

PERFORMANCE DATA



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Environment

TOPIC	METRIC	2019	2020	2021
Energy	Total energy consumed, million gigajoule (GJ)	14.1	13.5	13.8
	Percentage grid electricity ²	21%	21%	21%
	Percentage renewable energy from primary energy sources	2.0%	1.7%	3.2%
	Total self-generated energy, million GJ	0.2	0.3	0.2
Emissions	Scope 1 GHG emissions, thousand metric tons CO ₂ e (kt CO ₂ e)	607	585	605
	Percentage covered under emissions-limiting regulations	11%	16%	13%
	Scope 2 GHG emissions, market-based, kt CO ₂ e	358	350	294
	Scope 2 GHG emissions, location-based, kt CO ₂ e	–	–	348
	Total scope 1 + 2 GHG emissions, kt CO ₂ e ²			899
	Scope 3 GHG emissions, kt CO ₂ e			1,675
	Category 1 – Purchased goods and services, kt CO ₂ e			1,037
	Category 2 – Capital goods, kt CO ₂ e			35
	Category 3 – Fuel- and energy-related activities, kt CO ₂ e			127
	Category 4 – Upstream transportation and distribution, kt CO ₂ e			213
	Category 5 – Waste generated in operations, kt CO ₂ e			15
	Category 6 – Business travel, kt CO ₂ e			2
	Category 7 – Employee commuting, kt CO ₂ e			4
	Category 8 – Upstream leased assets, kt CO ₂ e			–
	Category 9 – Downstream transportation and distribution, kt CO ₂ e			21
	Category 10 – Processing of sold products, kt CO ₂ e			28
	Category 11 – Use of sold products, kt CO ₂ e			–
Category 12 – End-of-life treatment of sold products, kt CO ₂ e			70	
Category 13 – Downstream leased assets, kt CO ₂ e			–	
Category 14 – Franchises, kt CO ₂ e			–	
Category 15 – Investments, kt CO ₂ e			123	
	Total scope 1 + 2 + 3 GHG emissions, kt CO ₂			2,574

¹ Some historical data have been restated due to methodology and/or categorization changes.

² Total scope 1 and 2 based on market-based methodology.



TOPIC	METRIC	2019	2020	2021
Emissions	GHG Emissions by Business, kt CO₂e			
	Lithium	276	288	294
	Bromine	318	303	306
	Catalysts	341	315	284
	Other (FCS, non-production facilities)	30	29	15
Air quality	NO _x emissions, metric tons (t) ¹ (excluding N ₂ O)	710	647	753
	SO _x emissions, t	1,458	1,402	1,447
	VOCs, t	847	973	866
	HAPs, t	178	182	164
Water	Total water withdrawal, million cubic meters (m ³)	25.5	24.4	23.0
	Total water consumed, million cubic meters (m ³)	12.9	12.7	11.5
	Percentage of fresh water consumed in regions with high or extremely high water risk	20.4%	20.2%	21.6%
	Percentage of fresh water consumed in regions with high water risk (category 3–4)	9.0%	9.6%	9.9%
	Percentage of fresh water consumed in regions with extremely high water risk (category 4–5)	11.4%	10.7%	11.7%
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	0	0
Waste	Amount of hazardous waste generated, kt	21 ¹	20	13
	Percentage of hazardous waste recycled	9%	7%	8%

¹ Numbers have been recalculated due to new information.



Workforce

TOPIC	METRIC	2019		2020		2021	
		#	Rate	#	Rate	#	Rate
Health and safety	Total Recordable Incident Rate						
	Employees	22	0.36	18	0.29	12	0.19
	Contractors	3	0.22	2	0.14	5	0.31
	Fatalities						
	Employees	0	0	0	0	0	0
	Contractors	0	0	0	0	0	0

TOPIC	METRIC	2019	2020	2021
Health and safety	Employee occupational diseases	0	0	0
	Employee hours worked	12,264,868	12,529,648	12,816,721
	Contractor hours worked	2,694,534	2,781,531	3,256,553
	Employee types of injury	N/A	Overexertion; contact with chemicals; slip, trip, or fall; struck by or against, caught between	Slip, trip, or fall; struck by or against; burns (chemical and temperature)
	Percentage of workers covered by health and safety management system	100%	100%	100%

TOPIC	METRIC	2019		2020		2021	
		#	Rate	#	Rate	#	Rate
Process safety	Process safety incidents count (PSIC)	8	0.11	3 ¹	0.04 ¹	4	0.05
	Process safety incident severity rate (PSISR)	2	0.03	3 ¹	0.04 ¹	6	0.08
	Number of transport incidents	6	–	4	–	1	–

¹ Numbers have been updated to reflect the new industry standard definition published in the 3rd edition of API RP 754 in 2021.



