

2024

# Benefits *Guide*

Helping you move, power, and connect



# *A message from our* **Executive Vice President and Chief People Officer**

## All the Elements for a Better World.

These words refer not only to the natural elements central to our work, but also to the elements of who we are and how we work. That means you are one of Albemarle's most essential elements, and we are committed to ensuring you have a fully comprehensive benefit plan.

Our enhanced healthcare programs now provide greater access to behavioral and emotional health, and an expansion of fertility and family planning support. Our plans also include retirement savings, physical wellness, and resources to help prepare for life's many changes, such as accepting a new role, marriage, the birth or adoption of a child, support of an aging or ailing parent, and retirement planning, to name a few. Additionally, we have made it easier and more affordable to access virtual care options — 24 hours a day / 7 days a week.

Who you are and the work you do is essential to enabling our shared vision of a more resilient world and we are honored to partner with you on this journey.

Please take time to review the options now provided to ensure you make the best benefit choices for you and your family.

Thank you and be well,



**MELISSA ANDERSON**

*EVP and Chief People Officer*

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Most of the benefit programs described in this Guide are explained in more detail in the separate Summary Plan Description ("SPD") that applies to each Plan. It is important that you review these SPDs to be certain that you understand all of the relevant terms of each Plan that applies to you. If you cannot locate a copy of one or more of these SPDs, you should contact AskHR to obtain the most recent version.

# Contacts and Resources

## Medical Plan: UnitedHealthcare

Member Services 833.593.4149

Website [myuhc.com](http://myuhc.com)

## Pharmacy: OptumRx®

Member Services 833.593.4149

Website [optumrx.com](http://optumrx.com)

## Wellbeing: Rally / UHC

Member Services 833.593.4149

Website [myuhc.com](http://myuhc.com)

## Emotional and Behavioral Health: Modern Health

Member Services 866.535.6463

Website [modernhealth.com](http://modernhealth.com)

## Dental Plan: MetLife

Member Services 800.942.0854

Website [metlife.com](http://metlife.com)

## Vision Plan: MetLife

Member Services 833.EYE.LIFE (833.393.5433)

Website [metlife.com](http://metlife.com)

## Flexible Spending Accounts: UnitedHealthcare

Member Services 866.755.2648

Website [myuhc.com](http://myuhc.com)

## Financial: Bank of America

### Health Savings Account

Member Services 866.791.0250

Website [myhealth.bankofamerica.com](http://myhealth.bankofamerica.com)

### Retirement Savings

Member Services 800.228.4015

Website [benefits.ml.com](http://benefits.ml.com)



## Support Line

AskHR  
888.407.4772

AskHR Self Service  
[albemarle.service-now.com/hrportal](http://albemarle.service-now.com/hrportal)



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**Want help with health and insurance enrollment?**

For all employee related inquiries, such as, but not limited to, medical, pharmacy, life, disability, payroll and pension, you should contact the AskHR Service Center at **888.407.4772**.

# What's *NEW*?

At Albemarle, we care about your wellbeing and are enhancing our benefits offerings for 2024.

## Modern Health

Effective January 1, 2024, Albemarle is partnering with Modern Health to offer you a mental health platform with care personalized to you.

Modern Health is our new global Employee Assistance Provider which includes 8 coaching and 8 therapy sessions free of charge to all employees and family members. You will have access to one-on-one video sessions with licensed clinical therapists, and certified mental health, professional, and financial well-being coaches, plus many more resources.

[See page 14 for more information.](#)

## New Fertility and Family Planning Support

We recognize the diverse needs of employees as they navigate various paths to parenthood. Therefore, Albemarle is partnering with Maven to offer Fertility Solutions Plus, which combines Maven's digital family health platform with UnitedHealthcare's fertility support services.

[See page 19 for more information.](#)

## New Diabetes Management Solution

The Diabetes Management program from UHC partners with Livongo to provide personalized tools and support for those diagnosed with type 1 or type 2 diabetes. The program gives you a connected meter, unlimited strips and lancets. For more information, call **800.835.2362**.

