



# Performance Data

# Performance Data<sup>1</sup>

## ENVIRONMENT

TOPIC	METRIC	2023	2022	2021	
<b>Energy</b>	Total energy consumed, million gigajoule (GJ)	16.2	13.9	13.8	
	Percentage grid electricity	20%	21%	21%	
	Percentage of electricity consumed from acquired renewable sources	16%	--	--	
	Percentage renewable energy from primary sources	6.6%	3.6%	3.2%	
	Total self-generated energy, million GJ	0.3	0.3	0.2	
<b>Emissions</b>	Scope 1 GHG emissions, thousand metric tons CO <sub>2</sub> e (kt CO <sub>2</sub> e)	728	618	605	
	Percentage covered under emissions-limiting regulations	14%	17%	13%	
	Scope 2 GHG emissions, market-based, kt CO <sub>2</sub> e	273	292	294	
	Scope 2 GHG emissions, location-based, kt CO <sub>2</sub> e	388	334	348	
	Total scope 1 + 2 GHG emissions, kt CO <sub>2</sub> e <sup>2</sup>	1,001	909	899	
	<b>Breakdown by Global Business Unit (GBU)<sup>3</sup></b>				
	Energy Storage	378	283	258	
	Specialties	315	316	342	
	Ketjen	304	306	284	
	Other (offices, FCS - 2021 only)	4	4	15	
	Scope 3 emissions, kt CO <sub>2</sub> e	2,235	1,995	1,675	
	Total scope 1+2+3 GHG emissions, kt CO <sub>2</sub> e <sup>2</sup>	3,236	2,904	2,574	

1. The organizational boundary for the environmental data is consistent with that presented in the management assertion letter herein. Unless specified otherwise, the organizational boundary for the non-environmental data is consistent with that of the environmental data except that JBC and Wodgina are excluded from the non-environmental data as we do not have access to all such data.

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

3. Italicized historical metrics restated according to new GBU structure.

TOPIC	METRIC	2023	2022	2021
	<b>Breakdown by Scope 3 Category<sup>1</sup></b>			
	Category 1 - Purchased goods and services, kt CO <sub>2</sub> e	1,270	1,181	1,037
	Category 2 - Capital goods, kt CO <sub>2</sub> e	132	55	35
	Category 3 - Fuel and energy related activities, kt CO <sub>2</sub> e	132	125	127
	Category 4 - Upstream transportation and distribution, kt CO <sub>2</sub> e	300	324	213
	Category 5 - Waste generated in operations, kt CO <sub>2</sub> e	16	15	15
	Category 6 - Business travel, kt CO <sub>2</sub> e	5	3	2
	Category 7 - Employee commuting, kt CO <sub>2</sub> e	8	5	4
	Category 8 - Upstream leased assets, kt CO <sub>2</sub> e	--	--	--
	Category 9 - Downstream transportation and distribution, kt CO <sub>2</sub> e	39	18	21
	Category 10 - Processing of sold products, kt CO <sub>2</sub> e	35	35	28
	Category 11 - Use of sold products, kt CO <sub>2</sub> e	--	--	--
	Category 12 - End-of-life treatment of sold products, kt CO <sub>2</sub> e	131	75	70
	Category 13 - Downstream leased assets, kt CO <sub>2</sub> e	--	--	--
	Category 14 - Franchises, kt CO <sub>2</sub> e	--	--	--
	Category 15 - Investments, kt CO <sub>2</sub> e	167	159	123