TOPIC	METRIC	2019	2020	2021
Training and development	Average Training Hours Per Employee/Year			
	Male	25.8	19	16.2
	Female	29.2	19.4	17.7
	Not declared	15.5	32.7	8.1
	Senior management	21.5	13.7	7
	Mid management	38.2	27.7	10.4
	Other	21.7	16.1	19.4
	Manufacturing	21.4	16.9	20.6
	Non-manufacturing	31.9	22.2	11.4
	Percentage of Employees Receiving Regular Performance/Career Development Reviews			
	Male	78%	84%	85%
	Female	87%	94%	93%
	Not declared	44%	80%	63%
	Senior management	100%	100%	100%
	Mid management	99%	99%	100%
	Other	73%	82%	83%
	Manufacturing	66%	77%	79%
Non-manufacturing	93%	97%	96%	



TOPIC	METRIC	2019	2020	2021
Labor relations	Percentage of Total Employees Covered by Collective Bargaining Agreements			
	Total	33%	32%	32%
	United States of America	6%	7%	8%
	Chile	90%	83%	79%
	Netherlands	94%	93%	93%
	Germany	85%	83%	86%
	China	0%	0%	0%
	Number of strikes and lockouts	0	0	1
	Duration of strikes and lockouts (in days)	0	0	35



TOPIC	METRIC	2019		2020		2021	
		#	Rate	#	Rate	#	Rate
Labor relations	Entitled to Parental Leave						
	Male	4,220	100%	4,307	100%	4,313	100%
	Female	1,161	100%	1,162	100%	1,233	100%
	Not declared	84	100%	85	100%	72	100%
	Took Parental Leave						
	Male	68	2%	72	2%	80	2%
	Female	52	4%	57	5%	66	5%
	Not declared	0	0%	0	0%	0	0%
	Returned to Work After Parental Leave Ended, or Still on Leave						
	Male	68	100%	72	100%	80	100%
	Female	52	100%	56	98%	66	100%
	Not declared	N/A		N/A		N/A	
	Still Employed 12 Months after Returning to Work						
	Male	66	97%	67	93%	76	95%
	Female	47	90%	51	91%	64	97%
Not declared	N/A		N/A		N/A		



TOPIC	METRIC	2019			2020			2021			
		Permanent	Temporary	Contractors	Permanent	Temporary	Contractors	Permanent	Temporary	Contractors	
Employees by employment contract	Total¹	5,297	168	1,258	5,365	189	1,137	5,385	233	1,289	
	Male	4,137	83	121	4,201	106	36	4,159	154	52	
	Female	1,126	35	40	1,127	35	15	1,193	40	32	
	Not declared	34	50	1,097	37	48	1,086	33	39	1,205	
	Breakdown by Country²										
	United States of America	1,973	2	908	2,014	1	765	1,749	1	847	
	China	1,092	2	24	1,094	0	25	1,161	0	41	
	Chile	724	30	60	742	57	88	766	62	89	
	Germany	602	112	102	574	95	104	563	127	102	
	Netherlands	447	4	41	430	9	46	402	24	39	
Australia	56	5	37	83	15	38	308	12	76		
Hungary	206	11	32	226	10	24	256	3	22		

TOPIC	METRIC	2019		2020		2021	
		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Employees by employment type	Male	4,173	47	4,267	40	4,281	32
	Female	1,099	62	1,099	63	1,169	64
	Not declared	84	0	84	1	71	1

¹ Excluding JV.

² Employees in all major locations.



TOPIC	METRIC	2019			2020			2021				
		Manufacturing	Non-Manufacturing	Total	Manufacturing	Non-Manufacturing	Total	Manufacturing	Non-Manufacturing	Total		
Diversity and equal opportunity	Employees by Gender											
	Male	90%	63%	77%	90%	62%	78%	89%	62%	77%		
	Female	8%	37%	21%	8%	37%	21%	9%	38%	22%		
	Not declared	2%	1%	2%	2%	1%	2%	2%	1%	1%		
	Employees by Age Group											
	Under 25	3%	0%	2%	4%	2%	3%	4%	2%	3%		
	25–45	43%	52%	47%	47%	56%	51%	49%	57%	53%		
	45+	53%	47%	50%	47%	42%	44%	45%	41%	43%		
Not disclosed	2%	1%	1%	2%	1%	2%	2%	1%	1%			

TOPIC	METRIC	2019				2020				2021			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity and equal opportunity	Employees by Race by Level¹												
	White	77%	82%	74%	77%	77%	81%	76%	76%	71%	79%	68%	71%
	Non-white	21%	13%	23%	21%	20%	16%	21%	21%	24%	17%	27%	24%
	Not disclosed	3%	5%	3%	2%	3%	3%	3%	3%	5%	4%	5%	5%

¹ U.S. employees only.



