

Performance Data



Performance Data¹

ENVIRONMENT

TOPIC	METRIC	2022	2021	2020	
Energy	Total energy consumed, million gigajoule (GJ)	13.9	13.8	13.5	
	Percentage grid electricity	21%	21%	21%	
	Percentage renewable energy from primary energy sources	3.6%	3.2%	1.70%	
	Total self-generated energy, million GJ	0.3	0.2	0.3	
Emissions	Scope 1 GHG emissions, thousand metric tons CO ₂ e (kt CO ₂ e)	618	605	585	
	Percentage covered under emissions-limiting regulations	17%	13%	16%	
	Scope 2 GHG emissions, market-based, kt CO ₂ e	292	294	350	
	Scope 2 GHG emissions, location-based, kt CO ₂ e	334	348	-- ¹	
	Total scope 1 + 2 GHG emissions, kt CO ₂ e ²	909	899	935	
	Breakdown by Global Business Unit (GBU)				
	Lithium	320	294	288	
	Bromine	280	306	303	
	Catalysts	306	284	315	
	Other (offices, FCS - 2020 and 2021 only)	4	15	29	
Scope 3 GHG emissions, kt CO ₂ e	1,994	1,675	--		

1. '--' indicates the representative data was not collected or the disclosure was not available.

2. Total emissions data calculated using market-based scope 2 methodology.

TOPIC	METRIC	2022	2021	2020
	Breakdown by Category¹			
	Category 1 - Purchased goods and services, kt CO ₂ e	1,181	1,037	--
	Category 2 - Capital goods, kt CO ₂ e	55	35	--
	Category 3 - Fuel and energy related activities, kt CO ₂ e	125	127	--
	Category 4 - Upstream transportation and distribution, kt CO ₂ e	324	213	--
	Category 5 - Waste generated in operations, kt CO ₂ e	15	15	--
	Category 6 - Business travel, kt CO ₂ e	3	2	--
	Category 7 - Employee commuting, kt CO ₂ e	5	4	--
	Category 8 - Upstream leased assets, kt CO ₂ e	--	--	--
	Category 9 - Downstream transportation and distribution, kt CO ₂ e	18	21	--
	Category 10 - Processing of sold products, kt CO ₂ e	35	28	--
	Category 11 - Use of sold products, kt CO ₂ e	--	--	--
	Category 12 - End-of-life treatment of sold products, kt CO ₂ e	75	70	--
	Category 13 - Downstream leased assets, kt CO ₂ e	--	--	--
	Category 14 - Franchises, kt CO ₂ e	--	--	--
	Category 15 - Investments, kt CO ₂ e	159	123	--
	Total scope 1 + 2 + 3 GHG emissions, kt CO₂e²	2,904	2,574	--

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

2. Total emissions data calculated using market-based scope 2 methodology.

TOPIC	METRIC	2022	2021	2020
Air Quality	NO _x emissions, metric tons (t) (excluding N ₂ O)	692	753	647
	SO _x emissions, t	1,361	1,447	1,402
	VOCs, t	917	866	973
	HAPs, t	153	164	182
Water	Total water withdrawal, million cubic meters (m ³)	22.6	23.0	24.4
	Total water consumed, million cubic meters (m ³)	11.4	11.5	12.7
	Percentage of freshwater consumed in regions with high or extremely high overall water risk	22.7%	21.6%	20.2%
	Percentage of freshwater consumed in regions with high overall water risk (category 3 - 4)	10.5%	9.9%	9.6%
	Percentage of freshwater consumed in regions with extremely high overall water risk (category 4 - 5)	12.2%	11.7%	10.7%
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0	0	0
Waste	Amount of hazardous waste generated, kt	9	13	21
	Percentage of hazardous waste recycled	13%	8%	7%

HEALTH AND SAFETY

TOPIC	METRIC	2022		2021		2020	
		#	Rate	#	Rate	#	Rate
Health & Safety	Total Recordable Incident Rate						
	Employees	10	0.14	12	0.19	18	0.29
	Contractors ¹	2	0.11	5	0.31	2	0.14
	Lost Time Incident (LTI) Rate						
	Employees	8	0.09	5	0.06	6	0.08
	Lost Time Incident (LTI) Severity Rate						
	Employees		2.86		7.01		4.07
	Fatalities						
	Employees	0	0	0	0	0	0
Contractors ³	0	0	0	0	0	0	

