frameworks and standards. The 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 our processes and operations, the availability of sufficient data, the quality of that data, and the 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, but not limited to, 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 Holly A. Van Deursen, Chair of the Safety, Sustainability, Operations & Capital Board Committee

We are pleased to introduce Albemarle's 2025 Sustainability Report. This report outlines our progress and our commitment to continuous improvement as we responsibly steward world-class resources and advance a more sustainable future.

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.

Through our commitment to sustainability, we embed responsible practices across our operations and supply chain. In 2025, we refined our operating model to improve cross-functional collaboration and support consistent global execution and accountability. The new structure clearly defines responsibility for priorities, strengthens integration with core business operations and fosters closer engagement with our customers. We continue to adjust our operating model to allow us to respond more swiftly to emerging challenges and to align our actions with the expectations from the markets and the communities we serve.

Maintaining Industry Leadership Over the Long-term

In 2025, we maintained our industry leadership through consistent execution and sound financial management. During the year, we took decisive actions to reinforce our balance sheet, focus our portfolio and position Albemarle for resilience and sustainable growth:

- Operationally, we delivered \$5.1 billion in net sales in 2025, including volume growth of 7% year over year, with volume improvements across all segments, reflecting our competitive resource base, strong customer relationships, and diverse product mix.
- In 2025, we achieved approximately \$450 million in cost and productivity improvements, exceeding our initial target of \$300 to \$400 million.
- In October, we announced agreements to sell stakes in Ketjen and our Eurecat joint venture. Both transactions closed in the first quarter of 2026, and we received combined pre-tax proceeds of approximately \$670 million. These actions advance our portfolio strategy and sharpen our focus on our core businesses.



Kent Masters



Holly A. Van Deursen





Sustainability Performance Highlights

In 2025, we were proud to reach key sustainability milestones. We completed a comprehensive human rights risk assessment at our Salar de Atacama site in Chile, confirming alignment with globally recognized industry standards and reinforcing our dedication to transparency and community trust. At Greenbushes (ALB: 49%), a joint-venture mine in Australia, we achieved a historic first: product-level carbon footprint verification from the International Lithium Association (ILiA). Additional verification has since been secured across key downstream processing facilities, underscoring our leadership in carbon footprint transparency.

Innovation remains central to our sustainability ambition. In 2026 we began commercial testing of SAYTEX ALERO®, a next-generation polymeric flame retardant designed to help customers meet evolving performance, regulatory, and sustainability needs. As demand grows across an electrified, connected world, SAYTEX ALERO demonstrates how purposeful innovation drives progress and enables technologies that shape the future.

As markets evolve and expectations rise, we are leveraging new technologies, tools and expertise to operate more efficiently, adapt responsibly and grow profitably through market cycles. Our efforts have not gone unnoticed. Albemarle is proud to be designated one of Forbes' Most Trusted Companies in America and to be named one of TIME's 2025 Best Companies in Sustainable Growth, positioning us strongly for 2026 and beyond.

Looking ahead, we remain focused on minimizing our environmental footprint, delivering responsible and reliable products for our customers and engaging with our communities to foster positive relationships and outcomes. We will continue to leverage innovative technologies and best practices to responsibly steward world-class resources and ensure a reliable supply of critical minerals to advance a more sustainable future for all.

The Board and Executive Leadership Team remain confident in Albemarle's positioning for continued success across our leading businesses in the lithium and bromine value chains to enable a more sustainable and resilient world. We believe the markets we serve have a bright future, and we remain committed to creating long-term value while building on our track record of successfully delivering through dynamic macroeconomic and industry environments.

Sincerely,

J. Kent Masters

Chairman and
Chief Executive Officer

Holly A. Van Deursen

Chair, Safety, Sustainability,
Operations & Capital Committee

About Albemarle

Albemarle is a world leader in transforming essential resources into critical ingredients for mobility, energy, connectivity and health.

We collaborate to forge innovative ways to move, power, connect and protect while keeping people and the planet at the core of what we do. By securing a dependable, high-quality and global supply of lithium and bromine, we deliver cutting-edge solutions to our customers.

Our work spans lithium- and bromine-based offerings, backed by deep technical expertise. We find solutions that are smarter, safer and better for both people and planet and we do it responsibly. Our commitment to environmental stewardship, ethical sourcing, community engagement and employee well-being shapes decision making. Through innovative technologies and practices, we work to minimize our environmental footprint today while ensuring a sustainable supply of critical minerals for generations to come.

By the numbers¹

\$5.1B

Net Sales

Approx.

7,100

Employees³

\$1.10B

Adjusted EBITDA²

Approx.

1,900

Customers in 70 Countries

21%

Adjusted EBITDA Margin²

Approx.

1,500

Active Patents

1. All data is as of or for the year ended 12/31/2025, including Ketjen.

2. See reconciliation of this non-GAAP financial measure to the most directly comparable GAAP measure on [page 86](#).

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



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.

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.



Notable Recognition & Memberships



ILiA Founding Member



B in Climate, B in Water



Awards & Recognition

Albemarle continued to receive meaningful external recognition in 2025 for our commitment to sustainability, responsible operations and inclusive workplaces.

In 2025, Albemarle was named to Forbes' Most Trusted Companies in America list and recognized as one of Forbes' America's Best Employers for Women. We were also recognized by TIME magazine as one of the World's Best Companies for Sustainable Growth, reflecting our focus on long-term value creation through responsible practices.

Albemarle was included on Newsweek's list of America's Most Responsible Companies and recognized as one of America's Greatest Workplaces for Manufacturing, underscoring our ongoing commitment to ethical business practices, employee engagement and operational excellence.

We were also named one of USA TODAY's America's Climate Leaders 2025, highlighting our progress in reducing greenhouse gas intensity, and included in the Corporate Knights Clean200™, a global ranking of publicly traded companies leading the transition to a sustainable economy.

In addition, Albemarle was recognized by 3BL Media as one of the 100 Best Corporate Citizens for 2025, which evaluates environmental, social and governance performance across publicly available data.

Global Site Recognition

Our operational excellence was also recognized at the site level. Our Chile operations won first place in Operational Excellence at the 2025 KAIZEN™ Awards, recognizing continuous improvement and operational innovation. Additional global site recognitions were received, reflecting the dedication of our teams in driving safe, efficient and sustainable operations worldwide.





Corporate *Governance*

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

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

For more information on corporate governance, please see our [2026 Proxy Statement](#).

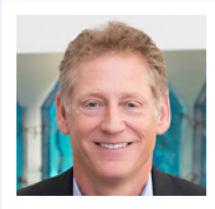
Board Oversight of Sustainability

		Safety, Sustainability, Operations & Capital	Audit & Finance	Executive Compensation & Talent Development	Governance & Public Policy
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	⊙			

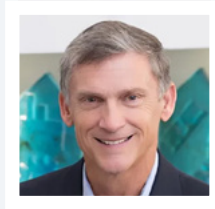


Leadership and Board

(As of May 2026)



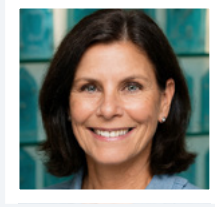
Kent Masters
Chairman of the Board
CEO, Albemarle



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



Laurie Brlas
Former EVP & CFO,
Newmont Mining



Michelle T. Collins
Former VC & Senior Audit
Partner, Deloitte & Touche



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



Holly A. Van Deursen
Former Group VP,
Petrochemicals, BP



Mark R. Widmar
Chief Executive Officer,
First Solar



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



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





Sustainability Commitments





Message from the Sustainability Leadership Team

The Sustainability Leadership Team (SLT) is pleased to present Albemarle's 2025 Sustainability Report, which outlines our continued progress toward our sustainability commitments.

In 2025, we further strengthened how sustainability is governed and embedded across Albemarle. Building on our updated operating model, we strengthened our centralized sustainability function, supported by regional leads, to enhance accountability, improve cross-functional alignment and support consistent global execution. This structure establishes clearer ownership of priorities, deeper integration with core business operations and stronger engagement with our customers.

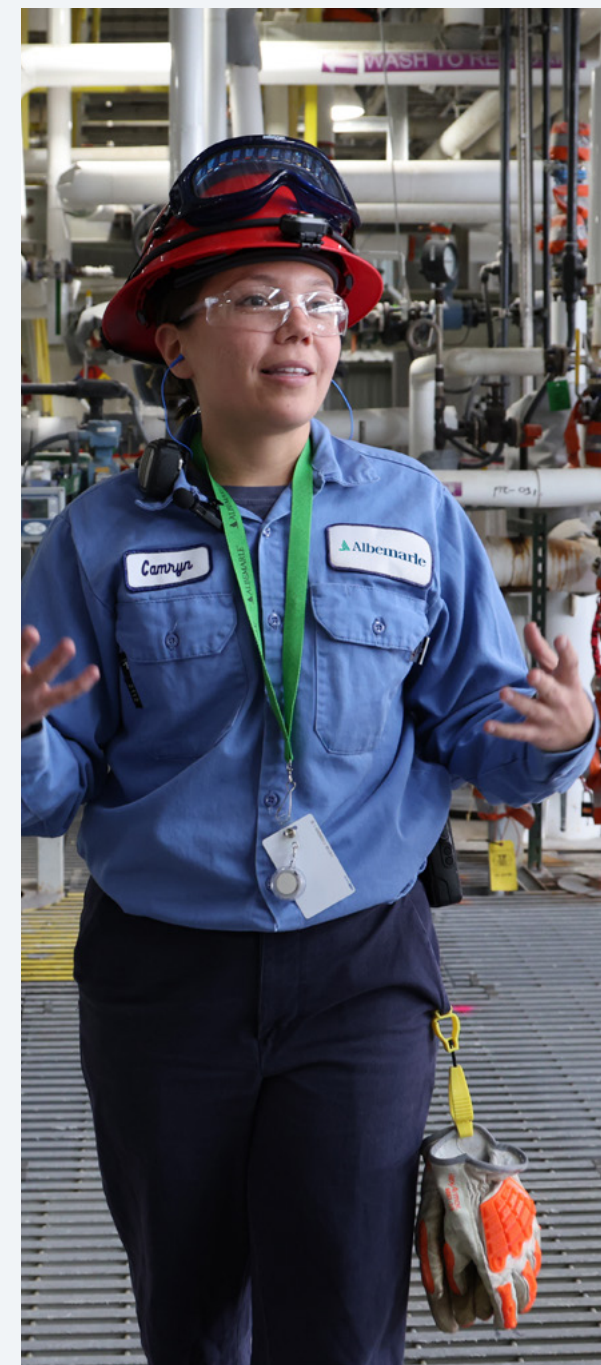
We made progress on our sustainability commitments through targeted, data-driven action. For example, the development of asset-specific decarbonization assessments enabled us to refine our decarbonization roadmap. The roadmap identifies priority technologies and pathways to deliver measurable emissions reductions beyond 2030. We also advanced circularity initiatives across our operations, reinforcing our focus on resource efficiency, and we enhanced transparency across our value chain through supplier mapping and expanded supply chain visibility.

Additionally, we completed a human rights risk assessment at our Salar de Atacama site in Chile. This assessment confirmed that Albemarle has robust policies, procedures and practices in place to protect the rights of our employees, suppliers, and communities, while aligning with international

standards. These robust policies, procedures and practices were considered when determining the level of residual risk, which is the risk that remains after mitigating work, to reduce additional exposure and strengthen existing controls. None of the residual risk levels rose to a high or critical level, and the majority were assessed to have a low level of residual risk.

External validation remains an important element of our sustainability framework. In 2025, the Greenbushes mine in Australia became the first mine globally, and the first within the Albemarle spodumene supply chain, to be awarded an ILiA Product Carbon Footprint verification stamp, marking an important milestone in carbon transparency for our customers. Two of our lithium refineries, Xinyu and Qinzhou in China, also received the Product Carbon Footprint verification stamp in 2025 for the production of lithium hydroxide monohydrate. And we made further progress toward certification of our Xinyu conversion facility in China under the Responsible Minerals Initiative's Responsible Minerals Assurance Process. Additionally, in 2026 ERM Certification & Verification Services Incorporated (ERM CVS) provided independent limited assurance of our energy use and scope 1 and 2 greenhouse gas (GHG) data.

In today's rapidly changing global landscape, characterized by increasing regulatory requirements and rising expectations from customers and communities, sustainability is the foundation of our future. As we look ahead, we continue to focus on delivering measurable progress, strengthening transparency and reinforcing Albemarle's position as a responsible and resilient industry leader.



Our Progress Toward Our Publicly Stated Environmental Goals

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



Materiality

In 2023, we conducted a double materiality¹ assessment to identify the sustainability issues most relevant to our business and stakeholders.

In accordance with the CSRD's double materiality guidance and other global reporting standards and frameworks, we assessed the impacts of material topics from both perspectives: how sustainability issues impact our business and how our business impacts the world around us.

We interviewed and met with representatives from our key stakeholder groups, including customers, investors, employees, suppliers, community members, non-governmental organizations (NGOs) and industry groups to help us identify the following topics as most important to our business and stakeholders:

Energy, Greenhouse Gas (GHG) Emissions and Climate

Responsible Water Management

Air Quality

Circularity and Waste Minimization

Health and Safety

Talent and Culture

Human Rights and Labor Practices

Local Community Engagement

Ethics and Compliance

Innovation

Responsible Sourcing

1. For purposes of our sustainability reporting, the concept of "material" topics identified through "materiality assessments" generally refers to ESG reporting guidance such as GRI and SASB and does not correspond to the concept of materiality used in the securities laws and disclosures required by the 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 United Nations Sustainable Development Goals represent a universal framework to achieve a 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 workplace for all employees. 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 shareholders and 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.





Natural Resource *Management*



We are committed to transparent and responsible natural resource management. We aim to continually improve our environmental performance by meeting or exceeding our sustainability targets and by making the most effective use of our natural resources.

We strive to be good stewards of the environment by monitoring and managing energy consumption, GHG emissions, water use and other environmental impacts of our operations. Our centralized environmental data management platform provides visibility into our sustainability performance across the company and allows for a streamlined approach to reviewing and auditing the data.

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

Energy, GHG Emissions and Climate

We continue to improve our operational efficiency, creating value for our stakeholders and strengthening our competitiveness by reducing the carbon footprint of our operations.

We have set GHG goals and targets for both our Energy Storage and Specialties business segments and have aligned our operations to deliver against them. This work is inseparable from the role our products play in enabling the transition to a low-carbon economy. Our Energy Storage business supplies lithium products — including lithium carbonate and lithium hydroxide — that are essential to lithium-ion batteries powering electric vehicles, consumer electronics and grid-scale energy storage, including from solar and wind. Our Specialties business produces bromine-based fire safety solutions used in wire and cable, building insulation, circuit boards and molded plastic parts — the connectivity and safety infrastructure underpinning modern mobility and clean energy systems. Bromine is also used in improved elastomers for fuel-efficient tires, biocides for water treatment and food safety, high-end semiconductors and pharmaceuticals. Our world-class critical minerals and supply chains support the industries that are central to enabling a more resilient world.