TOPIC	METRIC	2019	2020	2021
Diversity and equal opportunity	Ratio of Basic Salary and Remuneration of Women to Men for Manufacturing			
	United States of America	98%	97%	95%
	China	102%	85%	76%
	Chile	109%	118%	117%
	Germany	87%	84%	84%
	Netherlands	81%	94%	96%
	Australia	98%	101%	91%
	Hungary	N/A	N/A	N/A
	Ratio of Basic Salary and Remuneration of Women to Men for Non-Manufacturing			
	United States of America	76%	77%	77%
	China	60%	63%	54%
	Chile	78%	76%	77%
	Germany	69%	63%	60%
	Netherlands	73%	73%	73%
Australia	66%	66%	71%	
Hungary	82%	79%	80%	

TOPIC	METRIC	2019				2020				2021				
		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 Level¹													
	United States of America	95%	99%	95%	88%	96%	98%	94%	90%	95%	101%	96%	89%	
	China	135%	95%	81%	155%	132%	98%	85%	151%	113%	113%	88%	152%	
	Chile	109%	0%	91%	130%	118%	0%	93%	149%	115%	0%	86%	147%	
	Germany	93%	101%	88%	99%	87%	0%	84%	96%	84%	0%	84%	89%	
	Netherlands	87%	0%	87%	95%	89%	0%	89%	95%	89%	84%	88%	96%	
	Australia	76%	0%	101%	78%	77%	0%	102%	89%	88%	0%	97%	96%	
	Hungary	82%	N/A	91%	94%	79%	65%	85%	92%	80%	69%	86%	93%	

¹ Employees in all major locations.



TOPIC	METRIC	2019		2020		2021		
		#	Rate	#	Rate	#	Rate	
Employee hires	Male	414	10%	396	9%	740	18%	
	Female	183	16%	129	11%	271	23%	
	Not declared	71	85%	33	17%	17	22%	
	Breakdown by Age							
	Under 25	48	57%	71	42%	128	73%	
	25–45	403	16%	317	12%	649	23%	
	45+	150	5%	127	5%	238	10%	
	Unknown	67	96%	43	25%	13	17%	
	Breakdown by Country¹							
	United States of America	252	13%	223	11%	282	16%	
	China	68	6%	67	6%	156	14%	
	Chile	151	20%	125	16%	147	18%	
	Germany	33	5%	11	2%	62	9%	
	Netherlands	32	7%	13	3%	20	5%	
	Australia	48	79%	44	56%	265	127%	
Hungary	64	29%	44	20%	67	27%		

¹ Employees in all major locations.



TOPIC	METRIC	2019		2020		2021		
		#	Rate	#	Rate	#	Rate	
Employee turnover	Male	390	9%	383	9%	453	11%	
	Female	172	15%	141	12%	164	14%	
	Not declared	75	89%	31	16%	14	18%	
	Breakdown by Age							
	Under 25	37	44%	27	16%	53	30%	
	25–45	257	10%	232	8%	306	11%	
	45+	270	10%	270	11%	261	11%	
	Unknown	73	104%	26	15%	11	14%	
	Breakdown by Country¹							
	United States of America	301	15%	230	11%	243	14%	
	China	82	7%	83	8%	86	8%	
	Chile	95	13%	90	12%	94	12%	
	Germany	42	6%	64	9%	42	6%	
	Netherlands	31	7%	27	6%	32	7%	
Australia	2	3%	7	9%	43	21%		
Hungary	51	24%	25	11%	44	18%		

¹ Employees in all major locations.