## Free 24/7 Virtual Visits

A convenient and faster way to get care. Doctors can treat a wide range of health conditions — including many of the same conditions as an emergency room (ER) or urgent care — and may even prescribe medications, if needed. With your UHC plan, virtual visits are free 24 hours a day / 7 days a week.

Sign in at [myuhc.com/virtualvisits](https://myuhc.com/virtualvisits), the UnitedHealthcare App, or call **855.615.8335**.

## One Pass Select™

UHC's One Pass Select helps employees prioritize their health and wellness through a low-cost, extensive nationwide gym network, digital fitness and grocery delivery service.

[See page 20 for more information.](#)



# Key Messages for 2024

Albemarle's comprehensive benefit plans continue to offer many of the health, wellness, and financial options you have previously enjoyed. As we navigate rising healthcare costs and inflation, we are providing medical plans at a low cost with minimal premium increases for 2024.

## Health Savings Account (HSA) Contribution

For employees enrolling in the High Deductible Health Plan (HDHP) Option 1, Albemarle will continue to make a one-time employer contribution at the start of the year of \$1,000 for employee-only coverage or \$2,000 for employee plus dependent coverage. For New Hires, you will receive a prorated amount based on hire date.

## The Advantages of a Health Savings Account (HSA)<sup>1</sup>

Albemarle wants you to be aware of all the benefits that a HSA provides:

- **Triple Tax Advantage:** Contributions to your HSA are tax free, investments grow tax free, and distributions are tax free.<sup>2</sup>
- **Personal Account:** Use it to save, invest, or pay, the HSA is a personal bank account that you own. You can keep the money even if you change employers or retire.
- **Retirement Savings:** The tax advantages of an HSA makes it an excellent retirement savings vehicle and once you turn 65, the money can be used for any expenses without penalty.<sup>3</sup>

[See page 13 for more information.](#)

## Opt-Out Incentives

- **Incentive for Employees opting out of medical coverage<sup>1</sup>:** Employees who waive medical coverage will receive a \$50 incentive per paycheck (\$1,300 per year).
- **Incentive for spouse / partner:** The incentive for waiving medical coverage for a spouse / partner is not continuing for 2024.

## Wellness Incentives

You will continue to be able to earn up to \$1,000 (\$2,000 for employee plus spouse / partner) in additional employer contributions to your HSA (HRA will remain at \$750 / \$1,500). We've also added new ways to earn rewards.

[See page 15 for more information.](#)

## Maximize your 401(k) Match<sup>4</sup>

Albemarle cares about preparing you for your financial future. Be sure to secure it by maximizing your company matching contributions. Albemarle makes matching contributions of up to 6% if you contribute 9% of your eligible pay.

[See page 23 for more information.](#)

## Beneficiary Review

As you review your benefits for open enrollment, we ask that you also take time to review your beneficiaries on file and update, as needed.

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1. Applicable to those who elect Option 1: HDHP.

2. HSA withdrawals are tax-free when used for eligible healthcare expenses.

3. HSA withdrawals on or after age 65 are taxed the same as pre-tax 401(k) distributions if used for non healthcare-related expenses.

4. Houston Represented Members should consult their applicable collective bargaining agreement for eligibility and applicable employer retirement contributions.

# Eligibility

Albemarle offers two medical plan options for 2024. Regardless of the plan you choose, you will enjoy the same great access to a broad network of medical providers and the same prescription drug program.

## Eligible Employees

You are eligible for medical insurance coverage if you are a **regular, full-time**, active U.S. employee directly employed and compensated for services by Albemarle or a regular **part-time U.S. employee working at least 20 hours per week** at an Albemarle location.

**You become eligible for group medical coverage on the first day of employment.** For example, if you join the company June 1, you become eligible on June 1. If you join the company June 15, you become eligible on June 15.

## Eligible Dependents



**You may cover your spouse / domestic partner<sup>1</sup>.**

Additionally, if your spouse is eligible for Medicare, they may be covered if you:

- Continue to be an active employee of Albemarle, and;
- Elect to continue medical coverage for the spouse under Albemarle's medical plan.



**You may cover a dependent to the age of 26** regardless of marital, employment or student status.



**You may cover your disabled or handicapped child** of any age, if the disability began before age 19 and prevents the child from being self-supporting.