Albemarle's Meishan and Xinyu sites in China have implemented enhanced calciner heat recovery systems, which contribute to overall energy efficiency.



2025 Highlights

Renewable Energy

The use of renewable electricity is an important element of our approach to lowering GHG emissions across our operations. In 2025, we continued to increase our total electricity consumption derived from renewable sources to 26% versus 24% in 2024.

At our Salar de Atacama and La Negra operations in Chile, we derived 100% of our purchased electricity from renewable sources, and our facility in Kings Mountain, North Carolina, used over 95% of purchased electricity from renewables. Our Qinzhou and Xinyu facilities in China operated on 95% and 39% renewable electricity, respectively. At our largest-scale lithium conversion facility in Meishan, China, we entered into a five-year power purchase agreement (PPA) for renewable electricity, and in 2025, the facility's use of renewables grew to 35%.

Additionally, our Meishan facility procured steam generated from biomass sources in 2025. Using biomass feedstock represents an improvement in our environmental performance, as the CO₂ emissions generated during biomass combustion are balanced by the CO₂ sequestered through photosynthesis while the feedstock is grown. This steam procurement reduced Meishan's location-based and market-based scope 2 emissions accordingly, and improved our performance against our Energy Storage emissions target.

In 2025 more than 50% of Albemarle's business was directly aligned with sustainable activities associated with the energy transition through sales into batteries that are used for mobility and stationary storage.

1. Albemarle analysis

Lithium-Based Energy Storage Systems

Lithium demand is increasingly driven by grid-scale storage requirements, including a surge in energy consumption from data centers as well as the broader energy transition infrastructure. Global energy storage system production is forecast to grow 25-60% year over year in 2026.¹

Lithium-based stationary energy storage systems (ESS) represent one of the fastest and most cost-effective pathways to expand renewable power while strengthening grid reliability. These systems offer high energy density, rapid response times for frequency regulation and rank among the lowest-cost new storage technologies currently available. By capturing excess generation and stabilizing intermittency, ESS is essential to a more reliable grid. Additionally, batteries can provide capacity during peak times, reducing the load on the grid, preventing outages, and delaying the need to upgrade grid infrastructure like power lines and power plants. They are currently also the only form of energy storage that can be installed in the same timeframe as data centers, making them an essential part of the industrial infrastructure supporting artificial intelligence (AI), cloud, and digital services growth.

Within this space, lithium-iron-phosphate (LFP) battery chemistry is favored for its attractive cost profile and superior safety characteristics, making it the predominant technology choice for stationary storage applications.



Life Cycle Assessment

We use Life Cycle Assessments (LCAs) to generate Product Carbon Footprints (PCFs) to gain clearer insight into the climate impact of our offerings and help our customers track their scope 3 emissions. By sharing PCF data with our customers, we enable their compliance with regulations such as the European Union's Battery Passport and Carbon Border Adjustment Mechanism (CBAM). In 2025, the Greenbushes Mine became the first mine globally to be awarded an ILiA Product Carbon Footprint verification stamp, marking an important milestone in carbon transparency for our customers. This verification stamp covered the spodumene concentrate (various products) produced at Greenbushes, with much of this concentrate converted throughout our integrated supply chain.

Additionally, in 2025, we achieved third-party verification for PCFs for lithium hydroxide monohydrate at our Xinyu and Qinzhou facilities, which use the Greenbushes spodumene, as well as certification of our SAYTEX® RB-79 flame retardant. We are continuing to apply a platform approach to deliver PCFs for key products in our portfolio and are working toward externally verified PCFs for our battery-grade lithium salts.



International Lithium Association (ILiA)



Albemarle is a founding member of the International Lithium Association (ILiA), a trade association supporting the sustainable and responsible supply of high-quality lithium.

Albemarle was instrumental in helping to craft ILiA's guidance for conducting PCF studies for major lithium intermediates, battery-grade lithium carbonate and lithium hydroxide specialty chemicals derived from both brine and hard-rock sources. This guidance has played a key role in harmonizing methodologies for calculating carbon footprints.

Decarbonization Roadmap

Our decarbonization roadmap underpins Albemarle's long-term strategy to manage our GHG emissions consistent with our commitment to environmental responsibility. It balances stakeholder expectations with technological and financial feasibility. The roadmap pinpoints emission hotspots and highlights opportunities for major interventions to achieve further decarbonization. In 2025, we conducted asset-specific decarbonization assessments to help us advance on our decarbonization ambitions. Additionally, we refreshed our climate change risk assessment by revising our assumptions related to climate-related financial risks and opportunities to better align with the current business and regulatory environment in which we operate.



Progress Toward Targets

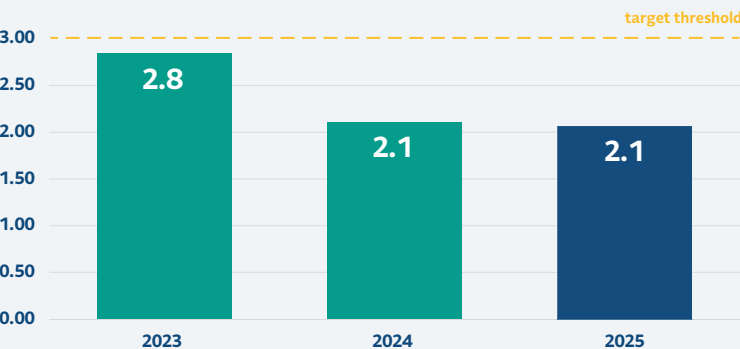
Energy Storage

In 2025, our Energy Storage business continued to perform well below our carbon intensity target, holding steady at approximately 2.1 kilograms CO₂e per kilogram primary product. This strong result was achieved in part through increased energy efficiency as our China operations grew production volumes, as well as through Albemarle’s increased investment in renewable electricity. The Qinzhou site increased renewable electricity consumption from 84% in 2024 to 95% in 2025. The Meishan site also made meaningful progress by growing renewable electricity consumption to 35% in 2025 as a result of entering a multi-year power purchase agreement and further reducing carbon intensity by sourcing steam generated from biomass.

In the near-term, we currently expect a shift in our product mix to include a larger share of lithium products produced from hard-rock spodumene resources. As a result, we anticipate our carbon intensity metric for our Energy Storage business may increase. This is because hard-rock operations are structurally 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.

Progress Towards Target - Energy Storage

(kg CO₂e / kg product)

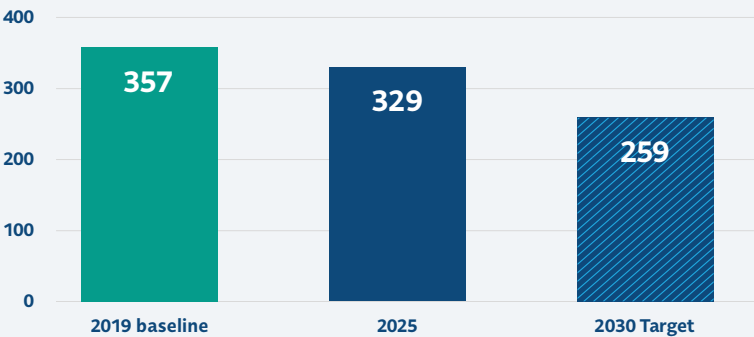


Specialties

In 2025, our Specialties business reported GHG emissions of 329 kilotons CO₂e. The business increased emissions 7% year over year on an absolute basis and is behind its 2030 target. The emissions increase had two primary drivers. In 2025, the Jordanian grid electricity emissions factor increased by roughly 25% from 2024. This increase in turn caused our Jordan Bromine Company (JBC) joint venture’s scope 2 emissions to increase, even though electricity consumption remained flat. Additionally, debottlenecking projects at our JBC facility in Jordan increased the site’s natural gas consumption and corresponding emissions year over year. Looking forward, we are evaluating projects to reduce our emissions and get back on track with our long-term target.

Progress Towards Target - Specialties

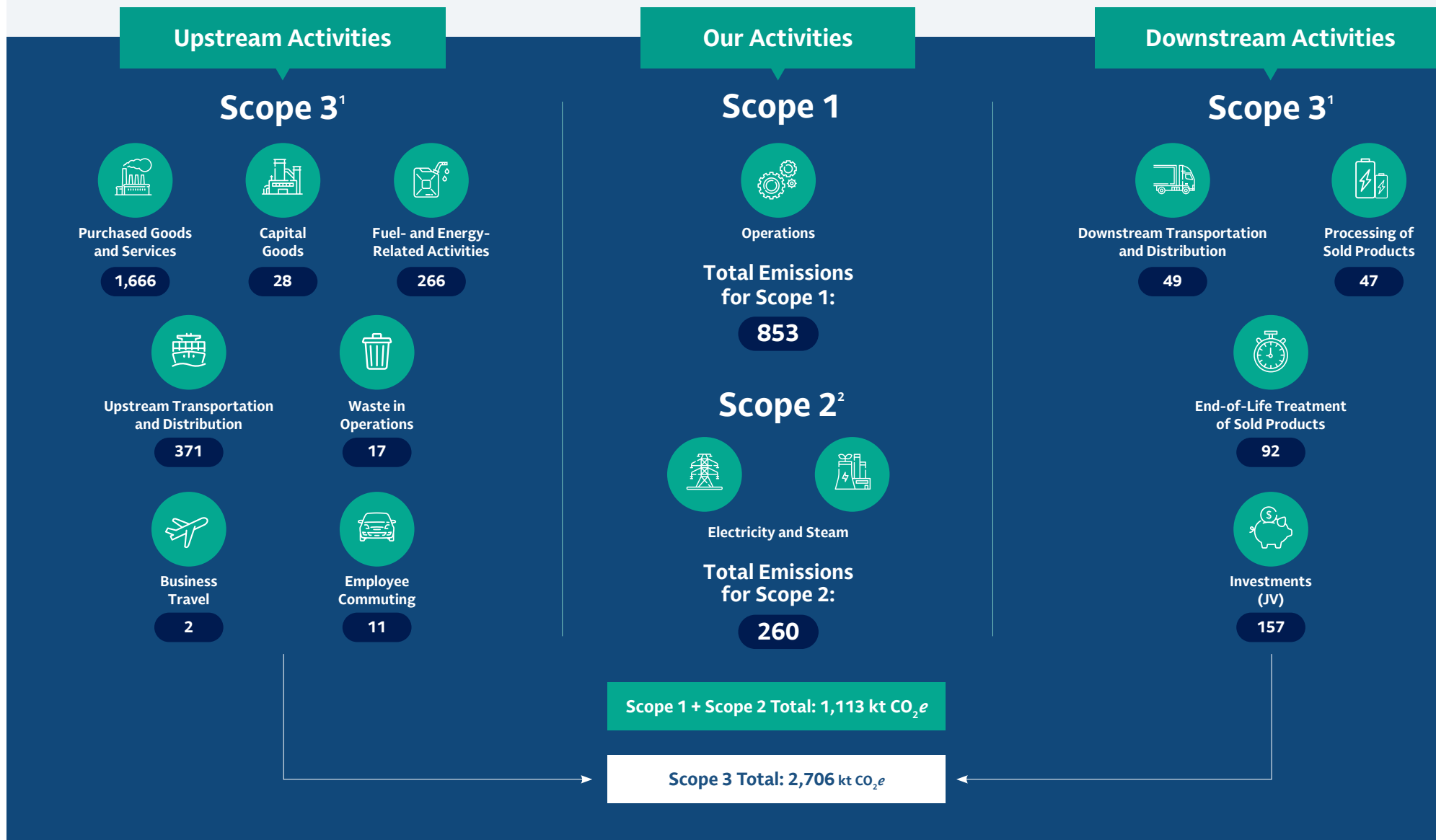
Absolute Emissions (kt CO₂e)



GOAL	STATUS
Grow our Energy Storage business in a scope 1 + 2 carbon intensity-neutral manner through 2030 (2019 baseline)	Ahead of target
Reduce scope 1 + 2 carbon intensity of Specialties business by 35% by 2030 in alignment with science-based targets (2019 baseline)	Behind target

Our 2025 Direct and Indirect Emissions

23



1. Scope 3 categories 8, 11, 13, and 14 are deemed zero, in line with the GHG Protocol.
 2. Using market-based methodology, excluding biogenic CO₂

Thousand metric tons CO₂e (kt CO₂e)

Responsible Water Management

As a responsible steward of natural resources, we continuously improve our water management practices and integrate advanced technology to mitigate our freshwater impact. Our water management strategy specifically targets high-risk basins, leveraging the World Resources Institute (WRI) Aqueduct 3.0 framework to prioritize initiatives where water stress is most acute.

We communicate our water management initiatives through our annual [CDP response](#) and our [TCFD Report](#), which outline how we identify and manage water-related risks and opportunities as they relate to our business.

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

2025 Highlights

Water Efficiency at JBC

In 2025, the NEBO project at our Jordan Bromine Company (JBC) joint venture produced its first commercial product. NEBO is an innovative process that converts a bromine co-product stream into a saleable product without requiring additional freshwater, particularly critical in a water-stressed region. By repurposing a production co-product and capturing water contained in the recycle stream to generate steam for use in other unit operations, the NEBO project is already delivering water savings and is expected to achieve an 11% reduction in water intensity in 2026. It is also projected to result in a 4% reduction in energy intensity, further improving operational efficiency.



Kings Mountain Water Stewardship

Throughout 2025, we continued treating and discharging water accumulated over three decades, primarily through precipitation, in the legacy mine pit at our Kings Mountain, North Carolina, site. The dewatering process involved a multi-step water treatment system designed to exceed regulatory standards. Water was pumped from the pit to a temporary treatment plant, where it was filtered to remove sediment and other organic material, and then processed through ultrafiltration to ensure clarity. Water quality was continuously monitored at multiple points between the treatment plant and Kings Creek, and discharge rates were carefully managed to preserve the integrity of the creek and the surrounding river basin. In 2026 we completed dewatering the pit.

Looking toward the future, the Kings Mountain Mine is designed to harvest and use stormwater to support most of the project's operational needs, thereby reducing overall demand on local water resources.



Progress Toward Targets

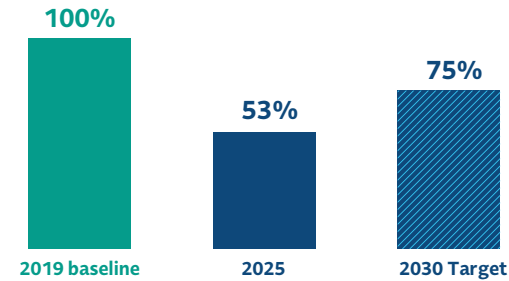
We aim to meet or exceed our 2030 freshwater usage target. We prioritize projects in countries with a high or extremely high baseline water stress indicator as classified in Aqueduct 3.0 by the WRI.