TOPIC	METRIC	2022		2021		2020	
		#	Rate	#	Rate	#	Rate
Health & Safety	Employee occupational diseases		0		0		0
	Employee hours worked		14,112,802		12,816,721		12,529,648
	Contractor hours worked		3,621,621		3,256,553		2,781,531
	Employee types of injury		Struck by/against; slips, trips or fall; caught between		Slip, trip, or falls; struck by or against; burns (chemical and temperature)		Overexertion; contact with chemicals; slip, trip, or fall; struck by or against; caught between
	Percentage of workers covered by health and safety management system		100%		100%		100%

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

TOPIC	METRIC	2022		2021		2020	
		#	Rate	#	Rate	#	Rate
Process Safety	Process Safety Incidents Count (PSIC)	4	0.05	4	0.05	3	0.04
	Process Safety Incident Severity Rate (PSISR)	4	0.05	6	0.08	3	0.04
	Number of transport incidents	4		1		3	

EMPLOYEES

TOPIC	METRIC	2022			2021			2020		
		Permanent	Temporary	Contractors	Permanent	Temporary	Contractors	Permanent	Temporary	Contractors
Employees by Employment Contract ¹	Total	6,644	297	1,646	5,385	233	1,289	5,365	189	1,137
	Breakdown by Gender									
	Male	4,990	225	68	4,159	154	52	4,201	106	36
	Female	1,597	66	22	1,193	40	32	1,127	35	15
	Non-binary ²	2	0	0	--	--	--	--	--	--
	Not disclosed	55	6	1,556	33	39	1,205	37	48	1,086
	Breakdown by Country									
	United States of America	2,050	1	1,055	1,749	1	847	2,014	1	765
	China	1,701	11	56	1,161	0	41	1,094	0	25
	Chile	967	76	124	766	62	89	742	57	88
	Germany	582	130	100	563	127	102	574	95	104
Netherlands	388	56	53	402	24	39	430	9	46	
Australia	457	14	123	308	12	76	83	15	38	
Hungary	295	4	46	256	3	22	226	10	24	
Other countries	204	5	89	180	4	73	202	2	47	

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

2. Non-Binary reporting option was added in April 2022. Self-reporting as non-binary was a voluntary action employees had to take.

TOPIC	METRIC	2022		2021		2020	
		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Employees by Employment Type	Male	5,171	44	4,281	32	4,267	40
	Female	1,592	71	1,169	64	1,099	63
	Non-binary	2	0	--	--	--	--
	Not disclosed	58	3	71	1	84	1

DIVERSITY, EQUITY AND INCLUSION

TOPIC	METRIC	2022			2021			2020		
		Total	M	NM	Total	M	NM	Total	M	NM
Diversity, Equity and Inclusion	Employees by Gender, Manufacturing (M) vs. Non-Manufacturing (NM)									
	Male	75%	89%	60%	77%	89%	62%	78%	90%	62%
	Female	24%	10%	39%	22%	9%	38%	21%	8%	37%
	Non-binary	<1%	<1%	0%	--	--	--	--	--	--
	Not disclosed	1%	1%	1%	1%	2%	1%	2%	2%	1%
	Employees by Age, Manufacturing (M) vs. Non-Manufacturing (NM)									
	Under 30	15%	18%	11%	11%	13%	10%	11%	12%	10%
	30-50	59%	55%	63%	58%	56%	61%	57%	54%	60%
	Over 50	26%	27%	25%	29%	30%	28%	30%	31%	29%
	Not disclosed	1%	1%	1%	1%	2%	1%	2%	2%	1%
	Employees by Race (U.S. Only), Manufacturing (M) vs. Non-Manufacturing (NM)									
	White	67%	75%	62%	71%	77%	66%	77%	82%	72%
	American Indian or Alaska Native	1%	1%	<1%	1%	2%	<1%	1%	1%	<1%
Asian	6%	1%	10%	6%	<1%	10%	4%	1%	8%	
Black or African American	10%	10%	10%	9%	10%	9%	8%	8%	8%	
Hispanic or Latino	6%	6%	6%	6%	6%	6%	5%	5%	6%	
Native Hawaiian or other Pacific Islander	<1%	<1%	<1%	<1%	0%	<1%	<1%	<1%	<1%	
Two or more races	2%	2%	3%	2%	2%	3%	2%	1%	2%	
Not disclosed	6%	4%	8%	5%	3%	6%	3%	2%	4%	