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

TOPIC	METRIC	2023	2022	2021
<b>Air Quality</b>	NO <sub>x</sub> emissions, metric tons (t) (excluding N <sub>2</sub> O)	725	692	753
	SO <sub>x</sub> emissions, t	300	1,361	1,447
	VOC emissions, t	1,124	917	866
	HAP emissions, t	172	153	164
<b>Water</b>	Total water withdrawal, million cubic meters (m <sup>3</sup> )	24.2	22.6	23
	Total water consumed, million m <sup>3</sup>	13.6	11.4	11.5
	Percentage of freshwater consumed in countries with high or extremely high baseline water stress indicator	20.0%	22.7%	21.6%
	Percentage of freshwater consumed in countries with high overall baseline water stress indicator (category 3 - 4)	9.0%	10.5%	9.9%
	Percentage of freshwater consumed in countries with extremely high baseline water stress indicator (category 4 - 5)	11.0%	12.2%	11.7%
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	0	0	0
<b>Waste</b>	Amount of hazardous waste generated, kt	15	9	13
	Amount of non-hazardous waste generated, kt	731	--	--
	Percentage of hazardous waste recycled	10%	13%	8%
	Percentage of non-hazardous waste recycled	51%	--	--

## HEALTH AND SAFETY

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Health and Safety	<b>Total Recordable Incident Rate (TRIR)</b>						
	Employees	14	0.16	10	0.14	12	0.19
	Contractors <sup>1</sup>	1	0.05	2	0.11	5	0.31
	<b>Lost Time Incident (LTI) Rate</b>						
	Employees	8	0.09	8	0.09	5	0.06
	<b>Lost Time Incident (LTI) Severity Rate</b>						
	Employees		5.19		2.86		7.01
	<b>Fatalities</b>						
	Employees	0	0	0	0	0	0
	Contractors	0	0	0	0	0	0

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

		2023	2022	2021
<b>Health and Safety</b>	Employee occupational diseases	0	0	0
	Employee hours worked	17,026,424	14,112,802	12,816,721
	Contractor hours worked	3,711,631	3,621,621	3,256,553
	Employee types of injury	Caught between; struck by/against; chemical exposures; falls and ergo strains	Caught between; struck by/against; slips, trips or falls	Struck by/against; slips, trips or falls; burns (chemical and temperature)
	Percentage of workers covered by health and safety management system	100%	100%	100%

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
<b>Process Safety</b>	Process Safety Incidents Count (PSIC)	1	0.01	4	0.05	4	0.05
	Process Safety Incident Severity Rate (PSISR)	3	0.03	4	0.05	6	0.08
	Number of transport incidents <sup>1</sup>	4		4		1	

1. The organizational boundary for this metric includes JBC and Wodgina, in addition to the other sites included in the non-environmental data.

## EMPLOYEES

TOPIC	METRIC	2023			2022			2021		
		Permanent	Temporary	Contractors <sup>2</sup>	Permanent	Temporary	Contractors	Permanent	Temporary	Contractors
Employees by Employment Contract	<b>Total</b>	<b>8,332</b>	<b>210</b>	<b>1,752</b>	<b>6,644</b>	<b>297</b>	<b>1,646</b>	<b>5,385</b>	<b>233</b>	<b>1,289</b>
	<b>Breakdown by Gender</b>									
	Male	6,192	149	96	4,990	225	68	4,159	154	52
	Female	2,091	60	22	1,597	66	22	1,193	40	32
	Non-binary <sup>1</sup>	4	0	0	2	0	0	--	--	--
	Not disclosed	45	1	1,634	55	6	1,556	33	39	1,205
	<b>Breakdown by Country</b>									
	United States of America	2,520	1	1,085	2,050	1	1,055	1,749	1	847
	China	2,350	7	68	1,701	11	56	1,161	0	41
	Chile	1,113	43	129	967	76	124	766	62	89
	Germany	658	94	80	582	130	100	563	127	102
	Netherlands	376	38	41	388	56	53	402	24	39
Australia	749	7	188	457	14	123	308	12	76	
Hungary	331	9	42	295	4	46	256	3	22	
Other countries	235	11	119	204	5	89	180	4	73	

1. Non-binary disclosure was added April 2022. Disclosing as non-binary was a voluntary action.

2. For employee data, 'contractors' refers only to the contractors listed in the company's HR portal.

TOPIC	METRIC	2023		2022		2021	
		Full Time	Part Time	Full-Time	Part-Time	Full-Time	Part-Time
<b>Employees by Employment Type</b>	Male	6,296	45	5,171	44	4,281	32
	Female	2,064	87	1,592	71	1,169	64
	Non-binary	4	0	2	0	--	--
	Not disclosed	46	0	58	3	71	1