At the time of enrollment, you may be required to provide applicable documentation verifying your dependents' eligibility for coverage.

If you have a Qualifying Life Event (QLE) that has an impact on your insurance coverage, you have 30 days from the date of your QLE to enter the changes in the Benefits Portal. For questions, open a case with AskHR.

1. You may cover your same or opposite sex domestic partner and their eligible dependent children living in your home.

# Enrollment

To complete benefit enrollment, you will need to go to the **Albert** homepage.

We encourage everyone to log in and make your elections for 2024. If you do not log in and make any changes:

- All plan elections, except spending accounts, will roll-over from 2023.
- Any spending account elections will default to a \$0 contribution.

Questions?

AskHR  
888.407.4772

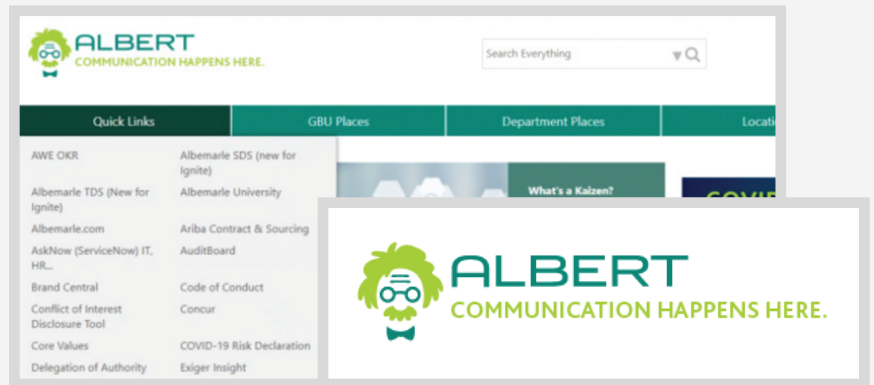


AskHR Self Service  
[albemarle.service-now.com/hrportal](http://albemarle.service-now.com/hrportal)

## Step 1

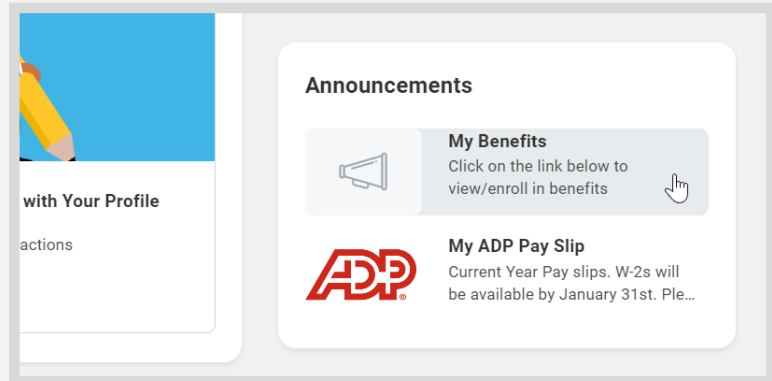
Once you are on the Albert homepage hover over the **Quick Links** tab.

The **Quick Links** tab will render several options and you will need to select **Workday**.



## Step 2

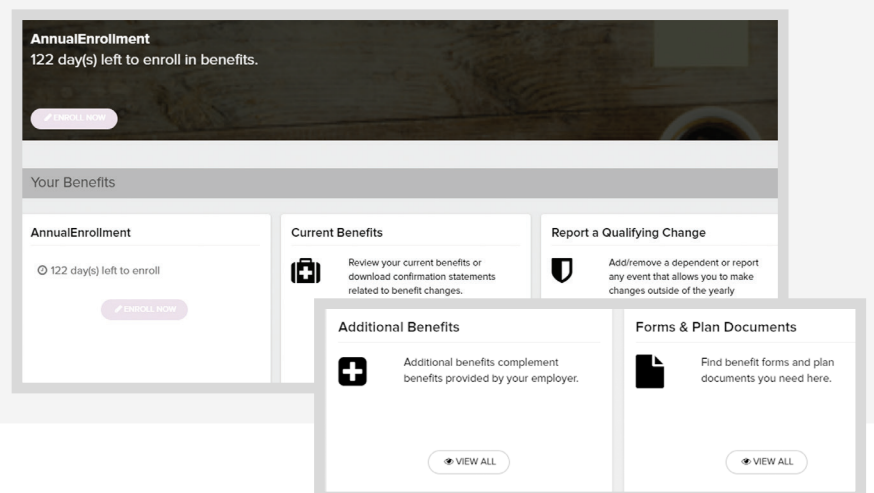
Once on your Workday home page, select **My Benefits** under **Announcements**.