In 2025 we maintained the same water intensity in Chile, which is well ahead of our target. The thermal evaporator at our La Negra facility in Chile enables us to significantly increase our lithium production without corresponding increases in freshwater usage. The evaporator became fully operational in early 2025, and we are continuing to assess opportunities for further water recovery.

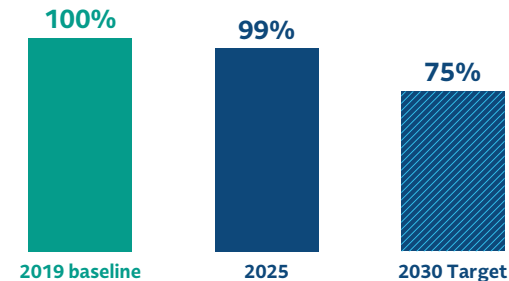
JBC freshwater intensity remained roughly flat versus 2024. A third-party water recovery unit was acquired by JBC, overhauled and restarted in November of 2025. Water savings from the NEBO process began to be realized in December 2025. With these two improvements we expect to reach our long-term water targets.

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

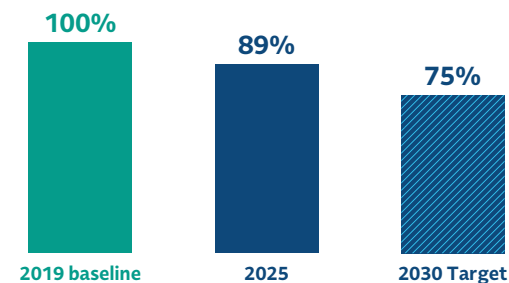
Freshwater Intensity in Chile
Target Met in 2023



Freshwater Intensity in Jordan



Freshwater Intensity in Chile and Jordan



Air Quality

Albemarle complies with air quality regulations in the regions where we operate while actively pursuing voluntary initiatives to further reduce emissions. We publicly disclose our air emissions and regulatory compliance data via established government reporting platforms, including the U.S. Environmental Protection Agency's (EPA's) Toxic Release Inventory and Australia's National Pollutant Inventory, as well as through interactive local citizen advisory forums. Investing in innovative technologies helps us advance our air emissions objectives.

2025 Highlights

At our Xinyu, China facility, the installation of de-NO_x technology contributed to a NO_x emissions reduction of 28% year over year, while production increased by 6% year over year. This initiative aligns with our sustainability commitments and exceeds regulatory requirements.



Circularity and Waste Minimization

We aim to reduce waste and advance a circular economy by turning co-products into valuable raw materials for other industries, thereby supporting customers' sustainability goals while enhancing our own resource efficiency. We are innovating new uses for our co-products, including applications outside of our main value chains.

In China, our delithiated aluminosilicate tailings are reused in the construction industry. In Chile, our co-product halite is sold to the mining industry as a raw material, and the co-product bischofite is sold as a dust suppressant for dirt roads, reducing waste and freshwater use. Since 2022, we have increased the recycle rate of bischofite in Chile by over 30% and saved more than 47 billion gallons of water. Our NEBO project in Jordan utilizes a bromine co-product stream and converts it to a saleable product, thereby reducing product water intensity.

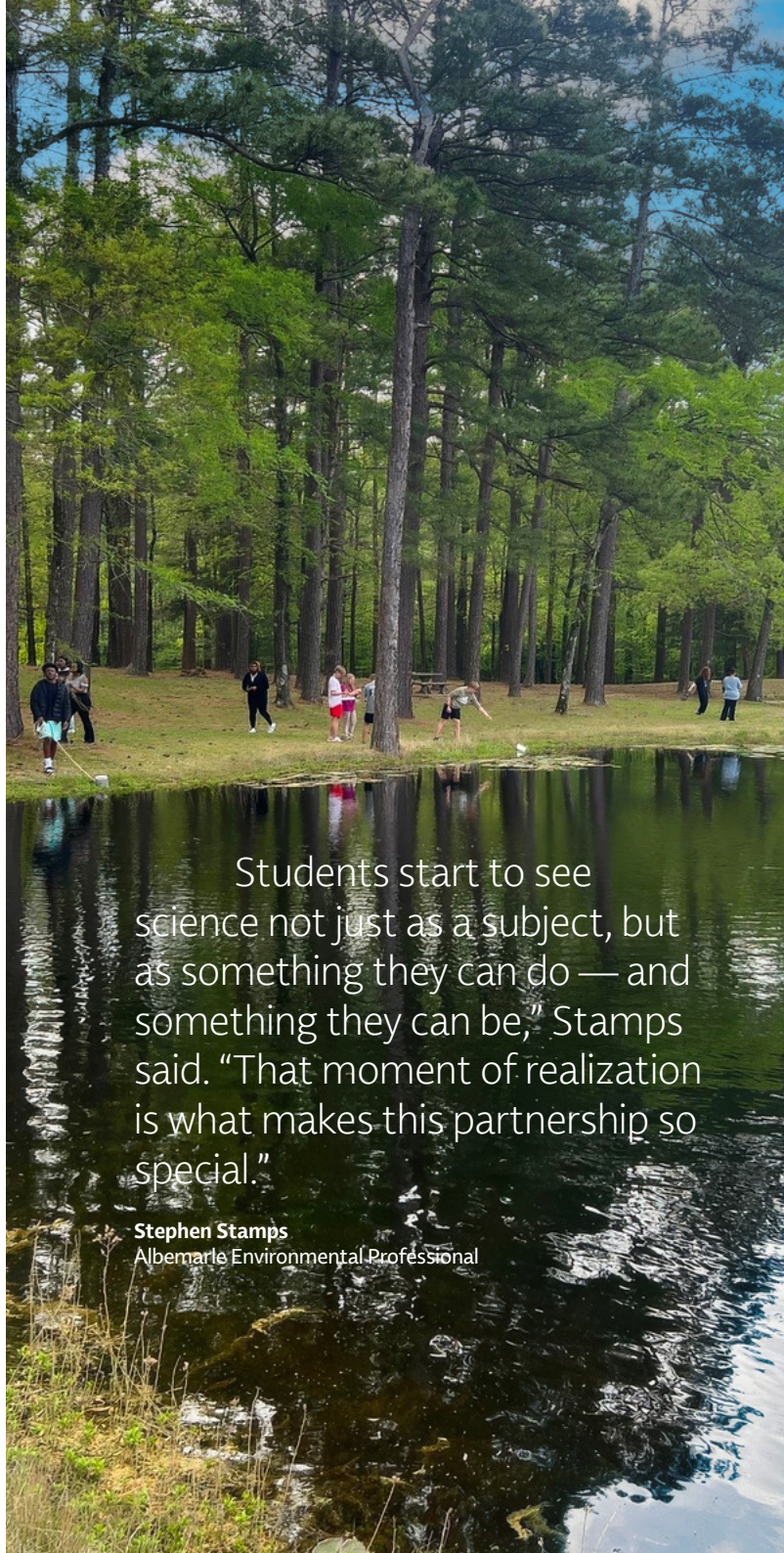
2025 Highlights

In Kings Mountain, our legacy Sandspar tailings pile is finding a new use as a raw material for tiles and bricks. In 2025, we increased the recycle rate for Sandspar by 20% year over year.

In 2025, 100% of the co-product sodium sulfate anhydrous, generated during the conversion of spodumene to lithium hydroxide, was diverted from landfill and repurposed as an input to multiple industries.

Since 2023, more than 4 million metric tons of co-products from our Energy Storage business have been diverted from landfill.





Students start to see science not just as a subject, but as something they can do — and something they can be,” Stamps said. “That moment of realization is what makes this partnership so special.”

Stephen Stamps
Albemarle Environmental Professional

Biodiversity

Helping to Preserve the Salar de Atacama’s Natural Heritage

As part of Albemarle’s commitment to the conservation, preservation and restoration of the natural heritage of the Salar de Atacama Basin ecosystems, we established a nursery at our Salar site. The nursery focuses on growing plant species native to the region and bringing together traditional/ancestral and scientific knowledge to better protect them. It can produce up to 5,000 plants to support local propagation, restoration and community-based trials. This project was possible thanks to collaboration between Albemarle, the Ausenco company and local workers from the Atacama Indigenous community of Peine who contributed field work and local knowledge.

In 2025, we advanced technical protocols for several key plant species such as *Sarcocornia andina*, *Schoenoplectus californicus* and *Prosopis chilensis*. These efforts support habitat enrichment and ecosystem restoration initiatives. In parallel, we strengthened production processes by internalizing nursery operations and standardizing propagation methods, with a focus on seed-based propagation and the introduction of additional ecologically valuable species like *Aloysia deserticola*. Together, these actions reinforce a more sustainable nursery management model and strengthen the organization’s capacity to support community-based planting and ecological restoration programs.

Magnolia Marsh Project Partnership

For more than two decades, Albemarle’s partnership with Magnolia High School has transformed a stretch of wetlands near our Magnolia, Arkansas site into a real-world biodiversity research and learning hub. In 2025, using Albemarle’s artificial marsh technology, a unique wastewater treatment system, 35 students completed hands-on field projects testing water quality while gaining data analysis and problem-solving skills. The students built and installed bluebird boxes to support native wildlife and identified new plants and animals in the marsh, exploring the importance of pollinators and biodiversity in sustaining healthy ecosystems.

Wildlife Habitat Protection in Louisiana

Since 2011, Albemarle staff from our Process Development Center in Baton Rouge, Louisiana have planted more than 100 trees, built bluebird houses and a raptor pole, cared for Lake Ethyl, constructed a butterfly and moth pollinator garden and wildflower meadow, and installed turtle basking platforms, among other habitat protection initiatives. In early 2026, this commitment to conservation was recognized by Tandem Global with a Tandem gold-tier certification.

Our approach to biodiversity can be found in our [Biodiversity Statement](#).

A large, high-quality photograph of a woman with long, wavy brown hair, smiling warmly. She is wearing a dark, possibly black, long-sleeved top. The background is a blurred office environment with other people working at desks, suggesting a collaborative and professional workplace. The lighting is soft and natural, coming from the side.

Our People, Workplace *and Community*



Health and Safety

Our Journey to Zero

We are committed to maintaining a safe, secure and healthy workplace with the goal of zero safety incidents. Our risk-based approach enables us to identify, assess and manage safety risks in line with industry best practices and applicable health and safety regulations, supporting our ambition to build a world-class safety culture. In the U.S., our safety management system is aligned with the Responsible Care® RC14001 program, which integrates the American Chemistry Council's Responsible Care® requirements with ISO 14001 and OSHA Process Safety Management standards. Across our global operations, our sites are certified to ISO 14001, ISO 45001 or are actively working toward certification.

We benchmark our performance against internal targets and industry standards and are committed to the transparent public reporting of our results. To support compliance and inform continuous improvement, we conduct regular audits of our Health, Safety & Environment (HS&E) programs across all our locations.

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



In 2025, we were ranked in the top 10% for safety performance, benchmarked against our American Chemistry Council peers.

2025 Highlights

HS&E Training and Leadership

Training is a foundational component of our HS&E program. We proactively engage our site leadership, from front-line supervisors to plant managers, in our safety training initiatives.

Our front-line leader (FLL) training focuses on key attributes and provides FLLs with the tools required for effective HS&E leadership. In 2025, 100% of Albemarle's FLLs received HS&E training delivered across all our sites. Additionally, we introduced HS&E leadership evaluations for site managers. The assessment process provides individualized feedback to leaders and identifies organization-wide areas for improvement to inform our HS&E continuous improvement efforts.

Rethink Routine

In 2025 we launched the Rethink Routine program after noticing that many serious incidents occurred during routine tasks — not just complex, high-risk jobs. Familiarity can breed complacency, causing workers to skip deliberate risk assessments for everyday activities such as lifting, climbing, tool use, or routine maintenance.

The Rethink Routine initiative aims to reset this mindset by treating routine work as potentially hazardous. Key actions include: slowing down and performing thorough job hazard analyses even for familiar tasks; encouraging open dialogue about hidden exposures and discouraging shortcuts; and requiring site leadership to evaluate, prioritize and track everyday tasks that pose the greatest potential danger. By proactively identifying and mitigating these hidden risks, we strengthen our safety culture and use incident trends as leading indicators for continuous HS&E improvements.

Incident and Issue Management System

Albemarle's incident and issue management system promotes transparency, accountability and continuous improvement throughout the organization. Through our leading indicator program, we capture and track incidents, near misses, audits and corrective actions, providing a uniform method for identifying systemic risks and monitoring their resolution. Leadership dashboards deliver an overview of program effectiveness, showing trends in incident reporting, leadership participation, process hazard analyses, audit actions and change management activities.

In 2025, we introduced a new incident categorization system, Life and P-Life incidents, which allows us to distinguish between life-altering, life-threatening and potentially life-altering or life-threatening incidents. The new system enables the HS&E team to better identify and track potential severe and high-risk incidents as leading indicators and prioritize the most critical HS&E opportunities, focusing on incidents that could have resulted in severe outcomes even if no injury occurred.



In 2025, we saw a 20% year-over-year reduction in injuries and a decrease in injury severity across Albemarle, even as the ratio of manufacturing to office workers increased.





Process Safety Management

Our global system for managing process safety risks helps ensure consistency, transparency and timeliness in Process Hazards Analyses and Layer of Protection Analyses. In 2025, we formalized our process safety maturity assessment process. These interview-based assessments capture employee attitudes toward injury reporting, leadership visibility and our safety culture to help us identify barriers that standard audits may not surface. Through these assessments, each site is placed on a maturity spectrum across six occupational safety dimensions, with the ultimate goal of attaining best-in-class performance. Based on the results, sites prioritize their critical improvement areas, while the global HS&E team aggregates the data to inform broader organizational strategy and drive continuous safety improvement.

In 2025, we saw a 40% year-over-year reduction in process safety incidents.

In 2025, we prioritized our safety, controls, alarms and interlocks (SCAI) program, a critical corporate policy that governs the engineered safeguards designed to prevent catastrophic process incidents. Because these safeguards are often the last barrier before a serious event, bypass of SCAI protections is designated as a Life Saving Rule. Disabling or overriding these systems without proper controls introduces unacceptable risk.

Our facility at La Negra, Chile earned a Level 1 for Responsible Care, a global standard that drives continuous improvement in process safety, occupational health, environmental protection, efficient resource management, sustainability and more. This places the site as a top performer both nationally and internationally.