## DIVERSITY, EQUITY AND INCLUSION

TOPIC	METRIC	2023			2022			2021		
		Total	M	NM	Total	M	NM	Total	M	NM
Diversity, Equity and Inclusion	<b>Employees by Gender, Manufacturing (M) vs. Non-Manufacturing (NM)</b>									
	Male	74%	88%	59%	75%	89%	60%	77%	89%	62%
	Female	25%	11%	40%	24%	10%	39%	22%	9%	38%
	Non-binary	<1%	<1%	<1%	<1%	<1%	0%	--	--	--
	Not disclosed	1%	1%	<1%	1%	1%	1%	1%	2%	1%
	<b>Employees by Age, Manufacturing (M) vs. Non-Manufacturing (NM)</b>									
	Under 30	17%	20%	12%	15%	18%	11%	11%	13%	10%
	30-50	60%	55%	64%	59%	55%	63%	58%	56%	61%
	Over 50	24%	24%	24%	26%	27%	25%	29%	30%	28%
	Not disclosed	<1%	<1%	<1%	1%	1%	1%	1%	2%	1%
	<b>Employees by Race (US Only), Manufacturing (M) vs. Non-Manufacturing (NM)</b>									
	White	64%	71%	60%	67%	75%	62%	71%	77%	66%
	American Indian or Alaska Native	1%	1%	<1%	1%	1%	<1%	1%	2%	<1%
	Asian	8%	2%	11%	6%	1%	10%	6%	<1%	10%
	Black or African American	11%	10%	11%	10%	10%	10%	9%	10%	9%
	Hispanic or Latino	7%	7%	7%	6%	6%	6%	6%	6%	6%
	Native Hawaiian or other Pacific Islander	<1%	0%	<1%	<1%	<1%	<1%	<1%	0%	<1%
	Two or more races	2%	2%	3%	2%	2%	3%	2%	2%	3%
	Not disclosed	7%	7%	8%	6%	4%	8%	5%	3%	6%

TOPIC	METRIC	2023				2022				2021			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity, Equity and Inclusion	<b>Employees by Gender, by Management Level</b>												
	Male	74%	76%	72%	75%	75%	78%	74%	75%	77%	81%	76%	77%
	Female	25%	24%	27%	24%	24%	21%	25%	24%	22%	18%	23%	22%
	Non-binary	<1%	0%	<1%	<1%	<1%	0%	0%	<1%	--	--	--	--
	Not disclosed	<1%	0%	<1%	1%	1%	1%	<1%	1%	1%	0%	1%	2%
	<b>Employees by Age, by Management Level</b>												
	Under 30	17%	0%	6%	23%	15%	0%	5%	20%	11%	0%	4%	15%
	30-50	59%	50%	69%	56%	59%	46%	67%	56%	58%	45%	62%	58%
	Over 50	24%	50%	25%	21%	26%	53%	27%	23%	29%	55%	33%	25%
	Not disclosed	<1%	0%	<1%	<1%	1%	1%	<1%	1%	1%	<1%	<1%	1%
	<b>Employees by Race (US Only), by Management Level</b>												
	White	64%	69%	61%	65%	67%	72%	65%	68%	71%	79%	68%	71%
	American Indian or Alaska Native	1%	<1%	<1%	1%	1%	0%	1%	1%	1%	0%	1%	1%
	Asian	8%	9%	13%	2%	6%	8%	11%	1%	6%	7%	11%	1%
	Black or African American	11%	5%	9%	14%	10%	5%	9%	13%	9%	5%	8%	12%
	Hispanic or Latino	7%	5%	7%	8%	6%	5%	6%	7%	6%	3%	6%	7%
	Native Hawaiian or other Pacific Islander	<1%	<1%	<1%	0%	<1%	1%	<1%	0%	<1%	<1%	<1%	0%
	Two or more races	2%	2%	3%	2%	2%	2%	2%	2%	2%	2%	2%	3%
	Not disclosed	7%	9%	7%	8%	6%	7%	6%	7%	5%	4%	5%	5%