## Step 3

You will be brought to the **Employee** landing page. This page provides information and access to start your benefits enrollment.

On the left navigation bar, you will have access to links for user-specific enrollment and/or event declaration.





# Total Package Overview



**OCT 15 – 29**

## Know It

Read this brochure to learn about your benefits and plan options for 2024.

Oct 2023

Su	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



**OCT 30 – NOV 17**

## Apply It

During Annual Enrollment, block time to enroll and review your confirmation of coverage.

Nov 2023

Su	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**JAN 1, 2024**

## Own It

Start using your 2024 benefits and participate in wellness incentives to earn rewards.

### Re-verify

Participate in the dependent re-verification audit, if applicable.



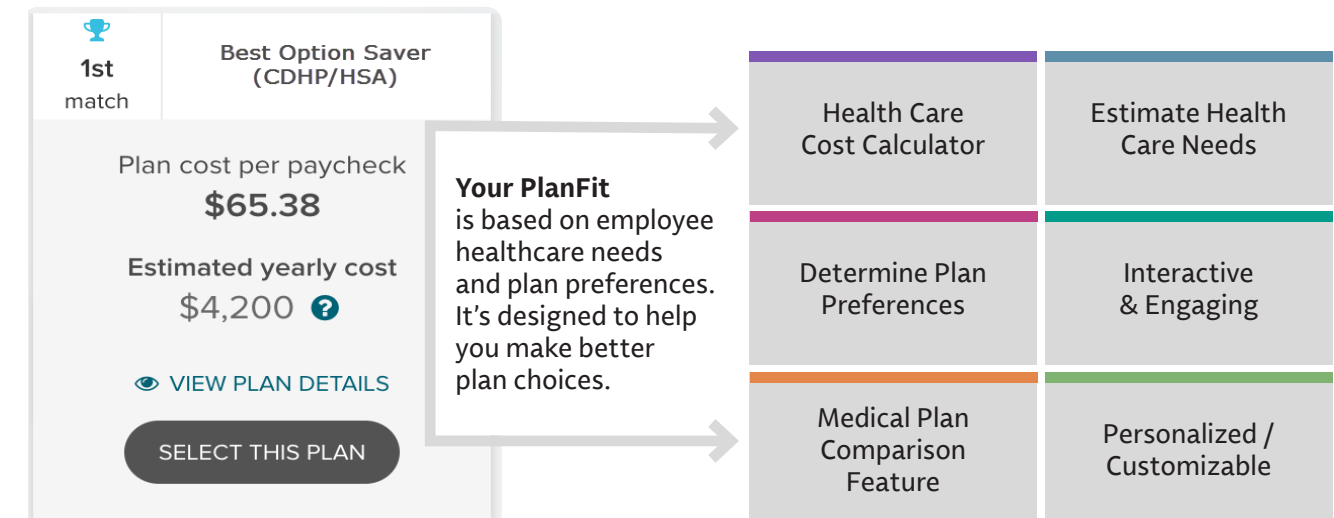
# Medical Plan Comparison

	<b>HDHP</b> <b>High Deductible Health Plan</b>	<b>PPO</b> <b>Preferred Provider Organization</b>
1	Lower monthly premiums Co-insurance: 10% In-network / 20% Out-of-Network	Higher monthly premiums Co-insurance: 20% In-network / 40% Out-of-Network
2	Higher deductibles	Lower deductibles
3	Offers eligibility to contribute to a Health Savings Account (HSA)	Offers eligibility to participate in a Health Reimbursement Account (HRA)
4	In-network out-of-pocket limits: \$3,500 / individual and \$7,000 / family	In-network out-of-pocket limits: \$3,500 / individual and \$7,000 / family

## Decision Tool

### Engage • Educate • Elect The Right Plan

Albemarle has a Decision Support Tool that can help you make better plan choices. Access the tool in the enrollment portal.