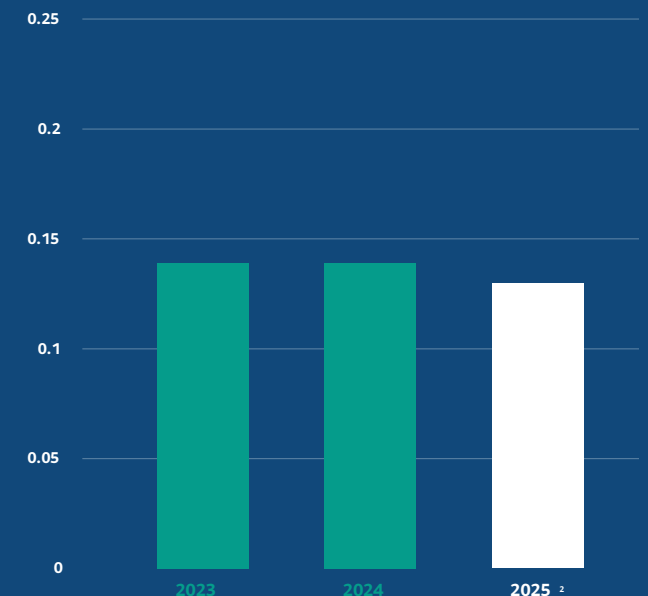
1. Includes employees and nested contractors
2. Excludes Ketjen

Insights from our Process Safety maturity assessments and internal audits identified opportunities in SCAI. In response, one of our 2025 Process Safety goals was to conduct a comprehensive SCAI management system gap analysis. This effort evaluated current practices against corporate requirements to strengthen authorization, tracking, documentation, testing and accountability. By assessing our SCAI programs at each site and reinforcing adherence to our Life Saving Rules, we are reducing exposure to high-consequence process events and advancing our overall Process Safety maturity.

Leveraging AI for Enhanced Safety Performance

In 2025, we began to leverage AI to build protocols for internal HS&E audits and to help us create consistent checklists for site compliance verification and internal auditor use. AI-generated safety audit protocols, with subject matter expert oversight, are transforming our safety compliance from a reactive, manual process into a proactive, data-driven system. AI gives us the ability to automate hazard identification, streamline inspection processes and help ensure real-time compliance with safety protocols. By analyzing and leveraging historical data and current conditions, AI supports us in identifying potential safety risks early, enabling preventive action and maintenance before incidents occur.

Total Recordable Incident Rate (TRIR)¹



Talent and Culture

As a values-led, purpose-driven company, we strive to deliver a best-in-career employee experience for our workforce.

We are committed to supporting employee well-being through a comprehensive benefits and rewards program that promotes work-life balance, and we prioritize employee development, engagement and inclusion as core elements of our talent and culture strategy. By leveraging a wide range of experiences, backgrounds and perspectives, we strengthen decision-making, drive innovation and advance positive outcomes across our organization and the communities in which we operate. Our functional operating model is designed to support agile ways of working that enable us to learn quickly, adapt and remain flexible and react to market dynamics as we grow. The model encourages enhanced cross-functional collaboration and is supported by robust connectivity technologies and well-equipped office spaces.



Transforming our HR Service Model

In 2025, we continued to advance our Human Resources function, focusing on building a more consistent, technology-enabled and employee-centered service model. Our efforts emphasized strengthening foundational capabilities that support clear decision-making, streamlined collaboration and a more agile operating environment across economic cycles.

We expanded the use of digital tools — including automation, artificial intelligence, predictive analytics and unified data standards — to create a more efficient and reliable experience for employees and leaders. These enhancements enable faster access to information, more consistent processes and improved support for workforce needs.

By simplifying how work gets done and ensuring HR services are aligned with evolving business priorities, we are equipping our people to contribute more effectively to Albemarle's long-term growth and strategic goals.



2025 Highlights

Learning and Development

Our global learning offerings foster career growth in a supportive and high-performing environment. We empower employees to reach their full potential by providing learning experiences that strengthen technical skills and competencies, complemented by leadership development programs at all levels within Albemarle. Our functional model promotes collaboration and provides employees with broader exposure to varied roles and work across the company.

Through digital platforms such as LinkedIn Learning and partnerships with organizations such as the Center for Creative Leadership, we encourage employees to engage in personalized learning and development modules aligned to growth in their current and future roles.

Additionally, in 2025, we launched Values Week, a quarterly event that brought employees together from across the company for workshops, conversations and learning about practical ways to apply Albemarle values to their work. These events garnered significant positive feedback and reached more than 1,000 employees each quarter.



Building a Lithium Talent Pipeline

Albemarle supports two complementary career programs — LiTHIUMLEARNS and LiTHIUMWORKS — that prepare Arkansas students and residents for careers in lithium extraction, battery technology, mobility and related fields. Led by Southern Arkansas University, LiTHIUMLEARNS focuses on building talent, while The Venture Center, in partnership with Apprenticallly, runs LiTHIUMWORKS to connect talent to employment opportunities.



Employee Engagement

We believe that employee engagement is foundational to employee well-being and that it helps foster a strong sense of commitment to our values, purpose and business strategy. We encourage a culture of open and honest communication and collaboration through our enterprise-wide listening strategy. Employee town halls provide direct lines of communication between Albemarle leadership and our workforce and strengthen a sense of community within our company.

As part of our ongoing commitment to the employee experience, we conduct an annual employee empowerment survey. In 2025, the survey indicated continued high levels of engagement globally compared to external benchmarking.

Inclusion and Belonging

At Albemarle, we believe that we are stronger because of the broad range of experiences and perspectives represented across our global workforce. Ensuring that every team member feels respected, supported and able to contribute fully is consistent with our values of integrity, care, curiosity and collaboration. We are committed to attracting, retaining and developing employees through inclusive workplace practices. All Albemarle leaders and employees share responsibility for maintaining a professional and respectful work environment where individuals are encouraged to contribute and voice their ideas.

Connect Groups

Albemarle's Connect Groups, which are open to all employees, represent a wide range of employee interests and help promote cultural awareness and engagement across the company. In 2025, our Connect Groups hosted 17 events spanning a broad range of topics, including Mental Health Month, March of Dimes Care Baskets, Salvation Army Christmas Center, and multi-site Lunar New Year and Diwali celebrations.

Attendance at the AmCham Women's Summit

In 2025, at China's Annual Women's Summit — hosted by the American Chamber of Commerce — Gloria Xu, Albemarle's country manager and vice president of external affairs in China, participated in a panel discussion to share insights on navigating the challenges in career development and networking. Drawing on her professional experience, Gloria stressed the importance of maintaining momentum and cultivating a supportive network for career growth. She emphasized how proactive communication and clearly defined goals are essential for advancing one's career.





Our AI Roadmap

Albemarle is adopting a responsible, human-centric approach to embed AI across the company, accelerating an enterprise-wide mindset of innovation, agility and resilience.

Our AI strategy, designed to boost productivity and capability, prioritizes upskilling, leadership-driven training and cross-functional collaboration, enabling employees to augment their work and redesign processes end to end. Our initial AI deployments have focused on functions such as HR administration, Commercial and Supply Chain, delivering clear efficiency gains while building internal expertise and ensuring appropriate human oversight and decision making. This approach allows us to leverage AI as a catalyst for higher value work, innovation and new opportunities across Albemarle. AI policies and developments in AI regulation are being continually evaluated by cross-functional teams, and training programs are offered to reinforce accountability as adoption scales.

In 2026, we launched an AI risk and ethics board made up of leaders from HR, IT, cybersecurity, risk management, legal and compliance. The board supports disciplined and transparent decision-making and enterprise-wide governance for safe and ethical AI use at Albemarle. By aligning people, process, governance and sustainability, Albemarle is positioning responsible AI as a tool to reinforce our long-term growth.



Local Community Engagement

We strive to contribute to the safety, health and economic strength of the communities in which we operate.

Community engagement is a key component of our approach to responsible operations. Our values inform how we develop meaningful, long-term relationships and create shared value with stakeholders through open communication and consultation.



2025 Highlights

Kings Mountain Environmental and Social Impact Assessment

Albemarle is aligning the redevelopment of our Kings Mountain, North Carolina, mine with the Initiative for Responsible Mining Initiative (IRMA) standard as part of our voluntary commitment to responsible mining, increased transparency and proactive community engagement. As such, in 2025, we continued to advance toward the completion of a comprehensive environmental and social impact assessment (ESIA). After completing an ESIA scoping report in 2024, the Albemarle project team conducted targeted gap studies and technical analyses to inform the full ESIA. In 2026, we anticipate continuing baseline data collection, conducting impact assessments and preparing ESIA reports as a next step toward developing systems and plans to support the management of the environmental and social impacts of the mine throughout its lifespan.

Since 2016, Albemarle has committed more than \$3 million to education, health and cultural initiatives in Kings Mountain and surrounding communities.

2025 NGO Summit

In March 2025, we held our second-annual NGO Summit at Kings Mountain, North Carolina. Representatives from 14 local, national and international NGOs attended in-person and virtually to take a deep dive into the proposed plan to redevelop the Kings Mountain Mine with a focus on providing feedback on responsible mining and watershed protection.



Creating Shared Value in Chile

We view community engagement as an ongoing process in which early dialogue, active listening and the co-creation of solutions play a central role in creating shared value. In 2016, Albemarle entered into a landmark Cooperation, Sustainability and Mutual Benefit Agreement with the Consejo de Pueblos Atacameños (CPA), which represents 18 Indigenous communities in the Salar de Atacama region. The agreement reflects the highest standards outlined in the United Nations Declaration on the Rights of Indigenous Peoples and the International Labour Organization's Convention 169 on Indigenous and Tribal Peoples.

Under this partnership, Albemarle commits to contributing 3.5% of its annual Chilean sales to the CPA. These funds have supported more than 80 initiatives, including the construction of a photovoltaic plant, potable water and sewage infrastructure, public lighting, community centers and the awarding of 500 scholarships, among other projects.

In addition, Albemarle maintains a collaboration agreement with the Community of Peine, one of the Indigenous communities in the region.

This agreement reinforces Albemarle's commitment to local development and the preservation of cultural heritage. Contributions to the community include support for educational scholarships, maintenance of a wastewater treatment facility and funding for traditional community activities. In 2025 we continued to strengthen our community engagement approach in Chile, centered on building long-term relationships grounded in transparency, responsibility and value creation.

DLE Project Early Engagement Process

In 2025, to keep local communities and stakeholder groups in the Antofagasta region informed about our Direct Lithium Extraction (DLE) project, Albemarle organized a range of outreach activities, including open houses, technical tours, meetings and seminars. Through these efforts, we engaged more than 1,500 individuals, giving them the opportunity to ask questions, raise concerns and discuss expectations before the project entered the environmental assessment phase.

Growing Our Local Supplier Network

Through our Local Suppliers Network, we collaborate with local companies in the Salar de Atacama region in Chile to strengthen the local supply chain by offering training, advisory support and access to business opportunities. The program aims to professionalize local businesses, improve quality and safety standards and build long-term partnerships. As part of this effort, Albemarle launched Impulsa Proveedores, a training program for small- and medium-sized businesses. In 2025, more than 150 suppliers registered for the program, and we awarded 37% of our supplier contracts to local companies.

Employees Supporting Our Communities

Our Hungarian colleagues stepped up for health. Women Connect Budapest hosted a fact-filled breast cancer information session to raise awareness and dispel misinformation about the disease. And the 2025 Albemarle Hungary blood drive supported the life-saving work of the Hungarian Red Cross. Additionally, volunteers from Albemarle's Budapest office took part in a Miyawaki tree-planting event. The Miyawaki method, developed by a Japanese botanist, creates dense, native and fast-growing "mini-forests" on small, degraded plots of land, resulting in rapid tree growth and biodiversity restoration.

The Albemarle China team donated automated external defibrillators (AEDs) to five local grassroots clinics. Working with the China Rural Development Foundation and the Chengdu County Health Bureau, the team also conducted CPR and AED usage training.

The Albemarle's Xinyu site donated a lifesaving safety training classroom to a middle school. The classroom was equipped with simulation technology and experiential learning tools covering situations such as fire safety, natural disaster prevention, traffic safety, production safety and first aid.

Albemarle Foundation

The Albemarle Foundation aims to create a lasting, positive impact in the communities where Albemarle employees live and work.

Funded directly by the Albemarle Corporation and its employees, the foundation awards grants globally to qualifying nonprofit organizations in our local communities. In addition, the Albemarle Foundation matches employee donations to qualifying nonprofit organizations, has a generous volunteer rewards program and a scholarship program for dependents of Albemarle employees.

The foundation's work is based on three strategic pillars:

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



2025 Highlights

Fostering Learning Beyond the Classroom



The Albemarle Foundation awarded a \$75,000 grant to Reading Is Fundamental (RIF), and with the support of employees across all U.S. sites, packed 1,800 literacy kits containing more than 5,400 books and learning activities. These kits were distributed to nine schools near each of our U.S. locations helping expand access to literacy resources and support early learning in our communities.



In partnership with local businesses, the foundation participated in a Charlotte-based pop-up school supply shop with Communities in Schools (CIS), providing free back-to-school essentials to educators supporting students' readiness for the school year. This collaboration complemented a grant of \$80,000 to CIS to support its Educational & Career Coach program, which will serve 750 students across six Charlotte high schools during the 2025-26 school year.



In 2025, the foundation proudly continued its long-standing partnership with Changing Young Lives through Education (CYCLE), marking the 11th year of collaboration focused on advancing early literacy and student achievement in the Greater Houston area. With a \$20,000 grant, the foundation supported CYCLE's Bike Build program, where 30 Albemarle employees volunteered to build bikes and helmets, celebrating students' successes and helping put them on a path toward grade-level reading, confidence, and long-term success in school and life.



The foundation partnered with Junior Achievement (JA) China for the third consecutive year, expanding career-readiness and life-skills programming across our Asia-Pacific sites. Through a \$100,000 grant, the foundation helped JA China reach more than 12,000 students with career planning and development resources through the Life Quest program. As part of this investment, Albemarle employees from Chengdu, Meishan, Shanghai and Dalian sites volunteered for a Job Shadow Day, sharing real-world insights from their own learning, work and life experiences to help students gain a realistic understanding of the workplace, self-awareness and further deepened their perspectives on careers and life planning.



Project Scientist

In June 2025, the Albemarle Foundation partnered with Project Scientist to host students from Huntingtowne Farms Elementary School in Charlotte for a week-long STEM camp at our South Park headquarters. During the week, students visited Albemarle's Kings Mountain, North Carolina, site, where they experienced firsthand how science and innovation come to life at Albemarle. This initiative, organized by the Albemarle Foundation and Albemarle's Women Connect NC chapter, reflects our ongoing commitment to inspiring and supporting the future generation of scientists.



From lab coats and hard hats to leadership, the Albemarle team showed up with time, talent and enthusiasm. This is what real partnership looks like — generous, intentional and deeply rooted in community.”

Dr. Patrice S. Johnson
CEO, Project Scientist



Helping to Preserve Natural Habitats

In 2025, the foundation awarded a \$100,000 grant to Catawba Riverkeeper, a nonprofit that advocates for the 8,900 miles of waterways in the Catawba-Watauga River Basin. Through this partnership, the foundation helped create unique experiences that connect young people with the natural world. Students who would normally not have access to the benefits of being on the water stepped aboard the Floating Classroom to engage in hands-on education, learning about local water quality, ecology, wildlife, history and environmental stewardship in a way that no traditional classroom can replicate.