TOPIC	METRIC	2022				2021				2020			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity, Equity and Inclusion	Employees by Gender, by Management Level												
	Male	75%	78%	74%	75%	77%	81%	76%	77%	78%	83%	76%	78%
	Female	24%	21%	25%	24%	22%	18%	23%	22%	21%	17%	23%	20%
	Non-binary	<1%	0%	0%	<1%	--	--	--	--	--	--	--	--
	Not disclosed	1%	1%	<1%	1%	1%	0%	1%	2%	2%	1%	1%	2%
	Employees by Age, by Management Level												
	Under 30	15%	0%	5%	20%	11%	0%	4%	15%	11%	0%	4%	15%
	30-50	59%	46%	67%	56%	58%	45%	62%	58%	57%	47%	60%	57%
	Over 50	26%	53%	27%	23%	29%	55%	33%	25%	30%	52%	36%	26%
	Not disclosed	1%	1%	<1%	1%	1%	<1%	<1%	1%	2%	1%	1%	2%
	Employees by Race (U.S. Only), by Management Level												
	White	67%	72%	65%	68%	71%	79%	68%	71%	77%	81%	76%	76%
	American Indian or Alaska Native	1%	0%	1%	1%	1%	0%	1%	1%	1%	0%	<1%	1%
Asian	6%	8%	11%	1%	6%	7%	11%	1%	4%	7%	8%	1%	
Black or African American	10%	5%	9%	13%	9%	5%	8%	12%	8%	5%	6%	10%	
Hispanic or Latino	6%	5%	6%	7%	6%	3%	6%	7%	5%	3%	5%	6%	
Native Hawaiian or other Pacific Islander	<1%	1%	<1%	0%	<1%	<1%	<1%	0%	<1%	<1%	<1%	0%	
Two or more races	2%	2%	2%	2%	2%	2%	2%	3%	2%	1%	1%	2%	
Not disclosed	6%	7%	6%	7%	5%	4%	5%	5%	3%	3%	3%	3%	

TOPIC	METRIC	2022			2021			2020		
		Total	M	NM	Total	M	NM	Total	M	NM
Diversity and Equal Opportunity	Ratio of Basic Salary and Remuneration of Women to Men by Country, by Manufacturing vs. Non-Manufacturing¹									
	United States of America	93%	101%	77%	95%	95%	77%	96%	97%	77%
	China	110%	78%	60%	113%	76%	54%	132%	85%	63%
	Chile	116%	110%	82%	115%	117%	77%	118%	118%	76%
	Germany	89%	83%	67%	84%	84%	60%	87%	84%	63%
	Netherlands	91%	100%	75%	89%	96%	73%	89%	94%	73%
	Australia	85%	83%	70%	88%	91%	71%	77%	101%	66%
	Hungary	82%	N/A	82%	80%	N/A	80%	79%	N/A	79%

TOPIC	METRIC	2022				2021				2020			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity and Equal Opportunity	Ratio of Basic Salary and Remuneration of Women to Men by Country, by Management Level												
	United States of America	93%	98%	94%	90%	95%	101%	96%	89%	96%	98%	94%	90%
	China	110%	128%	95%	125%	113%	113%	88%	152%	132%	98%	85%	151%
	Chile	116%	89%	88%	136%	115%	N/A	86%	147%	118%	N/A	93%	149%
	Germany	89%	N/A	89%	96%	84%	N/A	84%	89%	87%	N/A	84%	96%
	Netherlands	91%	93%	91%	98%	89%	84%	88%	96%	89%	N/A	89%	95%
	Australia	85%	124%	84%	92%	88%	N/A	97%	96%	77%	N/A	102%	89%
	Hungary	82%	81%	86%	93%	80%	69%	86%	93%	79%	65%	85%	92%

1. Non-binary employees were not included in the calculation of this metric.

INVESTMENT IN TALENT

TOPIC	METRIC	2022	2021	2020
Training and Development	Average Training Hours per Employee/Year	11.1	16.4	19.3
	Breakdown by Gender			
	Male	12.1	16.2	19
	Female	7.7	17.7	19.4
	Non-binary	14.5	--	--
	Not disclosed	8.7	8.1	32.7
	Breakdown by Management Level			
	Senior management	7.5	7	13.7
	Mid management	11.4	10.4	27.7
	Other	11.3	19.4	16.1
	Breakdown by Manufacturing vs. Non-Manufacturing			
	Manufacturing	13.0	20.6	16.9
	Non-manufacturing	8.5	11.4	22.2