# Medical Plan Comparison



**UnitedHealthcare**  
833.593.4149  
myuhc.com

Albemarle offers two medical plan options through UnitedHealthcare for 2024.

Option 1 HDHP	Option 2 PPO
The plan pays 100% of in-network preventative care.	
Employee pays 100% of other covered in-network services up to annual deductible.	
The employee pays 10% of other covered in-network services after annual deductible up to the Out-of-Pocket Maximum.	The employee pays 20% of other covered in-network services after annual deductible up to the Out-of-Pocket Maximum.
<p><b>Accompanied by a Health Savings Account (HSA)</b></p> <ul style="list-style-type: none"> <li>Earn wellness incentive rewards of an additional \$1,000 for employee / \$2,000 for employee plus spouse / partner.</li> <li>For 2024, Albemarle will make a one-time contribution of \$1,000 for employee only coverage (\$2,000 for employee plus dependent coverage).</li> </ul>	<p><b>Accompanied by a Health Reimbursement Account (HRA)</b></p> <ul style="list-style-type: none"> <li>Earn wellness incentive rewards of an additional \$750 for employee / \$1,500 for employee plus spouse / partner.</li> <li>The PPO will automatically pay your in-network medical claims from your HRA until all funds are exhausted.</li> </ul>

## 2024 U.S. Monthly Medical Rates

	Option 1 HDHP		Option 2 PPO	
	Monthly Rate	COBRA Rate	Monthly Rate	COBRA Rate
Employee Only	\$86	\$680	\$101	\$694
Employee + Spouse	\$198	\$1,564	\$229	\$1,595
Employee + Child	\$184	\$951	\$213	\$970
Employee + Children	\$280	\$1,311	\$323	\$1,337
Family	\$301	\$2,197	\$349	\$2,241

For more detailed information, your ID card and pharmacy options, visit [myuhc.com](https://myuhc.com).



# Medical Coverage

## 2024 Medical Plan Designs

	Option 1 HDHP		Option 2 PPO	
<b>One-Time Contribution</b>				
Employee / Family	\$1,000	\$2,000	\$0	\$0
Wellness Incentives Employee / Employee + Spouse or Partner	\$1,000	\$2,000	\$750	\$1,500
<b>Annual Deductible (Combined Medical / Rx)</b>				
	<b>In-Network</b>	<b>Out-of- Network</b>	<b>In-Network</b>	<b>Out-of-Network</b>
Employee Only Coverage	\$2,000	\$4,000	\$1,500	\$3,000
Employee + Dependent Coverage <sup>1</sup>	\$4,000 <sup>2</sup>	\$8,000	\$3,000	\$6,000
<b>Out of Pocket Max (Combined Medical / Rx)</b>				
Employee Only Coverage	\$3,500	\$8,000	\$3,500	\$10,000
Employee + Dependent Coverage <sup>1</sup>	\$7,000	\$16,000	\$7,000	\$20,000
<b>Medical Services (Plan Pays)</b>				
Preventive Services	100%	80%	100%	60%
Primary Care (PCP) / Specialist	90%	80%	80%	60%
Basic Lab / X-ray	90%	80%	80%	60%
Outpatient Surgery	90%	80%	80%	60%
Emergency Room	90%	80%	80%	60%
Urgent Care	90%	80%	80%	60%
<b>Pharmacy</b>				
Generic / Formulary / Non-Formulary	90% after ded.	80%	80% <sup>3</sup>	60%

1. Employee + Dependent Coverage includes Employee + Spouse, Employee + Child(ren), and Employee + Family.

2. Embedded Family Deductible: Per individual in the family is \$3,200.

3. In the PPO / HRA Plan, you will be able to choose from two levels of coverage in the network:

**Level 1** allows you to fill your prescriptions at a number of popular pharmacies. The deductible will be waived, and you will pay 10% of the drug costs you normally pay as part of your prescription drug plan.

**Level 2** allows you to fill your prescriptions at even more pharmacies. The deductible will apply. Once you meet your deductible, you will pay 10% of the drug costs you normally pay as part of your prescription drug plan.