The Albemarle Foundation teamed up with the National Environmental Education Foundation (NEEF) and Southern Arkansas University (SAU) to build duck shelters to enhance the natural habitat and repopulate SAU's campus pond.

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



2025 Giving

In 2025, we donated more than \$3.2 million through the Albemarle Foundation:

\$495,336

Matching Gifts

\$166,700

Volunteer Grants

\$82,850

Scholarships

\$2,474,157

Community Giving



Stakeholder Engagement

We value the long-term relationships we have established 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
Regular communication on company initiatives, news and performance: • Albemarle intranet and website • Quarterly town hall meetings hosted by our CEO and functional leaders • Email updates from Albemarle leadership and the Albemarle Foundation • In-person meetings • Connect groups • Dedicated email address for employee inquiries on business related matters	Actively collaborate and engage in the communities in which we operate; partnering with the Albemarle Foundation and site leaders to maximize local, positive impact • Town halls • Community advisory panels • 1:1 dialogue • Public grievance mechanisms • Community project offices • Volunteer and charitable giving • Site tours open to the public • Social media and website	Regular updates through our SEC filings, quarterly earnings calls and other presentations that are webcast and available on our Investor Relations website • In-person and virtual conference attendance and non-deal roadshows • Direct outreach to address investor concerns and questions • Site visits	Collaboration with global trade associations to conduct and publish peer-reviewed scientific research and make these studies available to government agencies and other interested parties. For a list of our associations, please see our website • Speaking and presenting at conferences • Participating in association governance structures	Regular and ongoing engagement on environmental, social and governance issues to demonstrate the benefits of our products and the sustainable operation of our facilities and to understand and address any relevant concerns or feedback regarding our activities • In-person and virtual conference attendance • Direct outreach • NGO summits and other site visits



Human Rights and Labor Practices

At Albemarle, we believe in the responsibility to respect the human rights of our employees, workers in our supply chain, members of our communities and other stakeholders.

We aim to align our business practices with our core values, our Human Rights Policy and the U.N. Guiding Principles on Business and Human Rights. Additionally, we seek to follow the due diligence guidance for responsible mineral sourcing established by the Organisation for Economic Co-operation and Development (OECD).

Albemarle's approach is also guided by expectations for transparency and established investigation processes to address community grievances. Our policies and due diligence efforts reflect respect for the rights of Indigenous peoples. We provide accessible grievance mechanisms for reporting concerns, particularly in culturally sensitive locations, such as Western Australia and Chile, where our sites are located on or neighbor Indigenous peoples' lands.

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



2025 Highlights

Human Rights Risk Assessment in Chile

In 2025, we worked with a third-party assessor to conduct a comprehensive Human Rights Risk Assessment at our Salar de Atacama site in Chile. The findings confirmed that our practices meet international human rights standards and that we have solid policies, procedures and safeguards in place to protect the rights of our employees, suppliers and surrounding communities. The assessment determined that Albemarle's good practices in community engagement, grievance mechanisms, fair and inclusive employment and environmental management reflect a meaningful commitment to responsible and sustainable mining and that the majority of potential risks represent a low level of residual exposure. Building on these results, we have created a comprehensive action plan for continuous improvement. This includes targeted actions for the effective management of residual risk within the human rights framework with the aim of closing identified gaps and minimizing our exposure to risks.

Details on the Human Rights Risk Assessment can be found on our [website](#).

Responsible Minerals Assurance Process at Xinyu

We are committed to maintaining visibility across our supply chain. In 2025, we continued strengthening our efforts to uphold best-practices, responding to growing customer expectations and evolving regulatory requirements. We engaged with RMI to put our Xinyu conversion facility in China through the Responsible Minerals Assurance Process (RMAP). This third-party assessment verifies that facilities have systems in place to responsibly source minerals in line with global standards. RMAP was developed to meet the requirements of the 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.

IRMA Certification

We are dedicated to aligning our operations with global human rights standards, such as IRMA's Standard for Responsible Mining. In 2023, Albemarle's Salar de Atacama site became the first lithium mine in the world to complete an independent audit of our performance against the IRMA Standard. In 2025, we completed the IRMA surveillance audit, an interim assessment between certification years, where we maintained our IRMA 50 performance level. We also closed three corrective action plans, thereby fully meeting these critical requirements.

Details on our IRMA certification can be found on our [website](#).



Sustainable *Value Creation*





Ethics and Compliance

Strong ethics and integrity are foundational to how we operate and how we deliver long-term value for our stakeholders.

Ethical conduct is embedded in our culture, consistent with our core values and Code of Conduct and is supported by a robust global compliance framework that reinforces transparency, accountability and responsible decision-making across all regions where we operate.

Ethics and Compliance is governed through a well-defined structure that ensures effective oversight at the highest organizational levels. The Ethics and Compliance team has a direct and regular reporting line to the Board of Directors and provides formal updates to the Audit & Finance Committee on at least a quarterly basis. These reports cover key compliance program metrics, emerging risks, investigations, policy updates, training performance and program effectiveness.

We actively identify, assess and mitigate ethics and compliance risks across our global operations. This includes regular risk assessments, compliance monitoring and internal audits. We continuously strengthen our program through enhancements to policies, the implementation of digital tools, controls and training content to reflect evolving regulations and stakeholder expectations.

We are dedicated to upholding the highest standards of ethics and integrity in our engagement with our

customers, communities, suppliers and investors. We rigorously follow the laws and regulations governing jurisdictions in which we do business and are committed to operating in a manner consistent with our core values and our Code of Conduct. Regular training reinforces Code of Conduct expectations and in addition to risk- and role-based trainings, all Albemarle employees take the annual Code of Conduct training.

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.

We foster a Speak Up Culture by encouraging our employees and other stakeholders to bring activity potentially in violation of our Code or the law to our attention. Employees can report such incidents with the option to remain anonymous, without fear of reprisal, through various channels, which include Albemarle's [Integrity Helpline](#), managed by a third-party and available 24/7 in several languages.

In 2023, we entered into a three-year non prosecution agreement (NPA) with the Department of Justice (DOJ) to resolve Foreign Corrupt Practices Act (FCPA) violations that occurred as a result of a third-party contractor doing business on behalf of Albemarle. In 2025, the DOJ exercised its discretion to terminate the agreement early as a result of Albemarle successfully satisfying all terms and requirements, including proactive cooperation, self-reporting the conduct and implementing extensive remediation efforts.

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](#).

Integrity is the foundation of our resilience and compliance is a driver of our competitiveness. Together, they strengthen our culture, elevate our performance and anchor a sustainable future for our business. In 2025, the DOJ recognized the strength of our compliance program, leading to an early conclusion of our NPA—underscoring the progress we have made and the standards we continue to uphold.”

Andrea Rondot
Interim Chief Compliance Officer





Responsible Sourcing

At Albemarle, we aim to build strong, collaborative relationships with our suppliers to support a dependable and transparent supply chain that consistently delivers high-quality materials.

Our approach to responsible and sustainable sourcing is intended to strengthen our risk management practice and reinforce trust with customers, business partners and the communities where we operate. These principles guide our engagement with suppliers on environmental and human rights matters in raw material procurement.

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

Battery Passport

As of February 2027, all electric vehicle and industrial batteries (with a capacity > 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 its 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. As part of our ongoing commitment to transparency in the battery supply chain, we initiated a lithium traceability program, which allows us to share necessary data with a third-party platform that supports the creation of battery passports and other regulatory requirements.

Supplier Mapping

In 2025, we mapped over 200 raw material suppliers and conducted risk-based modern slavery due diligence on more than 20 high-risk supplier audits across different regions. This process is intended to support the identification and prioritization of modern slavery and human rights risks within our supply chains. Supply chain mapping helps us mitigate risks arising from disruptions or compliance failures, improves efficiency and supports our responsible sourcing practices. Where potential risks or gaps were identified through mapping and due diligence activities, we engaged with suppliers to seek clarification, implement corrective actions and enhance monitoring as appropriate. No material adverse findings were identified. Through our annual review process, we continue to monitor conformance with our responsible sourcing standards through audits and investigation, where necessary. We are committed to taking appropriate remedial measures when and if warranted.

World-Class Resources

Our competitive strength is built on a diverse global portfolio of world-class, high-grade lithium and bromine resources, combined with an integrated approach across the value chain. This vertical integration is reinforced by deep technical and operational expertise that is intended to enable us to transform these resources safely and sustainably. By owning our resources, we play a critical role in mitigating risk in our customers' supply chains, helping to support responsible lithium and bromine production, tailored to customer and market needs.

The geographic diversity of our resources in historically stable, trade-friendly regions promotes customer accessibility to a high-quality supply — reducing exposure to geopolitical disruption and giving customers confidence in a consistent, responsibly sourced stream of critical mineral resource inputs.



Innovation

At Albemarle, we aim to set ourselves apart by focusing on advancing high-impact innovation across our products and processes.

Our team of research and technology scientists and engineers partner with industry leaders, academic experts, professional societies and startups to tap into emerging technologies. Strategic alliances with institutions and customers around the globe are intended to help us drive the development of breakthrough and differentiated solutions. Our customer relationships give us the opportunity to develop insight into evolving market trends, emerging technologies and real-world product applications, enabling us to respond effectively to changing market conditions. Our collaborative, customer-centric innovation model aims to provide continuous visibility into market requirements and real-time feedback, supporting the development of differentiated products aligned with industry demand. New concepts are evaluated and prioritized using defined criteria, including financial performance, time to commercialization, demonstrated customer need and environmental and societal impact.

In our Energy Storage business, we seek to advance high-performance materials designed to unlock greater value from lithium. We continue to engage in efforts to lower our carbon footprint by improving the energy efficiency of our lithium hydroxide production and by repurposing co-products from our operations into higher-value applications. We have developed next-generation lithium salts that enable more energy-efficient cathode manufacturing for today's battery chemistries. These innovations are informed by direct experience in our laboratories and as we collaborate with customers to validate performance within their manufacturing processes.

Within our Specialties business, we collaborate across several industries including the tire manufacturing value chain to advance tire formulations that minimize wear, thereby helping to lower consumer costs and support the environmental performance of vehicles. This is particularly important given the greater vehicle weight of EVs compared to conventional internal combustion engine vehicles. Drawing on decades of leadership in bromine chemistry, Albemarle is also working to develop next-generation flame retardant solutions, such as our SAYTEX ALERO®, designed to comply with increasingly stringent regulatory positions.



2025 Highlights

Direct Lithium Extraction

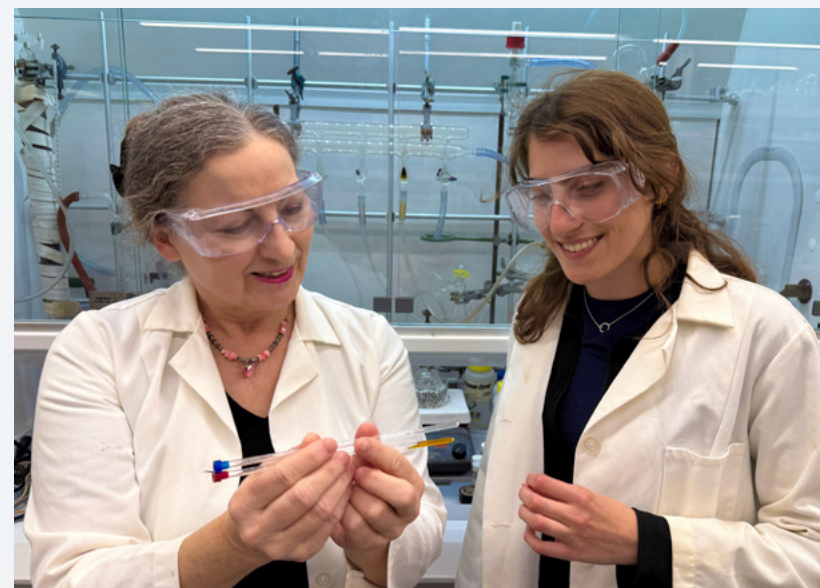
We are committed to consistently advancing and refining our lithium extraction processes and underlying technologies in the future. In 2025, we commissioned a DLE pilot facility at our La Negra site in Antofagasta, Chile. DLE, a technology that has been validated through more than 10 years of research and development, recovers lithium directly from brine in ponds and has the potential to increase process efficiency, contribute to a reduction in net pumping and return lithium-depleted brine to its source. The pilot plant successfully completed over 3,000 hours of operation. We attained a lithium recovery rate exceeding 94% and produced lithium-depleted brine in line with expectations providing the technological maturity required to complete the Environmental Impact Assessment permit. The project is expected to complement Albemarle's current lithium production without requiring an increase in the authorized volumes of brine extraction, additional solar evaporation ponds or new extraction areas. Additionally, during the technology validation phase, we achieved substantial improvements in water and energy efficiency, reinforcing our commitment to sustainable and responsible resource management.

Prior to the project's submission, an Early Citizen Participation (ECP) process was carried out to share the project details with residents of San Pedro de Atacama and neighboring communities and to gather feedback. Our community engagement initiative reached more than 1,250 people through 18 meetings, 14 open houses and nine visits to the pilot plant.



Innovation Through Collaboration

Building on our long history of responsible chemistry and product stewardship, we continue to collaborate with partners across the value chain to advance new materials that support safer and more sustainable applications. Collaborative efforts include university-sponsored research designed to expand the performance capabilities of our existing polymeric brominated flame retardants (BFRs) and to explore next-generation technologies that can further enhance environmental profiles while maintaining world-class fire safety performance.



We collaborate with leading material science and chemistry researchers at Texas A&M University to explore next-generation flame retardant products with a lower environmental footprint.

Advancing Sustainable Battery Technology

In 2025, Albemarle teamed up with the Pacific Northwest National Laboratory under the Department of Energy's Cooperative Research and Development Agreement (CRADA) program to create a more sustainable method for making and recycling battery cathodes. They discovered that lithium oxide (Li_2O) sublimates at high temperatures, allowing cathode particles to grow as uniform single crystals without the defects caused by traditional lithium hydroxide processing. This cuts reaction time, boosts productivity and lowers energy use. The same technique can also restore used battery materials by reintroducing lithium and rebuilding them into high-performance single-crystal cathodes. The result is expected to be lower-cost batteries, better recycling, reduced waste and a more sustainable supply chain.

Collaboration Meets Innovation

In 2025, the production team at our Xinyu, China facility set a new internal benchmark for operational excellence. We leveraged Albemarle's operating model and drew on the expertise of the Process Technology, Operations, Manufacturing Excellence, Maintenance and Quality teams to implement continuous improvement initiatives that emphasize strategic, incremental upgrades to refrigeration, drying and packaging processes. The teams' seamless collaboration drove substantial process optimization gains, positioning the site to reach its maximum production capacity in 2026.