TOPIC	METRIC	2022	2021	2020
Training and Development	% of Employees Receiving Regular Performance/Career Development Reviews	95%	86%	86%
	Breakdown by Gender			
	Male	95%	85%	84%
	Female	96%	93%	94%
	Non-binary	100%	--	--
	Not disclosed	92%	63%	80%
	Breakdown by Management Level			
	Senior management	100%	100%	100%
	Mid management	98%	100%	99%
	Other	94%	83%	82%
	Breakdown by Manufacturing vs. Non-Manufacturing			
	Manufacturing	93%	79%	77%
	Non-manufacturing	98%	96%	97%

TOPIC	METRIC	2022		2021		2020	
		#	Rate	#	Rate	#	Rate
Employee Hires	Total	1,993	32%	1,028	18%	558	10%
	Breakdown by Gender						
	Male	1,360	29%	740	18%	396	9%
	Female	574	40%	271	23%	129	11%
	Non-binary	0	0%	--	--	--	--
	Not disclosed	59	89%	17	22%	33	17%
	Breakdown by Age						
	Under 30	605	73%	287	46%	151	24%
	30-50	1,101	30%	578	18%	296	10%
	Over 50	231	13%	150	9%	68	4%
	Not disclosed	56	101%	13	17%	43	25%
	Breakdown by Country						
	United States of America	532	28%	282	16%	223	11%
	China	634	44%	156	14%	67	6%
	Chile	352	38%	147	18%	125	16%
	Germany	75	11%	62	9%	11	2%
	Netherlands	49	11%	20	5%	13	3%
	Australia	226	57%	265	127%	44	56%
	Hungary	73	26%	67	27%	44	20%
Others	52	7%	29	4%	31	4%	

TOPIC	METRIC	2022		2021		2020	
		#	Rate	#	Rate	#	Rate
Employee Turnover	Total	655	10%	631	11%	555	10%
	Breakdown by Gender						
	Male	486	10%	453	11%	383	9%
	Female	146	10%	164	14%	141	12%
	Non-binary	0	0%	--	--	--	--
	Not disclosed	23	35%	14	18%	31	16%
	Breakdown by Age						
	Under 30	137	16%	112	18%	60	10%
	30-50	304	8%	325	10%	269	9%
	Over 50	193	11%	183	12%	200	12%
	Not disclosed	21	38%	11	14%	26	15%
	Breakdown by Country						
	United States of America	233	12%	243	14%	230	11%
	China	81	6%	86	8%	83	8%
	Chile	128	14%	94	12%	90	12%
	Germany	49	7%	42	6%	64	9%
Netherlands	33	8%	32	7%	27	6%	
Australia	74	19%	43	21%	7	9%	
Hungary	33	12%	44	18%	25	11%	
Others	24	3%	47	6%	29	4%	

TOPIC	METRIC	2022		2021		2020	
		#	Rate	#	Rate	#	Rate
Employee Turnover - Voluntary ¹	Total	330	5.3%	326	5.9%	218	4%
	Breakdown by Gender						
	Male	235	5.0%	221	5.2%	147	3.5%
	Female	82	5.8%	96	8.0%	62	5.3%
	Non-binary	0	0%	--	--	--	--
	Not disclosed	13	16.7%	9	12.6%	9	11.6%
	Breakdown by Age						
	Under 30	45	7.5%	26	6.6%	14	5.1%
	30-50	204	5.6%	231	7.3%	150	5.0%
	Over 50	81	4.1%	69	3.5%	54	2.5%
	Breakdown by Country						
	United States of America	122	6.4%	125	6.9%	85	4.3%
	China	47	3.6%	66	6.0%	48	4.5%
	Chile	39	4.2%	31	3.9%	22	2.7%
	Germany	11	1.6%	8	1.2%	17	2.5%
Netherlands	11	2.5%	9	2.1%	10	2.3%	
Australia	54	13.5%	32	11.3%	1	1.4%	
Hungary	31	11.1%	38	15.3%	22	9.6%	
Others	15	7.6%	17	8.9%	13	6.4%	

1. Voluntary turnover is defined as the employee making the decision to leave the organization, rather than the employer. This metric does not include retirement, move to an internal role, or a contract ending.