Whether you choose Level 1 or Level 2, you will have many pharmacy options to fill your prescriptions and save on out-of-pocket costs.



# Health Savings Account (HSA)



If enrolled in HDHP Option 1, to help you get the most value from your tax-free savings, Albemarle will make two types of contributions to your HSA for 2024:

## 1. One-time employer contribution in January 2024<sup>1</sup>

- \$1,000 for employee-only coverage.
- \$2,000 for employee plus dependent coverage.

## 2. Up to \$1,000 in wellness incentives through the Rally program

(\$2,000 for employee plus spouse / partner) [See page 15 for more information.](#)

**Bank of America**  
866.791.0250  
[myhealth.bankofamerica.com](https://myhealth.bankofamerica.com)

## Triple Tax Advantage



### YOU CONTRIBUTE TAX-FREE

You don't pay taxes on any money you and Albemarle put into your HSA — not even FICA tax. The IRS sets the maximum contribution levels for HSAs each year.



### YOUR MONEY GROWS TAX-FREE

You can choose to invest your account balance, and any earnings are not taxed. You can pay for routine medical expenses out of pocket now and save the receipts for future HSA disbursements.



### YOUR WITHDRAWALS ARE TAX-FREE

When you use the money to pay for eligible health care expenses, the withdrawals are tax-free. Money left in your account carries over from year to year and is yours to keep even if you leave the company or retire.

**Your HSA is a personal bank account and may require Identity Verification with Bank of America**

## Maximize your HSA Contributions

	Employee Only	Employee + Child(ren)	Employee + Spouse / Partner
<b>Albemarle contributes up to:</b>			
Wellness Incentive	\$1,000	\$1,000	\$2,000
One-time 2024 Contribution	\$1,000	\$2,000	\$2,000
Your Max Contribution Limit	\$2,150	\$5,300	\$4,300
2024 IRS Maximum <sup>2</sup>	\$4,150	\$8,300	\$8,300

1. If you're hired during the year, your amounts will be prorated based on your date of hire.

2. You can contribute an additional \$1,000 if you are age 55 or older in 2024.

Beginning in 2024, **you and your dependents have access** to Modern Health's care platform as a benefit offered by Albemarle. Modern Health believes that quick access to personalized mental health support can profoundly impact your day-to-day — whether at home, work, or in your relationships.

**Modern Health**  
[my.modernhealth.com](https://my.modernhealth.com)

## 5 Pillars of Well-being



**Emotional**  
Anxiety  
Depression  
Trauma  
Mindfulness



**Professional**  
Burnout  
Managing Career Development



**Relationships**  
Relationships  
Parenting  
Communication  
Inclusion & Belonging



**Physical**  
Diet  
Physical Activity  
Sleep  
Substance Abuse



**Financial**  
Budgeting  
Saving  
Debt  
Investing

## How Can Modern Health Help Me?

- **Get care** that is personalized to you.
- **Find support, fast:** Modern Health helps you connect with care professionals available to meet with you in a matter of hours or days, not weeks or months. You can also access other resources like programs, meditations, and courses on-demand.
- **Work with quality care professionals:** Modern Health recognizes that successful care starts with your trust and comfort. Modern Health's network of diverse care professionals, including licensed therapists and certified coaches, use proven evidence-based methods and have expertise with people from all walks of life.

### Care Options



**ONE-ON-ONE**



**IN A GROUP**



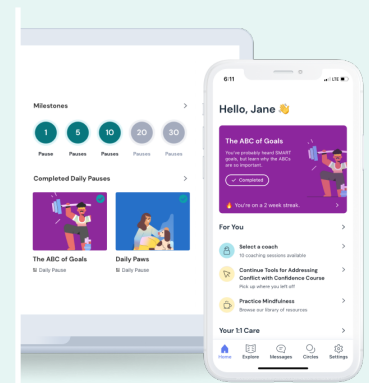
**ON MY OWN**



**EXTENDED CARE**

## How Do I Get Started?

1. Download the Modern Health mobile app on your mobile device or visit [my.modernhealth.com](https://my.modernhealth.com).
2. Sign up with your work email.
3. Answer a few questions about your well-being and preferences for care.
4. Get your personalized care plan, which includes a combination of one-on-one, group, and self-serve digital resources that can help you in your focus areas.