The Next Generation of Flame-Retardant Innovation

Flame retardants play a vital role in modern fire safety by helping materials resist ignition and slow the spread of flames, contributing to safer products in everyday applications. For more than 50 years, Albemarle has advanced fire safety through solutions that balance high-performance, reliability and responsible chemistry.

The development of our next-generation SAYTEX ALERO® polymeric flame retardant builds on this legacy by promoting strong, reliable fire protection across a wide range of applications while also advancing sustainability in meaningful ways. As a novel polymeric BFR, SAYTEX ALERO helps support a more circular economy through its mechanical recyclability and its lower greenhouse gas emissions compared to phosphorus-based alternatives. It is also designed for regulatory confidence, considering the evolving global regulatory landscapes and leveraging the inherent environmental and safety advantages of its polymeric structure.

SAYTEX ALERO reflects Albemarle's commitment to supporting our customers in meeting evolving performance, regulatory and sustainability needs by delivering next-generation flame-retardant technology.





Performance *Data*

Performance Data¹

ENVIRONMENT

TOPIC	METRIC	2025	2024	2023
Energy	Total energy consumed (direct + indirect), million gigajoule (GJ) ^[2]	18.5*	17.4	16.2
	Percentage grid electricity	23%	22%	20%
	Percentage of electricity consumed from renewable sources	26%	24%	16%
Emissions	Scope 1 GHG emissions, kt CO ₂ e	853*	753	728
	Percentage covered under emissions-limiting regulations	21%	25%	14%
	Scope 2 GHG emissions, market-based, kt CO ₂ e	260*	241	273
	Scope 2 GHG emissions, location-based, kt CO ₂ e	521*	477	388
	Scope 2 GHG emissions, biogenic CO ₂ , kt CO ₂ e	28*	-	-
	Total scope 1 + 2 GHG emissions, kt CO ₂ e ^[3]	1,113*	994	1,001
	Breakdown by Segment			
	Energy Storage ⁴	491	402	378
	Specialties ⁴	329	307	315
	Ketjen ⁴	289	281	304
	Other ⁴	3	4	4
	Scope 3 emissions, kt CO ₂ e	2,706	2,359	2,235
	Total scope 1+2+3 GHG emissions, kt CO ₂ e ^[3]	3,819	3,353	3,236

* Assured by ERM CVS as part of its limited assurance scope.

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

2. Includes direct and indirect energy consumption.

3. Using market-based methodology.

4. Totals may differ due to rounding.





TOPIC	METRIC	2025	2024	2023
	Breakdown by Scope 3 Category¹			
	Category 1 - Purchased goods, kt CO ₂ e	1,666	1,280	1,270
	Category 2 - Capital goods, kt CO ₂ e	28	80	132
	Category 3 - Fuel- and energy-related activities (not scope-1/2), kt CO ₂ e	266	250	132
	Category 4 - Upstream transportation and distribution, kt CO ₂ e	371	364	300
	Category 5 - Waste generated in operations, kt CO ₂ e	17	20	16
	Category 6 - Business travel, kt CO ₂ e	2	2	5
	Category 7 - Employee commuting, kt CO ₂ e	11	9	8
	Category 8 - Upstream leased assets, kt CO ₂ e	-	-	-
	Category 9 - Downstream transportation and distribution, kt CO ₂ e	49	41	39
	Category 10 - Processing of sold products, kt CO ₂ e	47	45	35
	Category 11 - Use of sold products, kt CO ₂ e	-	-	-
	Category 12 - End-of-life treatment of sold products, kt CO ₂ e	92	107	131
	Category 13 - Downstream leased assets, kt CO ₂ e	-	-	-
	Category 14 - Franchises, kt CO ₂ e	-	-	-
	Category 15 - Investments, kt CO ₂ e	157	161	167

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

TOPIC	METRIC	2025	2024	2023
Air Quality	NO _x emissions, metric tons (t) (excluding N ₂ O)	1,384	1,214	1,138
	SO _x emissions, t	340	275	300
	VOC emissions, t	694	753	1,170
	HAP emissions, t	183	169	199
	PM ₁₀ , t ^[1]	2,191	2,100	-
	CO, t ^[1]	736	615	-
Water	Total water withdrawal, million cubic meters (m ³)	24.8	25.0	24.2
	Water consumption, million m ³	14.3	14.0	13.6
	Percentage of freshwater consumed in countries with high or extremely high baseline water stress indicator	18.7%	18.9%	20.0%
	Percentage of freshwater consumed in countries with high overall baseline water stress indicator (category 3 - 4)	8.1%	8.2%	9.0%
	Percentage of freshwater consumed in countries with extremely high baseline water stress indicator (category 4 - 5)	10.6%	10.7%	11.0%
	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	32	15
	Percentage of hazardous waste recycled	6%	5%	10%
	Amount of non-hazardous waste generated, kt	1,346	1,046	761
	Percentage of non-hazardous waste recycled	74%	60%	49%

1. 2024 is the first year we are reporting these data.

HEALTH AND SAFETY¹

TOPIC	METRIC	ENTITY			2025	2024	2023
Health and Safety	Total Recordable Incident Rate (TRIR)	Albemarle	Employees	#	12	12	14
				Rate	0.17	0.13	0.16
			Contractors	#	0	3	1
				Rate	0	0.13	0.05
		Ketjen	Employees	#	4		
				Rate	0.4		
			Contractors	#	0		
				Rate	0		
	Lost Time Incident (LTI) Rate	Albemarle	Employees	#	5	3	8
				Rate	0.07	0.03	0.09
		Ketjen	Employees	#	1		
				Rate	0.1		
	Lost Time Incident (LTI) Severity Rate	Albemarle	Employees	Rate	3.27	2.05	5.19
		Ketjen	Employees	Rate	2.69		
	Fatalities	Albemarle	Employees	#	0	1	0
				Rate	0	0.01	0
			Contractors	#	0	0	0
				Rate	0	0	0
		Ketjen	Employees	#	0		
				Rate	0		
			Contractors	#	0		
				Rate	0		

1. For HS&E Data, 'Contractors' refers to nested contractors only.



TOPIC	METRIC	ENTITY	2025	2024	2023
Health and Safety	Employee Occupational Diseases	Albemarle	0	0	0
		Ketjen	0		
	Employee Types of Injury	Albemarle	Struck by/caught between; slips, trips and falls and chemical exposures are top three	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
		Ketjen	Struck by/caught between, chemical exposure		
	Percentage of workers covered by health and safety management system	Albemarle	100%	100%	100%
		Ketjen	100%		



EMPLOYEES¹

TOPIC	METRIC	2025			2024			2023		
		Permanent	Temporary	Contractors	Permanent	Temporary	Contractors	Permanent	Temporary	Contractors
Employees by Employment Contract	Total	7,068	176	1,217	7,529	174	1,292	8,332	210	1,752
	Breakdown by Gender									
	Male	5,343	129	64	5,688	128	63	6,192	149	96
	Female	1,715	47	17	1,826	46	18	2,091	60	22
	Non-binary	3	0	0	3	0	0	4	0	0
	Not disclosed	7	0	1,136	12	0	1,211	45	1	1,634
	Breakdown by Country									
	United States of America	1,990	0	705	2,124	1	842	2,520	1	1,085
	China	2,043	1	44	2,330	1	45	2,350	7	68
	Chile	1,076	21	108	1,072	24	123	1,113	43	129
	Germany	647	104	87	662	86	65	658	94	80
	Netherlands	355	39	56	350	45	52	376	38	41
	Australia	387	0	27	437	1	31	749	7	188
	Hungary	329	7	27	336	6	39	331	9	42
	Other countries	241	4	163	218	10	95	235	11	119

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





TOPIC	METRIC	2025		2024		2023	
		Full Time	Part Time	Full-Time	Part-Time	Full-Time	Part-Time
Employees by Employment Type	Male	5,418	54	5,772	44	6,296	45
	Female	1,684	78	1,792	80	2,064	87
	Non-binary	3	0	3	0	4	0
	Not disclosed	7	0	12	0	46	0

TOPIC	METRIC	2025				2024				2023			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Employees by Gender, by Management Level	Male	76%	73%	72%	77%	76%	74%	72%	77%	74%	76%	72%	75%
	Female	24%	27%	28%	23%	24%	25%	28%	23%	25%	24%	27%	24%
	Non-binary	<1%	0%	<1%	<1%	<1%	0%	<1%	<1%	<1%	0%	<1%	<1%
	Not disclosed	<1%	0%	0%	0%	<1%	<1%	<1%	<1%	<1%	0%	<1%	1%
Employees by Age	Under 30	15%				19%				17%			
	30-50	61%				60%				59%			
	Over 50	24%				21%				24%			
	Not disclosed	0%				0%				<1%			
Ratio of Basic Salary of Women to Men by Country, by Management Level ¹	United States of America	100%	95%	95%	94%	99%	97%	96%	94%	96%	100%	95%	93%
	China	125%	107%	97%	118%	122%	108%	96%	116%	116%	113%	96%	117%
	Chile	113%	96%	95%	111%	119%	102%	93%	117%	114%	89%	95%	123%
	Germany	94%	79%	92%	96%	92%	78%	93%	95%	87%	63%	89%	90%
	Netherlands	103%	90%	94%	99%	98%	83%	92%	94%	93%	97%	89%	92%
	Australia	104%	118%	93%	94%	107%	110%	100%	96%	90%	113%	90%	97%
	Hungary	80%	100%	90%	95%	79%	87%	89%	95%	80%	90%	86%	94%

1. Excludes non-binary and not disclosed employees.

INVESTMENT IN TALENT

TOPIC	METRIC	2025		2024		2023	
Training and Development	Average Training Hours per Employee/Year	16.1		15.0		16.9	
	Breakdown by Gender						
	Male	15.2		16.1		17.2	
	Female	18.9		11.4		15.5	
	Non-binary	3.4		27.1		43.6	
	Not disclosed	16.8		29.0		26.6	
	% of Eligible Employees Receiving Regular Performance/Career Development Reviews	100%		100%		100%	
	Breakdown by Gender						
	Male	100%		100%		100%	
	Female	100%		100%		100%	
	Non-binary	100%		100%		100%	
	Not disclosed	100%		100%		100%	

TOPIC	METRIC	2025		2024		2023	
		#	Rate	#	Rate	#	Rate
Employee Turnover	Total	960	13%	1,638	20%	835	11%



LABOR RELATIONS

TOPIC	METRIC	2025		2024		2023	
		#	Rate	#	Rate	#	Rate
Labor Relations	Employees Entitled to Parental Leave - Total	7,244	100%	7,703	100%	8,542	100%
	Breakdown by Gender						
	Male	5,472	100%	5,816	100%	6,341	100%
	Female	1,762	100%	1,872	100%	2,151	100%
	Non-binary	3	100%	3	100%	4	100%
	Not disclosed	7	100%	12	100%	46	100%
	Employees That Took Parental Leave - Total	254	4%	280	4%	195	2%
	Breakdown by Gender						
	Male	146	3%	164	3%	126	2%
	Female	108	6%	116	6%	69	3%
	Non-binary	0	0%	0	0%	0	0%
	Not disclosed	0	0%	0	0%	0	0%

TOPIC	METRIC	2025	2024	2023
Labor Relations	% of Employees Covered by Collective Bargaining Agreements	30%	28%	24%
	Number of strikes and lockouts	0	0	0
	Duration of strikes and lockouts (in days)	0	0	0



MARKET AND COMMUNITY PRESENCE

TOPIC	METRIC	2025	2024	2023
Market Presence	Ratio of Standard Entry Level Wage Compared to Local Minimum Wage by Country			
	United States of America	408%	482%	406%
	China	510%	514%	451%
	Chile	260%	267%	285%
	Germany	146%	143%	139%
	Netherlands	146%	149%	154%
	Australia	148%	148%	142%
	Hungary	153%	177%	168%
	Top 7 Countries Total¹	364%	396%	352%
Community Presence	Proportion of Senior Management Hired from Local Community - Breakdown by Country			
	United States of America	100%	99%	98%
	China	100%	100%	100%
	Chile	100%	100%	80%
	Germany	100%	100%	100%
	Netherlands	91%	82%	92%
	Australia	100%	100%	88%
	Hungary	100%	100%	100%
	Top 7 Countries Total	99%	98%	97%

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

GOVERNANCE

TOPIC	METRIC	2025	2024	2023
Public Policy	Political contributions Albemarle Corporation (USD)	\$0	\$0	\$0
	Political contributions PAC (USD)	\$0	\$0	\$0
Board	By Gender			
	Male	6	7	7
	Female	3	3	3
	Non-binary	0	0	0
	By Age			
	Under 30	0	0	0
	30-50	0	0	0
	Over 50	9	10	10



ETHICS AND COMPLIANCE

TOPIC	METRIC	2025	2024	2023
Ethics and Compliance: Training	Number of employees completing Code of Conduct training ¹	7,025	7,400	8,150
	Percentage of employees completing Code of Conduct training	100%	100%	100%
	Percentage of applicable employees completing anti-corruption training	99%	100%	98%
	Number of Employees Completing Role-Based Anti-Corruption Training - Total	737²	1,213	2,485
	Breakdown by Employee Category			
	Manufacturing	11	186	1,891
	Non-manufacturing	726	1,027	594
	Breakdown by Country			
	United States	272	472	81
	China	170	236	2,340
	Chile	41	153	17
	Germany	17	79	4
	Netherlands	63	78	5
	Australia	16	66	9
	Hungary	36	16	3
	Others	122	113	26
	Number of governance body members that anti-corruption policies and procedures have been communicated to ³	17	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. 2025 Code of Conduct training (required for all employees) included anti-corruption module. Numbers shown reflect additional employees who received specific role-based anti-corruption training.