LABOR RELATIONS

TOPIC	METRIC	2022		2021		2020	
		#	%	#	%	#	%
Labor Relations ¹	Employees Entitled to Parental Leave - Total	6,941	100%	5,618	100%	5,554	100%
	Breakdown by Gender						
	Male	5,215	100%	4,313	100%	4,307	100%
	Female	1,663	100%	1,233	100%	1,162	100%
	Non-binary	2	100%	--	--	--	--
	Not disclosed	61	100%	72	100%	85	100%
	Employees That Took Parental Leave - Total	167	2%	146	3%	129	2%
	Breakdown by Gender						
	Male	84	2%	80	2%	72	2%
	Female	83	5%	66	5%	57	5%
	Non-binary	0	0%	--	--	--	--
	Not disclosed	0	0%	0	0%	0	0%
	Employees that Returned to Work After Parental Leave Ended, or Still on Leave - Total	167	100%	145	99%	128	99%
	Breakdown by Gender						
	Male	84	100%	80	100%	72	100%
Female	83	100%	<i>65</i>	<i>98%</i>	56	98%	
Non-binary	0	0%	--	--	--	--	
Not disclosed	0	0%	N/A	N/A	N/A	N/A	

1. Numbers in *italics* are restated to reflect updates made after the previous year's report was published.

TOPIC	METRIC	2022		2021		2020	
		#	%	#	%	#	%
Labor Relations ¹	Employees Still Employed 12 Months After Return to Work - Total	163	98%	135	93%	118	92%
	Breakdown by Gender						
	Male	82	98%	75	94%	67	93%
	Female	81	98%	60	92%	51	91%
	Non-binary	0	0%	--	--	--	--
	Not disclosed	0	0%	N/A	N/A	N/A	N/A

TOPIC	METRIC	2022		2021		2020	
		#	%	#	%	#	%
Labor Relations	% of Employees Covered by Collective Bargaining Agreements		29%		32%		32%
	Breakdown by Country						
	United States of America		7%		8%		7%
	Chile		79%		79%		83%
	Netherlands		92%		93%		93%
	Germany		89%		86%		83%
	China		0%		0%		0%
	Australia		0%		0%		0%
	Hungary		0%		0%		0%
	Other Countries		0%		0%		0%
	Number of strikes and lockouts		0		1		0
Duration of strikes and lockouts (in days)		0		35		0	

1. Numbers in *italics* are restated to reflect updates made after the previous year's report was published.

MARKET AND COMMUNITY PRESENCE

TOPIC	METRIC	2022	2021	2020
Market Presence	Ratio of Standard Entry Level Wage Compared to Local Minimum Wage by Country			
	United States of America	384%	327%	314%
	China	429%	397%	382%
	Chile	223%	212%	204%
	Germany	149%	117%	106%
	Netherlands	166%	169%	164%
	Australia	166%	166%	221%
	Hungary	129%	144%	144%
	Top 7 Countries Total¹	332%	297%	274%

TOPIC	METRIC	2022	2021	2020
Community Presence	Proportion of Senior Management Hired from Local Community - Breakdown by Country			
	United States of America	97%	98%	95%
	China	100%	100%	100%
	Chile	80%	100%	100%
	Germany	100%	100%	100%
	Netherlands	93%	86%	92%
	Australia	100%	100%	100%
	Hungary	100%	100%	N/A
	Top 7 Countries Total¹	97%	97%	95%

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

ALBEMARLE FOUNDATION

TOPIC	METRIC	2022	2021	2020
Albemarle Foundation¹	Total grants awarded to Albemarle Foundation programs ²	\$5,700,000	<i>\$6,059,334</i>	<i>\$5,665,655</i>
	Employee contributions to Albemarle Foundation (U.S. only)	\$685,600	\$735,741	\$799,307
	Albemarle Foundation scholarship awards	\$60,000	\$75,000	\$81,250
	Employee matching grant program awards ³	\$510,000	\$540,000	\$1,040,000
	Employee volunteer grant program awards	\$116,600	\$78,100	\$150,142
	Employee volunteer hours	12,780	8,199	9,810
	Albemarle Care Fund employee grants	\$33,200	\$86,869	\$58,381

1. Numbers in *italics* are restated to reflect updates made after the previous year's report was published.
2. 2020 and 2021 numbers are restated to include previous year's rollover payments.
3. The employee match limit was temporarily increased to \$25,000 in 2020 to further support COVID outreach efforts.