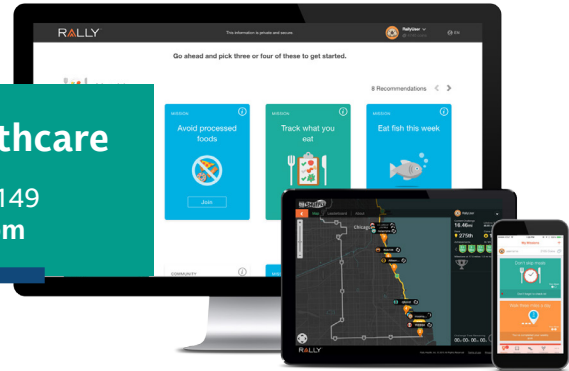




# Wellness Incentives



**UnitedHealthcare**  
833.593.4149  
myuhc.com



## Healthy Living Has Its Rewards

### Albemarle partners with UnitedHealthcare to use their Rally program to manage Wellness Incentives.

U.S. employees and their spouse / partner (if applicable), enrolled with UnitedHealthcare, can earn money each year for participating in our Annual Wellness Incentive program. The maximum benefit for the program is shown in the chart below:

	HSA	HRA
<b>Albemarle contributes up to:</b>		
Employee	\$1,000	\$750
Employee + Spouse / Partner	\$2,000	\$1,500

We've made it easier for you to earn wellness incentives by adding At-Home Biometric Screenings, increasing the availability of Team Battles throughout the year and adding an attestation for the completion of any Burnalong Challenge, during the year.

**The amount earned is credited to either a Health Savings Account or Health Reimbursement Account.**

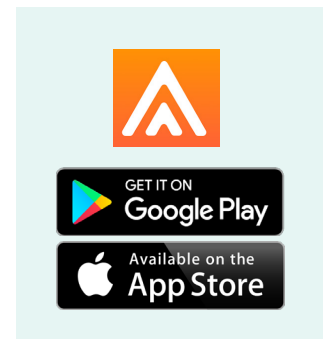
Activity			
Complete Biometric Screening	\$150	Complete Health Survey	\$100
Attest to non-tobacco use or complete Tobacco Coaching	\$100	Virtual Visit	\$100
BMI Target / Wellness Coaching	\$75	Current Vaccine Attestation (COVID / Flu / Shingles)	\$150
Blood Pressure Target / Wellness Coaching	\$75	Complete any Rally, Burnalong Team Battle or Challenge	\$200
Total Cholesterol / Wellness Coaching	\$75	Specialty Care	\$200
Blood Glucose Target / Wellness Coaching	\$75	Complete Preventive Screening	\$200

### Earn Your Wellness Incentives in 2024

Incentives earned in 2024 will be paid in 2024. You will have opportunities throughout the 2024 plan year to earn incentive dollars to be placed in your HSA or HRA depending on your medical plan election.

### Enjoy the Rewards

You'll earn Rally coins when you complete missions, challenges — or even just for logging in once a day. You can use the coins to enter drawings for additional rewards. It's a great way to experience healthy living every day.





MetLife Dental

**MetLife**  
800.942.0854  
metlife.com



Albemarle's fully insured dental plan provides coverage for basic and major dental procedures, including orthodontia. For additional information, please visit [metlife.com](https://www.metlife.com).



## Employer Sponsored Dental

Covered Services	Buy-up Plan		Base Plan	
	In-Network	Out-of-Network <sup>1</sup>	In-Network	Out-of-Network <sup>1</sup>
Type A – Preventive	100%	100%	100%	100%
Type B – Basic	80%	80%	80%	80%
Type C – Major	60%	60%	50%	50%
Calendar Year Deductible applies to: Individual Family	Types B & C \$50 \$150 Aggregate	Types B & C \$50 \$150 Aggregate	Types B & C \$50 \$150 Aggregate	Types B & C \$50 \$150 Aggregate
Calendar Year Maximum (applies to A,B,C)	\$2,250	\$2,250	\$1,250	\$1,250
Orthodontia <sup>2</sup>	50%	50%	Not Covered	Not Covered
Orthodontia Lifetime Maximum	\$1,500	\$1,500	Not Covered	Not Covered