TOPIC	METRIC	2023			2022			2021		
		Total	M	NM	Total	M	NM	Total	M	NM
Diversity and Equal Opportunity	<b>Ratio of Basic Salary of Women to Men by Country, Manufacturing (M) vs. Non-Manufacturing (NM)<sup>1</sup></b>									
	United States of America	96%	98%	82%	93%	101%	77%	95%	95%	77%
	China	116%	81%	62%	110%	78%	60%	113%	76%	54%
	Chile	114%	98%	87%	116%	110%	82%	115%	117%	77%
	Germany	87%	79%	69%	89%	83%	67%	84%	84%	60%
	Netherlands	93%	97%	77%	91%	100%	75%	89%	96%	73%
	Australia	90%	85%	76%	85%	83%	70%	88%	91%	71%
	Hungary	80%	N/A	80%	82%	N/A	82%	80%	N/A	80%

1. Excludes non-binary and not disclosed employees.

TOPIC	METRIC	2023				2022				2021			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Diversity and Equal Opportunity	Ratio of Basic Salary of Women to Men by Country, by Management Level <sup>1</sup>												
	United States of America	96%	100%	95%	93%	93%	98%	94%	90%	95%	101%	96%	89%
	China	116%	113%	96%	117%	110%	128%	95%	125%	113%	113%	88%	152%
	Chile	114%	89%	95%	123%	116%	89%	88%	136%	115%	N/A	86%	147%
	Germany	87%	63%	89%	90%	89%	N/A	89%	96%	84%	N/A	84%	89%
	Netherlands	93%	97%	89%	92%	91%	93%	91%	98%	89%	84%	88%	96%
	Australia	90%	113%	90%	97%	85%	124%	84%	92%	88%	N/A	97%	96%
	Hungary	80%	90%	86%	94%	82%	81%	86%	93%	80%	69%	86%	93%

TOPIC	METRIC	2023				2022				2021			
		Total	Senior	Mid	Other	Total	Senior	Mid	Other	Total	Senior	Mid	Other
Supplier Diversity	Total diversity spend <sup>2</sup>	\$160 M				\$130 M				\$ 84 M			

1. Excludes non-binary and not disclosed employees.

2. Metrics in italics restated to reflect methodology changes made after previous year's report.

## INVESTMENT IN TALENT

TOPIC	METRIC	2023	2022	2021
Training and Development	Average Training Hours per Employee/Year	16.9	11.1	16.4
	<b>Breakdown by Gender</b>			
	Male	17.2	12.1	16.2
	Female	15.5	7.7	17.7
	Non-binary	43.6	14.5	--
	Not disclosed	26.6	8.7	8.1
	<b>Breakdown by Management Level</b>			
	Senior management	27.3	7.5	7.0
	Mid management	15.4	11.4	10.4
	Other	16.4	11.3	19.4
	<b>Breakdown by Manufacturing vs. Non-Manufacturing</b>			
	Manufacturing	17.2	13.0	20.6
	Non-manufacturing	16.3	8.5	11.4

TOPIC	METRIC	2023	2022	2021
Training and Development	<b>% of Eligible Employees Receiving Regular Performance/Career Development Reviews<sup>1</sup></b>	<b>100%</b>	<b>95%</b>	<b>86%</b>
	<b>Breakdown by Gender</b>			
	Male	100%	95%	85%
	Female	100%	96%	93%
	Non-binary	100%	100%	--
	Not disclosed	100%	92%	63%
	<b>Breakdown by Management Level</b>			
	Senior management	100%	100%	100%
	Mid management	100%	98%	100%
	Other	100%	94%	83%
	<b>Breakdown by Manufacturing vs. Non-Manufacturing</b>			
	Manufacturing	100%	93%	79%
	Non-manufacturing	100%	98%	96%