GOVERNANCE

TOPIC	METRIC	2022	2021	2020
Financial	Net sales	\$7.320 B	\$3.328 B	\$3.129 B
	Financial assistance received from the government	\$8,696,852	\$23,658,935	\$11,736,425
Public Policy	Political contributions Albemarle Corporation (USD)	\$0	\$0	\$2,500
	Political contributions PAC (USD)	\$18,500	\$0	\$29,300
Board Diversity	By Gender			
	Male	6	6	7
	Female	3	3	3
	Non-binary	0	--	--
	By Race			
	White	6	6	7
	Black or African American	2	2	2
	Hispanic or Latino	1	1	1
	American Indian or Alaska Native	0	0	0
	Asian	0	0	0
	Native Hawaiian or other Pacific Islander	0	0	0
	Two or more races	0	0	0
	By Age			
	Under 30	0	0	0
30-50	0	0	0	
Over 50	9	9	10	

TOPIC	METRIC	2022	2021	2020
Supplier Diversity	Total diversity spend percentage	11.1%	9.8%	--
	Total qualified diversity spend	\$292 M	\$212 M	--
	Total potential diversity spend	\$26 M	\$59 M	--
	Total diversity spend (qualified and potential)	\$318 M	\$271 M	--

ETHICS AND COMPLIANCE

TOPIC	METRIC	2022	2021	2020
Ethics and Compliance - Training ¹	Number of Employees Completing Code of Conduct Training ²	6,318	5,239	5,275
	Percentage of Employees Completing Code of Conduct Training	100%	99%	99%
	Breakdown by Employee Category			
	Manufacturing	3,252	2,883	--
	Non-manufacturing	3,066	2,356	--
	Breakdown by Country			
	United States	1,929	1,641	--
	China	1,392	1,116	--
	Chile	993	736	--
	Germany	677	637	--
Netherlands	431	414	--	
Australia	427	292	--	
Hungary	266	224	--	
Others	203	179	--	

1. Numbers in *italics* are restated to reflect updates made after the previous year's report was published.

2. This number only includes employees hired before November 1 of the reporting year.

TOPIC	METRIC	2022	2021	2020
Ethics and Compliance - Training ¹	Number of Employees Completing Anti-corruption Training²	453	<i>1,116</i>	--
	Percentage of Employees Completing Anti-corruption Training	92%	<i>89%</i>	--
	Breakdown by Employee Category			
	Manufacturing	12	<i>238</i>	--
	Non-manufacturing	441	<i>878</i>	--
	Breakdown by Country			
	United States	155	<i>413</i>	--
	China	164	<i>178</i>	--
	Chile	34	<i>140</i>	--
	Germany	7	<i>88</i>	--
Netherlands	14	<i>89</i>	--	
Australia	34	<i>55</i>	--	
Hungary	8	<i>101</i>	--	
Others	37	<i>52</i>	--	

1. Numbers in *italics* are restated to reflect updates made after the previous year's report was published.

2. In 2022, we updated the guidelines for which functions in the organization had to take this training.

TOPIC	METRIC	2022	2021	2020
Ethics and Compliance¹⁰	Number of governance body members that anti-corruption policies and procedures have been communicated to	18	16	--
	Percentage of governance body members that anti-corruption policies and procedures have been communicated to	100%	100%	--
	Number of operations assessed for risks related to corruption	4	3	6
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0%	0%	0%
	Total number of confirmed incidents of corruption ¹	1	1	0
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption ¹	1	1	--
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	--
	Public legal cases regarding corruption brought against the organization or its employees	0	0	--
	Number of legal actions pending or completed for anti-competitive behavior, anti-trust, and monopoly practices	0	0	0
	Total number of incidents of discrimination ²	3	2	1
Total number of identified incidents of violations involving the rights of Indigenous peoples	0	0	--	
Information Security	Number of confirmed information security incidents	0	--	--
	Percentage of operational sites with an information security management system	100%	--	--

1. In 2021 we originally reported 0 cases of confirmed corruption. This has been updated to 1 confirmed case. The conduct took place in 2018 but was reported and investigated in 2021.

2. 2021 number restated to reflect a broader scope for the definition of discrimination adopted internally in 2022 to be in line with the GHG protocol.

PRODUCTS AND INNOVATION

TOPIC	METRIC	2022	2021	2020
Innovation	Revenue from products designed for use-phase resource efficiency	\$5.1 - \$5.3 B	\$1.7 - 2.0 B	\$1.4 - 1.6 B
	Active patents	2,100	2,100	2,100
	Pending patents	550	500	550
Safety & Environmental Stewardship of Chemicals	Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) category 1 and 2 health and environmental hazardous substances	85.6%	85.6%	N/A
	Percentage of such products that have undergone a hazard assessment	100%	100%	N/A