3. Governance body members includes executive leadership team and board members.



TOPIC	METRIC	2025	2024	2023
Ethics and Compliance	Number of operations assessed for risks related to corruption ¹	10	13	9
	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	121	131	126
	Percentage of substantiated Integrity Helpline matters reported	48%	40%	52%

PRODUCTS AND INNOVATION

TOPIC	METRIC	2025	2024	2023
Innovation	Active patents	~ 1,500	> 1,650	> 1,600
	Pending patents	> 750	> 400	> 550
Safety & Environmental Stewardship of Chemicals	Percentage of such products (products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances) that have undergone a hazard assessment	100%	100%	100%

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



Content *Indices*

GRI Content Index

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 2: General Disclosures			
2-1	Organizational details		
	• Legal name	Annual Report on Form 10-K for the year ended December 31, 2025	3
	• Nature of ownership and legal form	Annual Report on Form 10-K for the year ended December 31, 2025	3
	• Location of headquarters	Annual Report on Form 10-K for the year ended December 31, 2025	3
	• Countries of operation	Annual Report on Form 10-K for the year ended December 31, 2025	32 - 33
2-2	Entities included in the organization's sustainability reporting	2025 Sustainability Report - About this Report	2
2-3	Reporting period, frequency and contact point	January 1 - December 31, 2025 Since the 2007 calendar year, Albemarle Corporation has produced a Sustainability Report annually. The 2025 Sustainability Report was published on June 3, 2026. Contact information can be found on the back cover of the 2025 Sustainability Report PDF.	
2-4	Restatements of information	Relevant restatements are footnoted in the 2025 Sustainability Report and Performance Data.	
2-5	External assurance	This entire Sustainability Report is not subjected to a comprehensive external assurance process, however, ERM CVS performed a limited assurance engagement over the following metrics: • Scope 1 GHG emissions [kt CO₂e] • Scope 2 (location-based) GHG emissions [kt CO₂e] • Scope 2 (market-based) GHG emissions [kt CO₂e] • Scope 2 GHG emissions, biogenic CO₂ [kt CO₂] • Total Scope 1 and Scope 2 (market-based) GHG emissions [kt CO₂e] • Total energy consumed (direct and indirect) [GJ] Financial, safety and environmental information is subject to both national regulatory requirements as well as international and external audit such as ISO 14001 and similar systems. The 2025 Sustainability Report contains a consolidation of this information. 2025 Sustainability Report - Basis of Reporting	80 - 84
2-6	Activities, value chain and other business relationships	Annual Report on Form 10-K for the year ended December 31, 2025	3 - 5
2-7	Employees	Performance Data - Employees	56 - 57





GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
2-8	Workers who are not employees	Performance Data - Employees	56
2-9	Governance structure and composition	2026 Proxy Statement 2025 Sustainability Report - Corporate Governance	8 - 25 11 - 12
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines Governance & Public Policy Committee Charter	2 1
2-11	Chair of the highest governance body	2026 Proxy Statement Corporate Governance Guidelines	18 9 - 10
2-12	Role of the highest governance body in overseeing the management of impacts	Safety, Sustainability, Operations & Capital Committee Charter Environmental Policy - Governance	1 - 3 2
2-13	Delegation of responsibility for managing impacts	Corporate Governance Guidelines Safety, Sustainability, Operations & Capital Committee Charter Environmental Policy - Governance	6 1 - 3 2
2-14	Role of the highest governance body in sustainability reporting	Safety, Sustainability, Operations & Capital Committee Charter Environmental Policy - Governance	1 - 2 2
2-15	Conflicts of interest	Corporate Governance Guidelines 2026 Proxy Statement Audit & Finance Committee Charter	3 8 - 15, 25 3
2-16	Communication of critical concerns	Corporate Governance Guidelines 2026 Proxy Statement Audit & Finance Committee Charter	7 113 2 - 5
2-17	Collective knowledge of the highest governance body	Safety, Sustainability, Operations & Capital Committee Charter	1 - 3
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines	6 - 7
2-19	Remuneration policies	2026 Proxy Statement	33 - 66
2-20	Process to determine remuneration	2026 Proxy Statement	33 - 66
2-21	Annual total compensation ratio	2026 Proxy Statement	84 - 85

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
2-22	Statement on sustainable development strategy	2025 Sustainability Report - Welcome Message	5 - 6
2-23	Policy commitments	Website - Sustainability Reporting & Resources	
2-24	Embedding policy commitments	2025 Sustainability Report - Ethics and Compliance	45
2-25	Process to remediate negative impacts	Website - Speaking Up Code of Conduct	10 - 13
2-26	Mechanisms for seeking advice and raising concerns	Website - Speaking Up Code of Conduct	10 - 13
2-27	Compliance with laws and regulations	Annual Report on Form 10-K for the year ended December 31, 2025	7 - 8
2-28	Membership associations	Website - People, Workplace & Community	
2-29	Approach to stakeholder engagement	2025 Sustainability Report - Stakeholder Engagement	42
2-30	Collective bargaining agreements	Performance Data - Labor Relations	59
GRI 3: Material Topics			
3-1	Process to determine material topics	2025 Sustainability Report - Materiality	16
3-2	List of material topics	2025 Sustainability Report - Materiality	16
3-3	Management of material topics	Website - Sustainability Reporting & Resources 2025 Sustainability Report - Materiality	16
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, 2025 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, 2025	68 - 72
GRI 202: Market Presence			
202-2	Proportion of senior management hired from the local community	Performance Data - Market and Community Presence	60

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	Performance Data – Ethics and Compliance	63
205-2	Communication and training about anti-corruption policies and procedures	Performance Data – Ethics and Compliance	62
205-3	Confirmed incidents of corruption and actions taken	Albemarle has a strong compliance culture to evaluate and address potential issues related to corruption. The Company prohibits bribery, facilitation payments, fraud, extortion, collusion, money laundering, kickbacks, and other such unlawful activity. Our Code of Conduct and Antibribery Policy make it clear that Albemarle will not offer or provide anything of value to improperly influence a third party to provide an improper advantage. We view reports of concern as a positive indicator about employees' perception of safety, non-retaliation, and confidence that the Company will appropriately address wrongdoing. Our extensive outreach efforts have been successful in encouraging employees to speak up proactively, without fear of adverse consequences. Necessary remediation is managed collaboratively between Compliance, Legal, HR, and business leadership. Significant items related to corruption, if any, would be reported in our Annual Report on Form-10K. Albemarle offers employees and third parties multiple channels to report any concerns they may have. See our Performance Data tables (pg. 63) for data about reports made to the Company's Ethics and Compliance helpline over the last three years that resulted in an investigation. The three most common issue types in 2025 were Workplace Conduct, Conflict of Interest and Asset Misappropriation.	
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Performance Data – Ethics and Compliance Albemarle offers employees and third parties multiple channels to report any concerns they may have. See our Performance Data tables (pg. 63) for data about reports made to the Company's Ethics and Compliance helpline over the last three years that resulted in an investigation.	63
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 STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 302: Energy			
302-1	Energy consumption within the organization	Performance Data - Environment	51
302-4	Reduction of energy consumption	Environmental Policy - Energy Consumption and Greenhouse Gases 2025 Sustainability Report - Energy, GHG Emissions and Climate	2 - 3 19 - 23
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	Environmental Policy - Water 2025 Sustainability Report - Responsible Water Management	3 24 - 25
303-3	Water withdrawal	Performance Data - Environment	53
303-5	Water consumption	Performance Data - Environment	53
GRI 305: Emissions			
305-1	Direct (scope 1) GHG emissions	Performance Data - Environment	51
305-2	Energy indirect (scope 2) GHG emissions	Performance Data - Environment	51
305-3	Other indirect (scope 3) GHG emissions	Performance Data - Environment	51 - 52
305-4	GHG emissions intensity	2025 Sustainability Report - Energy, GHG Emissions and Climate	19 - 23
305-5	Reduction of GHG emissions	2025 Sustainability Report - Energy, GHG Emissions and Climate	19 - 23
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Performance Data - Environment	53
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	2025 Sustainability Report - Circularity and Waste Minimization	26
306-2	Management of significant waste-related impacts	Environmental Policy - Waste and Circularity 2025 Sustainability Report - Circularity and Waste Minimization	4 - 5 26
306-3	Waste generated	Performance Data - Environment	53
306-4	Waste diverted from disposal	Performance Data - Environment	53

GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing Policy - Health, Safety & Environment (HS&E)	3
GRI 401: Employment			
401-1	Employee turnover	Performance Data - Investment in Talent	58
401-3	Parental leave	Performance Data - Labor Relations	59
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	2025 Sustainability Report - Health and Safety	29 - 31
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety, Security & Environment Policy Statement 2025 Sustainability Report - Health and Safety	1 29 - 31
403-3	Occupational health services	Health, Safety, Security & Environment Policy Statement 2025 Sustainability Report - Health and Safety	1 29 - 31
403-5	Worker training on occupational health and safety	Health, Safety, Security & Environment Policy Statement 2025 Sustainability Report - Health and Safety	1 29 - 31
403-6	Promotion of worker health	2025 Sustainability Report - Health and Safety	29 - 31
403-8	Workers covered by an occupational health and safety management system	Performance Data - Health and Safety	55
403-9	Work-related injuries	Performance Data - Health and Safety	54 - 55
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	Performance Data - Investment in Talent	58
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report - Talent and Culture	32 - 34
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data - Investment in Talent	58



GRI STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Performance Data - Governance	61
405-2	Ratio of basic salary and remuneration of women to men	Performance Data - Employees	57
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 and Compliance	63
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	2025 Sustainability Report - Local Community Engagement	36 - 37
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	61
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Performance Data - Products and Innovation	63

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	51
RT-CH-110a.1 EM-MM-110a.1	Percentage covered under emissions-limiting regulations	Performance Data - Environment	51
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 2025 Sustainability Report - Energy, GHG Emissions and Climate	2 - 3 19 - 23
AIR QUALITY			
RT-CH-120a.1 EM-MM-120a.1	Nitrogen Oxides (NO _x (excluding N ₂ O)) Sulfur Oxides (SO _x) Volatile Organic Compounds (VOCs) Hazardous Air Pollutants (HAPs) Particulate Matter (PM) Carbon Monoxide (CO)	Performance Data - Environment	53
ENERGY MANAGEMENT			
RT-CH-130a.1 (1) EM-MM-130a.1 (1)	Total energy consumed	Performance Data - Environment	51
RT-CH-130a.1 (2) EM-MM-130a.1 (2)	Percentage grid electricity	Performance Data - Environment	51
WATER MANAGEMENT			
RT-CH-140a.1 (1) EM-MM-140a.1 (1)	Total water withdrawn	Performance Data - Environment	53
RT-CH-140a.1(2) EM-MM-140a.1(2)	Total water consumed	Performance Data - Environment	53



SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
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	53
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	53
WASTE AND HAZARDOUS MATERIALS MANAGEMENT			
RT-CH-150a.1 EM-MM-150a.7	Amount of hazardous waste generated; percentage recycled	Performance Data - Environment	53
EM-MM-150a.8	Total weight of hazardous waste recycled	Performance Data - Environment	53
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	<u>Environmental Policy - Waste and Circularity</u> 2025 Sustainability Report: Responsible Water Management Circularity and Waste Minimization	4 - 5 24 - 25 26
BIODIVERSITY IMPACTS			
EM-MM-160a.1	Description of environmental management policies and practices for active sites	<u>Biodiversity Statement</u>	1
COMMUNITY RELATIONS			
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	<u>Community Relations and Indigenous Peoples Policy</u> 2025 Sustainability Report - Our People, Workplace and Community	1 - 4 36 - 42
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	<u>Community Relations and Indigenous Peoples Policy</u> 2025 Sustainability Report - Our People, Workplace and Community	1 - 4 36 - 42
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	<u>Community Relations and Indigenous Peoples Policy</u> <u>Human Rights Policy</u> 2025 Sustainability Report - Our People, Workplace and Community	1 - 4 1 - 5 28 - 42



SASB STANDARD	DISCLOSURE	RESPONSE	PAGE # (S)
LABOR PRACTICES			
EM-MM-310a.1	Percentage of active workforce covered under collective agreements	Performance Data - Labor Relations	59
EM-MM-310a.2	Number and duration of strikes and lockouts	Performance Data - Labor Relations	59
WORKFORCE HEALTH AND SAFETY			
RT-CH-320a.1 (1)	Total recordable incident rate (TRIR): Direct employees Contract employees	Performance Data - Health and Safety	54
RT-CH-320a.1 (2) EM-MM-320a.1 (2)	Fatality rate: Direct employees Contract employees	Performance Data - Health and Safety	54
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	2025 Sustainability Report - Health and Safety	29 - 31
SAFETY AND ENVIRONMENTAL STEWARDSHIP OF CHEMICALS			
RT-CH-410b.1 (2)	Percentage of such products (products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances) that have undergone a hazard assessment	Performance Data - Products	63
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 2025 Sustainability Report - Ethics and Compliance	1 - 7 45
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	2025 Sustainability Report - Local Community Engagement	36 - 37



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, 2025	29 - 30
		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, 2025	29 - 30
		TCFD Report - Strategy	4 - 8
		2025 Sustainability Report - Energy, GHG Emissions and Climate	19 - 23
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	TCFD Report - Strategy	4 - 8



TOPIC	DISCLOSURE	RESPONSE	PAGE # (S)
RISK MANAGEMENT			
Risk Management: Disclose how the organization identified, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	TCFD Report - Risk Management	9
	Describe the organization's processes for managing climate-related risks.	TCFD Report - Risk Management	9
		2025 Sustainability Report - Energy, GHG Emissions and Climate	19
	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	51 - 53
	Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks.	Performance Data - Environment	51 - 52
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2025 Sustainability Report - Message from the Sustainability Leadership Team	14
		2025 Sustainability Report - Energy, GHG Emissions and Climate	19
		2025 Sustainability Report - Responsible Water Management	24





Appendix

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Albemarle Corporation (“Albemarle”) to provide limited assurance in relation to the Selected Information set out below and presented in the Albemarle 2025 Sustainability Report (the “Report”).

Engagement Summary

Scope of our assurance engagement	Whether the following Selected Information for 2025 is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	• Scope 1 GHG emissions [kt CO₂e] • Scope 2 (location-based) GHG emissions [kt CO₂e] • Scope 2 (market-based) GHG emissions [kt CO₂e] • Scope 2 GHG emissions, biogenic CO₂ [kt CO₂] • Total Scope 1 and Scope 2 (market-based) GHG emissions [kt CO₂e] • Total energy consumed (direct and indirect) [GJ]
Reporting period	1 st January 2025 to 31 st December 2025
Reporting criteria	• Albemarle’s Basis of Reporting (detailed on pages 80–84 of the Report) • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and 2 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard WRI 2015) for Scope 2 GHG emissions
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information.’ The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Albemarle is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS’ responsibility is to provide a conclusion to Albemarle on the agreed assurance scope based on our engagement terms with Albemarle, the assurance activities performed and exercising our professional judgement.

Our Conclusion

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for 2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.





Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but were not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting virtual and in-person site visits to three Albemarle facilities/production sites in Jordan, Australia, and China to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Albemarle in any respect.



May 28, 2026
Malvern, PA

ERM Certification & Verification Services Incorporated

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Basis of Reporting

With respect to the energy, greenhouse gas (GHG) emissions, water, air quality and waste metrics (together, the “Sustainability Metrics”) presented by Albemarle Corporation (Albemarle) in the Performance Data section for the year ended December 31, 2025, management of Albemarle asserts that the sustainability metrics are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics. Management is responsible for the completeness, accuracy, and validity of the sustainability metrics.

Organizational Boundary

The organizational boundary is applied consistently across the sustainability metrics included in this management assertion. In accordance with the GHG Protocol (as defined below), Albemarle uses the financial control approach for the determination of the organizational boundary for reporting the sustainability metrics. This includes both leased and owned facilities engaged in both production and non-production activities as well as joint venture arrangements under certain conditions (as defined below) and leased/owned vehicles.