1. In 2023, we changed the definition we use to track employee performance reviews.

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Employee Hires	<b>Total</b>	<b>2,436</b>	<b>31%</b>	<b>1,993</b>	<b>32%</b>	<b>1,028</b>	<b>18%</b>
	<b>Breakdown by Gender</b>						
	Male	1,733	30%	1,360	29%	740	18%
	Female	669	35%	574	40%	271	23%
	Non-binary	0	0%	0	0%	--	--
	Not disclosed	34	64%	59	89%	17	22%
	<b>Breakdown by Age</b>						
	Under 30	780	64%	605	73%	287	46%
	30-50	1,356	30%	1,101	30%	578	18%
	Over 50	289	15%	231	13%	150	9%
	Not disclosed	11	39%	56	101%	13	17%
	<b>Breakdown by Country</b>						
	United States of America	720	31%	532	28%	282	16%
	China	887	44%	634	44%	156	14%
Chile	242	22%	352	38%	147	18%	
Germany	75	10%	75	11%	62	9%	
Netherlands	16	4%	49	11%	20	5%	
Australia	378	62%	226	57%	265	127%	
Hungary	65	20%	73	26%	67	27%	
Others	53	23%	52	7%	29	4%	

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Employee Turnover	<b>Total</b>	<b>835</b>	<b>11%</b>	<b>655</b>	<b>10%</b>	<b>631</b>	<b>11%</b>
	<b>Breakdown by Gender</b>						
	Male	618	11%	486	10%	453	11%
	Female	197	10%	146	10%	164	14%
	Non-binary	0	0%	0	0%	--	--
	Not disclosed	20	37%	23	35%	14	18%
	<b>Breakdown by Age</b>						
	Under 30	236	19%	137	16%	112	18%
	30-50	377	8%	304	8%	325	10%
	Over 50	209	11%	193	11%	183	12%
	Not disclosed	13	46%	21	38%	11	14%
	<b>Breakdown by Country</b>						
	United States of America	247	11%	233	12%	243	14%
	China	240	12%	81	6%	86	8%
	Chile	128	12%	128	14%	94	12%
Germany	38	5%	49	7%	42	6%	
Netherlands	44	10%	33	8%	32	7%	
Australia	93	15%	74	19%	43	21%	
Hungary	24	8%	33	12%	44	18%	
Others	21	9%	24	3%	47	6%	



TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Employee Turnover - Voluntary <sup>1</sup>	<b>Total</b>	358	5%	330	5.3%	326	5.9%
	<b>Breakdown by Gender</b>						
	Male	247	4%	235	5.0%	221	5.2%
	Female	98	5%	82	5.8%	96	8.0%
	Non-binary	0	0%	0	0.0%	--	--
	Not disclosed	13	24%	13	16.7%	9	12.6%
	<b>Breakdown by Age</b>						
	Under 30	88	7%	45	7.5%	26	6.6%
	30-50	197	4%	204	5.6%	231	7.3%
	Over 50 <sup>2</sup>	65	3%	70	4.1%	64	4.0%
	Not disclosed <sup>2</sup>	8	29%	11	19.8%	5	6.5%
	<b>Breakdown by Country</b>						
	United States of America	105	5%	122	6.4%	125	6.9%
	China	112	6%	47	3.6%	66	6.0%
	Chile	26	2%	39	4.2%	31	3.9%
Germany	5	1%	11	1.6%	8	1.2%	
Netherlands	13	3%	11	2.5%	9	2.1%	
Australia	73	12%	54	13.5%	32	11.3%	
Hungary	17	5%	31	11.1%	38	15.3%	
Others	7	3%	15	7.6%	17	8.9%	

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.