TOPIC	METRIC	2019						
		U.S.	China	Chile	Germany	Netherlands	Australia	Hungary
Market presence ¹	Ratio of Standard Entry Level Wage Compared to Local Minimum Wage for:							
	Male	308%	363%	218%	108%	170%	213%	156%
	Female	308%	363%	218%	108%	170%	213%	156%
	Proportion of senior management hired from local community (%)	94%	100%	100%	100%	80%	100%	N/A
	METRIC	2020						
		U.S.	China	Chile	Germany	Netherlands	Australia	Hungary
	Male	314%	382%	204%	106%	164%	221%	144%
	Female	314%	382%	204%	106%	164%	221%	144%
	Proportion of senior management hired from local community (%)	95%	100%	100%	100%	92%	100%	N/A
	METRIC	2021						
		U.S.	China	Chile	Germany	Netherlands	Australia	Hungary
	Male	327%	397%	212%	117%	169%	166%	144%
	Female	327%	397%	212%	117%	169%	166%	144%
	Proportion of senior management hired from local community (%)	98%	100%	100%	100%	86%	100%	100%

¹ Employees in all major locations.



Social

TOPIC	METRIC	2019	2020	2021
Albemarle Foundation	Grants awarded to Albemarle Foundation programs	\$6,193,676	\$5,665,655	\$6,059,334
	Employee contributions to Albemarle Foundation Annual Campaign (U.S. only)	\$818,920	\$907,674	\$764,628
	Albemarle Foundation Scholarship Awards	\$85,000	\$81,250	\$75,000
	Employee Matching Grant Program Awards	\$434,165	\$730,387	\$905,688
	Employee Volunteer Grant Program Awards	\$169,650	\$150,142	\$78,100
	Albemarle Care Fund Awards	\$65,854	\$58,381	\$86,869
	Employee volunteer hours	17,717	9,810	8,199

Products

TOPIC	METRIC	2019	2020	2021
Innovation	Revenue from products designed for use-phase resource efficiency	\$1.7 – 2.0 B	\$1.4 – 1.6 B	\$1.7 – 2.0 B
	Active patents	2,100	2,100	2,100
	Pending patents	550	550	500
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	N/A	N/A	85.6%
	Percentage of such products that have undergone a hazard assessment	N/A	N/A	100%

Governance

TOPIC	METRIC	2019	2020	2021
Financial	Net sales	\$3.589 B	\$3.129 B	\$3.328 B
	Financial assistance received from the government ¹	\$689,030	\$11,736,425	\$23,658,935
Public policy	Political contributions Albemarle Corporation (USD)	\$0	\$2,500	\$0
	Political contributions PAC (USD)	\$0	\$29,300	\$0

¹ 2019 data for the Netherlands only.



TOPIC	METRIC	2019	2020	2021
Board diversity ¹	By Gender			
	Male	9	7	6
	Female	4	3	3
	By Race			
	White	–	7	6
	Black	–	2	2
	Hispanic	–	1	1
	By Age			
	Under 30	0	0	0
	30–50	0	0	0
Over 50	13	10	9	
Ethics and compliance	Training			
	Number of employees completing Code of Conduct training	5,364	5,275	5,224
	Percentage of employees completing Code of Conduct training	97%	99%	99%
	Breakdown by Employee Category²			
	Manufacturing			2,872
	Non-manufacturing			2,352
	Breakdown by Country²			
	United States			1,630
	China			1,116
	Chile			732
	Germany			636
	Netherlands			412
	Australia			293
	Hungary			224

¹ Statistics are based on Board self-identified characteristics. Albemarle has not independently verified the information.

² Employees in all major locations.



TOPIC	METRIC	2019	2020	2021
Ethics and compliance	Training			
	Number of employees engaging with procurement and government officials completing tailored training ^{1,2}			1,142
	Percentage of employees engaging with procurement and government officials completing tailored training ^{1,2}			91%
	Breakdown by Employee Category³			
	Manufacturing			245
	Non-manufacturing			897
	Breakdown by Country³			
	United States			424
	China			182
	Chile			143
	Germany			89
	Netherlands			92
	Australia			56
	Hungary			103
	Number of governance body members that anti-corruption policies and procedures have been communicated to ⁴			16
	Percentage of governance body members that anti-corruption policies and procedures have been communicated to ⁴			100%
	Operations assessed for risks related to corruption ^{5,6}	14	6	3
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0%	0%	0%	
Confirmed incidents of corruption	0	0	0	
Number of legal actions pending or completed for anti-competitive behavior, antitrust, and monopoly practices	0	0	0	

¹ Outside of Code of Conduct training.

² Total number of employees identified for training in 2021 was 1,259.

³ Employees in all major locations.

⁴ All in the U.S.

⁵ In 2019, 14 locations were assessed (out of 25).

⁶ In 2021, 3 locations were assessed (out of 32).