Albemarle deems 2019 to be the baseline year for sustainability metrics. Activity data related to acquired businesses are included in the sustainability metrics on a pro-rata basis. New production facilities are included starting in the year and month in which they first produce saleable goods. Activity data related to facilities put into care and maintenance are included up to the month of last saleable goods. Activity data related to divested facilities are included up to the month of closure of the agreement.

With respect to the boundary above, the sustainability metrics include:

- The Chengdu facility until its last saleable goods on April 30, 2025.

Under the financial control approach, joint ventures are included in the organizational boundary according to the equity share approach.

- The JBC (Safi, Jordan) joint venture is deemed to be within Albemarle’s financial control, and in turn, 100% of activity data is included.
- The sustainability metrics include 50% of the activity data for the Wodgina facility. All other joint ventures are not within Albemarle’s financial control, and therefore, are excluded from measurement. The GHG emissions from joint ventures not within Albemarle’s financial control are included under Scope 3, Category 15: Investments. Scope 3 GHG emissions are not within the scope of this management assertion.

Energy Metrics

- Albemarle considers the principles and guidance of the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard Accounting Metric RT-CH-130a.1 to guide the criteria to assess, calculate, and report total energy consumed.
- Total energy consumed (in million gigajoules) is the sum of direct energy consumed from purchased fuels (natural gas, liquid petroleum gas (LPG), gasoline, and distillate and residual fuel oil), fuels produced on site (such as field gas at our Magnolia facility), consumed on-site produced electricity from photovoltaic energy capture, and indirect energy from purchased grid electricity and steam, minus energy transferred to third parties. Total energy excludes passive solar energy used to concentrate brine at our Salar de Atacama and Silver Peak facilities.
- Photovoltaic energy capture is directly metered.
- Albemarle uses conversion factors for the calculation of heat content of fossil fuels obtained from the US EPA Code of Federal Regulations, Title 40, Chapter I, Subchapter C, Part 98, Table C-1.
- Albemarle reports a “percentage of electricity consumed from renewable sources” metric, which reflects renewable electricity purchased through contractual instruments plus onsite photovoltaic energy capture, divided by grid electricity and all self-generated electricity. This metric excludes nuclear electricity contract consumption and the renewable electricity of the local grid mix which is not part of contractual instruments.

Emissions Metrics, Overall Considerations

Albemarle considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard (together, the "GHG Protocol") to guide the criteria to assess, calculate, and report GHG emissions.

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

GHG emissions are expressed in carbon dioxide equivalent (CO_2e) emissions and include:

- Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), sulfur hexafluoride (SF_6), and hydrofluorocarbons (HFCs).
- The GHGs of perfluorocarbons (PFCs) and nitrogen trifluoride (NF_3) are not emitted by Albemarle's facilities or vehicles.
- Hydrochlorofluorocarbons (HCFCs) and trace amounts of other ozone depleting substances emitted during chemical processes which are not required to be reported under the GHG Protocol are excluded from the inventory accordingly.

Emissions data by individual GHG is not disclosed as a majority of CO_2e relates to CO_2 . Carbon dioxide equivalent emissions are calculated by multiplying actual or estimated energy, fuel, or refrigerant usage by the relevant emission factors and/or Global Warming Potentials (GWPs) of the compounds. Albemarle uses GWPs defined by the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6 - 100 year), unless third-party emission factors embed GWPs from previous reports. Emission factors are evaluated annually and updated as needed.

Scope 1 and 3 emissions are gross GHG emissions. Carbon credits used to offset GHG emissions for regulatory compliance under the Safeguard Mechanism in Australia are not deducted from reported emissions. In April 2025, the Wodgina facility surrendered 16,805 ACCUs (Australian Carbon Credit Units) and Talison surrendered 4,303 ACCUs. One ACCU is equivalent to 1 metric ton CO_2e .

Scope 1 GHG Emissions Metric

Albemarle tracks emissions from the stationary and mobile combustion of fossil fuels, the release of GHG emissions during chemical processes, and the release of fugitive emissions. Albemarle uses emission factors (EF) in line with the approach described in the GHG Protocol to convert combustion of fossil fuels into GHG emissions (expressed in CO_2 equivalents) and to convert the use of electricity (with a certain mix of primary carriers) into GHG emissions.

Emissions from stationary and mobile combustion:

Stationary combustion (production facilities):

- Consumption is measured based on production facility-level monthly (or aggregate) third-party invoices of purchased fossil fuels (natural gas, LPG, gasoline, and distillate and residual fuel oil).
- Where actual consumption data is not available at the time of data gathering, the gap period is estimated based on historic activity for a comparable time period.

Albemarle excluded emissions resulting from stationary combustion of fossil fuels at its non-production (i.e., offices) facilities as the associated emissions are estimated to represent less than 1% of reported Scope 1 GHG emissions.

Mobile combustion:

- Combustion is measured based on production facility-level monthly (or aggregate) third-party invoices of purchased fossil fuels (gasoline and diesel) for on-site mobile combustion.
- Where differences may exist between invoiced fuel purchases and metered fuel usage each year due to inventory timing, preference is given to using fuel purchases as Albemarle considers invoices the highest quality source evidence.
- For Albemarle's mobile fleet of leased/owned vehicles, fuel consumption is estimated based on the total number of leased/owned vehicles obtained from the fleet

management team and the estimated number of miles driven per year as obtained from the US EPA Office of Transportation and Air Quality, Greenhouse Gas Emissions from a Typical Passenger Vehicle, EPA-420-F-18-008, March 2018.

Emission factors used to convert the consumption of fossil fuels into GHG emissions:

Stationary combustion:

- Production facilities (excluding Amsterdam): Obtained from the US EPA Code of Federal Regulations, Title 40, Chapter I, Subchapter C, Part 98, Table C-1: Default CO₂ Emission Factors and High Heat Values for Various Types of Fuel (Last Modified: December 9, 2016).
- Amsterdam production facility: Obtained from Vaststelling van de standaard CO₂-emissiefactor aardgas t.b.v nationale monitoring 2023 en ETS 2023 (rvo.nl). As this emission factor source applies a Low Heating Value, the emission factor is then converted to a High Heating Value using a ratio of Low and High Heating Value data obtained from The Netherlands Organisation for Applied Scientific Research Vaststellingsmethodieken voor CO₂-emissiefactoren van aardgas in Nederland April 2006. – Mobile combustion: Obtained from the US EPA Office of Transportation and Air Quality, Greenhouse Gas Emissions from a Typical Passenger Vehicle, EPA-420-F-18-008, March 2018.

Emissions from chemical processes:

- Facilities located in Australia with chemical process emissions, where applicable, follow the Australian National Greenhouse and Energy Reporting (NGER) Determination 2008 Method 1 – “Product other than cement clinker, lime, or soda ash” to estimate CO₂ released from processing of carbonate raw material. This method involves multiplying the facility's actual quantity of material containing raw carbonate consumed as obtained from internal purchase data by the industrial average emission factor for calcium carbonate as obtained from NGER.
- All other facilities estimate chemical process emissions associated with the release of GHGs during production. The GHGs released during production are calculated based on stoichiometry (emissions resulting from chemical processes) or measured content (GHGs naturally present in brine) in relation to the actual quantity of materials used as obtained from internal purchase or brine process flow data. The calculation outputs the quantity of GHGs released during production which are then converted to CO₂e using the relevant GWP.

Emissions from fugitives:

- HFC consumption is related to replenishment of purchased refrigerants at various facilities. Refrigerant consumption is calculated based on third-party invoices of purchased quantities of refrigerants, or unit service records where applicable. The GWP of the individual refrigerants is then used to convert the fugitives into CO₂e.
- The Kemerton facility emits SF₆ during production processes. SF₆ emissions are estimated following the Australian NGER Determination 2008 Method 1 – “Equipment type: Gas insulated switchgear and circuit breaker applications.” This method involves multiplying the actual stock quantity of SF₆ contained in Albemarle equipment as obtained from internal replenishment reports by the industrial leakage rate as obtained from NGER.

Direct Biogenic Emissions:

Albemarle does not generate direct emissions from biogenic sources.

Scope 2 GHG Emissions Metric

Albemarle tracks indirect emissions from the use of purchased grid electricity at its production and non-production facilities and steam at its production facilities.

Production facilities:

- Consumption of purchased grid electricity and steam is measured based on production facility-level monthly utility invoices from third-party suppliers.
- Where actual consumption data is not available at the time of data gathering, the gap period is estimated based on historic activity for a comparable time period.

Non-production facilities (i.e., offices):

- Consumption of purchased grid electricity is estimated based on the actual square meters of office space as reported by office managers. The average energy consumed per square meter of office space is based on the US Energy Information Administration's (EIA) 2012 Commercial Buildings Energy Consumption Survey (CBECS) Table PBA4, Electricity consumption totals and conditional intensities by building activity subcategories, for offices.

Emission factors - Location-based (purchased grid electricity and steam):

- US based production and non-production facilities: Obtained from the US EPA Emissions & Generation Resource Integrated Database (eGRID) factors by subregion with 2023 data (Revision 2 released June 12, 2025).
- Non-US based production and non-production facilities: Obtained from the IEA Emissions Factors, 1990 to 2023 (published 2025).

Emission factors - Market-based (purchased grid electricity):

- Albemarle adheres to the hierarchy of the GHG Protocol for market-based scope 2 emissions pertaining to grid electricity use. Emission factors were applied based on the below hierarchy and availability of data:
 - » Energy attribute certificates that have been purchased and retired.
 - » The utility-specific grid intensity.
 - » A local residual mix, such as RE-DISS (<https://www.aib-net.org/facts/european-residual-mix>) or Green-e.
 - » Other grid-average emission factors - Same as location-based.
- At one of Albemarle's sites, nuclear electricity attribute certificates retired on Albemarle's behalf remain incorporated in the supplier emission rate. As these attributes are embedded within the supplier emission factors, they cannot be separately adjusted without deviating from the supplier-provided data.

Indirect Biogenic Emissions:

Indirect biogenic emissions (biogenic scope 2) are reported as a separate line item and not included in market-based and location-based emissions totals, as per the GHG Protocol. They are calculated using speciated emissions factors.

- CO₂ emissions from biogenic steam and electricity are reported as biogenic emissions, while the respective CH₄ and N₂O emissions are included in market-based and location-based scope 2 totals.

Water Metrics

Albemarle considers the principles and guidance of the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard Accounting Metric RT-CH- 140a.1 to guide the criteria to assess, calculate, and report total water withdrawal and total water consumed.

Albemarle measures water activity from its direct operations. Water activity from its indirect operations are excluded (i.e. water in purchased raw materials). Albemarle excludes water withdrawal and water consumed by non-production facilities (i.e., offices) as the associated volumes are estimated to be less than 1% of the total reported amounts. Brine (from which our processes extract bromides and lithium) is excluded because it is not deemed freshwater.

Total water withdrawal:

- Represents the total freshwater withdrawn from the following sources:
 - » Surface water, including from lakes and rivers;
 - » Well (ground) water - Rainwater captured (collected and stored);
 - » Municipal and other third-party water procured.
- Surface water, well (ground) water, and municipal and other third-party water procured are measured at the facility level through usage data collected from third-party invoices or direct volumetric meter readings, where available.
- Where actual consumption data is not available at the time of data gathering, the gap period is estimated based on historic activity for a comparable time period. In prior year, consumption data was estimated based on historical water intensity factors multiplied by actual production volumes for the time period.
- Rainwater that is captured and used for processing is estimated at the facility level based on third-party rainfall data and the measured surface area in which the water is captured.
- Total water withdrawal excludes water that was withdrawn by Albemarle and transferred to third parties (i.e., the withdrawn amount does not pertain to activities of Albemarle). However, the volume is included in Albemarle's metric where current water metering tools do not enable measurement of the transferred amount.



Total water consumption:

- Total water consumed is equal to total water withdrawal less the volume of water returned to the same catchment from which it was originally sourced as measured through direct volumetric meter readings.

Percentage of freshwater consumed in relation to the country's baseline water stress indicator

- Albemarle considers the country level baseline water stress indicator and total weight from the World Resources Institute (WRI) Water Risk Atlas tool (Aqueduct 3.0 – WRI Aqueduct 2019) to guide the criteria to assess, calculate, and report the percentage of freshwater consumed in relation to the country's baseline water stress indicator metrics.
- Albemarle reports the water consumed in our Chilean and Jordanian production facilities as these are located in countries of high and extremely high baseline water stress, respectively.

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

Air Quality Metrics

Albemarle considers the principles and guidance of the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard Accounting Metric RT-CH- 120a.1 to guide the criteria to assess, calculate, and report air quality data.

Albemarle reports air emissions from its production facilities. Air emissions include:

- NO_x: oxides of nitrogen, including NO₂ and NO₃, but excluding N₂O.
- SO_x: oxides of sulfur, including SO₂ and SO₃.
- CO: carbon monoxide.
- PM₁₀: airborne finely divided solid or liquid material with an aerodynamic diameter less than or equal to 10 micrometers, as defined by U.S. 40 CFR Part 51.100.
- VOCs: volatile organic compounds.
- HAPs: hazardous air pollutants.

Air emissions are based on continuous emissions monitoring (CEMS), material balances, or engineering calculations. Wodgina air quality data is included for the twelve months ending June 30, as data is collected in accordance with the Australian fiscal year.

Waste Metrics

Albemarle considers the principles and guidance of the Sustainability Accounting Standards Board (SASB) Chemicals Industry Standard Accounting Metric RT-CH- 150a.1 to guide the criteria to assess, calculate, and report air quality data.

Albemarle reports the amounts of hazardous and non-hazardous waste generated and the percentage of each recycled. Recycled, reused, reclaimed and remanufactured wastes are defined by the legal or regulatory framework(s) applicable within the jurisdiction(s) where the waste is generated. Waste metrics do not include tailings generated from mining activities.



Forward-Looking Statements

The 2025 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 "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.



Additional Information Regarding Non-GAAP Measures

It should be noted that adjusted EBITDA (on a consolidated basis) and adjusted EBITDA margin are financial measures that are not required by, or presented in accordance with, accounting principles generally accepted in the United States, or GAAP. These non-GAAP measures should not be considered as alternatives to Net income (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 income (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 at right.

	Year Ended December 31, 2025	
In thousands, except percentages		
Net loss attributable to Albemarle Corporation	\$	(510,628)
Add back:		
Interest and financing expenses		207,651
Income tax expense		156,881
Depreciation and amortization		658,678
EBITDA		512,582
Proportionate share of Windfield Holdings income tax expense		94,549
Non-operating pension and OPEB items		17,710
Non-recurring and other unusual items		473,152
Adjusted EBITDA	\$	1,097,993
Net sales	\$	5,142,733
EBITDA Margin		10.0%
Adjusted EBITDA Margin		21.4%



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