2. Metrics in italics are restated to reflect updated methodology since last year's report publication.

## LABOR RELATIONS

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Labor Relations	<b>Employees Entitled to Parental Leave - Total</b>	<b>8,542</b>	<b>100%</b>	<b>6,941</b>	<b>100%</b>	<b>5,618</b>	<b>100%</b>
	<b>Breakdown by Gender</b>						
	Male	6,341	100%	5,215	100%	4,313	100%
	Female	2,151	100%	1,663	100%	1,233	100%
	Non-binary	4	100%	2	100%	--	--
	Not disclosed	46	100%	61	100%	72	100%
	<b>Employees that Took Parental Leave - Total</b>	<b>195</b>	<b>2%</b>	<b>167</b>	<b>2%</b>	<b>146</b>	<b>3%</b>
	<b>Breakdown by Gender</b>						
	Male	126	2%	84	2%	80	2%
	Female	69	3%	83	5%	66	5%
	Non-binary	0	0%	0	0%	--	--
	Not disclosed	0	0%	0	0%	0	0%

TOPIC	METRIC	2023		2022		2021	
		#	Rate	#	Rate	#	Rate
Labor Relations	<b>Employees that Returned to Work after Parental Leave Ended, or Still on Leave - Total<sup>1</sup></b>	<b>194</b>	<b>99%</b>	<b>166</b>	<b>99%</b>	<b>145</b>	<b>99%</b>
	<b>Breakdown by Gender</b>						
	Male	125	99%	84	100%	80	100%
	Female	69	100%	82	99%	65	98%
	Non-binary	N/A	N/A	N/A	N/A	--	--
	Not disclosed	N/A	N/A	N/A	N/A	N/A	N/A
	<b>Employees Still Employed 12 Months after Return to Work - Total<sup>1</sup></b>	<b>190</b>	<b>98%</b>	<b>160</b>	<b>96%</b>	<b>135</b>	<b>93%</b>
	<b>Breakdown by Gender</b>						
	Male	123	98%	81	96%	75	94%
	Female	67	97%	79	96%	60	92%
Non-binary	N/A	N/A	N/A	N/A	--	--	
Not disclosed	N/A	N/A	N/A	N/A	N/A	N/A	

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

TOPIC	METRIC	2023	2022	2021
Labor Relations	<b>% of Employees Covered by Collective Bargaining Agreements</b>	<b>24%</b>	<b>29%</b>	<b>32%</b>
	<b>Breakdown by Country</b>			
	United States of America	6%	7%	8%
	Chile	77%	79%	79%
	Netherlands	93%	92%	93%
	Germany	84%	89%	86%
	China	0%	0%	0%
	Australia	0%	0%	0%
	Hungary	0%	0%	0%
	Other Countries	0%	0%	0%
	Number of strikes and lockouts	0	0	1
Duration of strikes and lockouts (in days)	0	0	35	

## MARKET AND COMMUNITY PRESENCE

TOPIC	METRIC	2023	2022	2021
Market Presence	<b>Ratio of Standard Entry Level Wage Compared to Local Minimum Wage by Country</b>			
	United States of America	406%	384%	327%
	China	451%	429%	397%
	Chile	285%	223%	212%
	Germany	139%	149%	117%
	Netherlands	154%	166%	169%
	Australia	142%	166%	166%
	Hungary	168%	129%	144%
	<b>Top 7 Countries Total<sup>1</sup></b>	<b>352%</b>	<b>332%</b>	<b>297%</b>
Community Presence	<b>Proportion of Senior Management Hired from Local Community - Breakdown by Country</b>			
	United States of America	98%	97%	98%
	China	100%	100%	100%
	Chile	80%	80%	100%
	Germany	100%	100%	100%
	Netherlands	92%	93%	86%
	Australia	88%	100%	100%
	Hungary	100%	100%	100%
	<b>Top 7 Countries Total</b>	<b>97%</b>	<b>97%</b>	<b>97%</b>

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

## ALBEMARLE FOUNDATION

TOPIC	METRIC	2023	2022	2021
<b>Albemarle Foundation<sup>1</sup></b>	Total grants awarded to Albemarle Foundation programs	\$ 5,100,000	\$ 5,700,000	\$ 6,059,334
	Funds paid out to match employee charitable contributions	\$ 664,096	\$ 685,600	\$ 735,741
	Albemarle Foundation scholarship awards	\$ 52,500	\$ 60,000	\$ 75,000
	Employee matching grant program awards	\$ 561,000	\$ 510,000	\$ 540,000
	Employee volunteer grant program awards	\$ 122,700	\$ 116,600	\$ 78,100
	Employee volunteer hours	16,368	12,780	8,199
	Albemarle Care Fund employee grants	\$ 55,660	\$ 33,200	\$ 86,869

1. Albemarle Foundation programs (employee payroll deductions, donation matching and volunteer awards) are available to US employees only. Care fund employee grants are also available to international employees.

## GOVERNANCE

TOPIC	METRIC	2023	2022	2021
<b>Financial</b>	Net sales	\$9.617 B	\$7.320 B	\$3.328 B
	Financial assistance received from the government	\$11 M	\$9 M	\$24 M
<b>Public Policy</b>	Political contributions Albemarle Corporation (USD)	\$0	\$0	\$0
	Political contributions PAC (USD)	\$0	\$18,500	\$0
<b>Board Diversity<sup>1</sup></b>	<b>By Gender</b>			
	Male	7	7	6
	Female	3	3	3
	Non-binary	0	0	--
	<b>By Race</b>			
	White	7	7	6
	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
	<b>By Age</b>			
	Under 30	0	0	0
	30-50	0	0	0
Over 50	10	10	9	

1. Numbers in italics are restated to fix an error in the previous year's report.

## ETHICS AND COMPLIANCE

TOPIC	METRIC	2023	2022	2021
<b>Ethics and Compliance: Training</b>	Number of employees completing Code of Conduct training <sup>1</sup>	8,150	6,318	5,239
	Percentage of employees completing Code of Conduct training	100%	100%	99%
	<b>Breakdown by Employee Category</b>			
	Manufacturing	4,114	3,252	2,883
	Non-manufacturing	4,036	3,066	2,356
	<b>Breakdown by Country</b>			
	United States	2,404	1,929	1,641
	China	2,269	1,392	1,116
	Chile	1,107	993	736
	Germany	695	677	637
Netherlands	405	431	414	
Australia	712	427	292	
Hungary	316	266	224	
Others	242	203	179	

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



TOPIC	METRIC	2023	2022	2021
Ethics and Compliance: Training	Number of employees completing anti-corruption training <sup>1</sup>	2,485	453	1,116
	Percentage of employees completing anti-corruption training	98%	92%	89%
	<b>Breakdown by Employee Category</b>			
	Manufacturing	1,891	12	238
	Non-manufacturing	594	441	878
	<b>Breakdown by Country</b>			
	United States	81	155	413
	China	2,340	164	178
	Chile	17	34	140
	Germany	4	7	88
	Netherlands	5	14	89
	Australia	9	34	55
	Hungary	3	8	101
	Others	26	37	52
Number of governance body members that anti-corruption policies and procedures have been communicated to	18	18	16	
Percentage of governance body members that anti-corruption policies and procedures have been communicated to	100%	100%	100%	

1. Annually, we update the guidelines for which functions have to take this training.

TOPIC	METRIC	2023	2022	2021
<b>Ethics and Compliance</b>	Number of operations assessed for risks related to corruption <sup>1</sup>	9	4	3
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0%	0%	0%
	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	126	73	45
	Percentage of substantiated Integrity Helpline matters reported	52%	54%	47%
<b>Information Security</b>	Number of confirmed information security incidents	0	0	--
	Percentage of operational sites with an information security management system	100%	100%	--

## PRODUCTS AND INNOVATION

TOPIC	METRIC	2023	2022	2021
<b>Innovation</b>	Revenue from products designed for use-phase resource efficiency	\$7.5 - \$7.7 B	\$5.1 - \$5.3 B	\$1.7 - 2.0 B
	Active patents	> 1,600	2,100	2,100
	Pending patents	> 550	550	500
<b>Safety &amp; Environmental Stewardship of Chemicals</b>	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%	85.6%
	Percentage of such products that have undergone a hazard assessment	100%	100%	100%

1. In 2023 we enhanced our program to conduct assessment based on culture survey results in addition to internal audits. Both are included in this metric.