1. Out-of-Network benefits are payable for services rendered by a dentist who is not a participating provider. The Reasonable and Customary charge is based on the lowest of (1) the dentist's actual charge (the 'Actual Charge'), (2) the dentist's usual charge for the same or similar services (the 'Usual Charge') or (3) the charge of most dentists in the same geographic area for the same or similar services as determined by MetLife (the 'Customary Charge'). Services must be necessary in terms of generally accepted dental standards.

2. Orthodontia excluded for adults. Available for dependent children up to age 26.

## 2024 U.S. Monthly Dental Rates

Employee Contributions	Buy-up Plan	Buy-up COBRA	Base Plan	Base COBRA
Employee Only	\$12.47	\$37.66	\$5.67	\$29.49
Employee + Spouse	\$26.53	\$84.74	\$11.23	\$66.36
Employee + Child	\$22.45	\$71.56	\$10.20	\$56.04
Employee + Children	\$37.42	\$97.91	\$17.00	\$76.66
Employee + Family	\$42.37	\$131.80	\$18.56	\$103.21





MetLife Vision



MetLife's Superior Vision plan provides access to a national network of providers which allows you and your family members to enjoy affordable comprehensive vision exams and to purchase affordable eyewear. For additional information, please visit [metlife.com](https://www.metlife.com).

**MetLife**  
 833.EYE.LIFE  
 (833.393.5433)  
[metlife.com](https://www.metlife.com)



## Plan Overview & Costs

Covered Services	In-Network	Out-of-Network
<b>Eye Examination (1 per 12 months)</b>		
Comprehensive Eye Exam	\$10 copay	\$45 allowance after \$0 copay
Retinal Imaging Exam	Up to \$39 copay	Applied to exam allowance
<b>Materials / Eyewear</b>		
Single Vision	\$10 copay	\$30 allowance after \$0 copay
Lined Bifocal	\$10 copay	\$50 Allowance after \$0 copay
Lined Trifocal	\$10 copay	\$65 allowance after \$0 copay
Lenticular	\$10 copay	\$100 allowance after \$0 copay
Frames <sup>1</sup>	\$120 allowance	\$55 allowance
<b>Contact Lenses</b>		
Elective	\$120 allowance	\$105 allowance
Necessary	Covered in full	\$210 allowance
Contact Fitting & Evaluation	Standard: Covered in full after \$10 copay Specialty: \$50 allowance after \$10 copay	Applied to all contact lens allowance

NOTE: Frequency for vision coverage is 1 time per 12 months for either glasses or contact lenses.

1. You will receive an additional 20% off any amount that you pay over your allowance. This offer is available from all participating locations except Costco, Walmart and Sam's Club.

## 2024 U.S. Monthly Vision Rates

Employee Contributions	Monthly Rate
Employee Only	\$5.11
Employee + Spouse	\$10.38
Employee + Child	\$9.34
Employee + Children	\$12.20
Employee + Family	\$16.82



# Spending Account Overview

**HSA • Bank of America**  
 866.791.0250  
[myhealth.bankofamerica.com](https://myhealth.bankofamerica.com)  
**DCSA / FSA / LPFSA / HRA • UHC**  
 866.755.2648  
[myuhc.com](https://myuhc.com)

	HSA	Dependent Care FSA	FSA and Limited Purpose FSA	HRA
<b>What is it?</b>	Savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses.	An account allowing you to set aside pre-tax dollars to pay for qualified dependent care medical expenses.	<b>FSA:</b> Pre-tax contributions to pay for qualified medical expenses. <b>LPFSA:</b> Pre-tax contributions for qualified dental and vision.	An account embedded in your medical plan funded by Albemarle for certain qualified health care expenses.
<b>Who is eligible?</b>	Employees enrolled in Option 1: HDHP Plan.	All employees may enroll and cover a child(ren) up to age 13 or for a dependent of any age who is not capable of self-care that you count as a dependent for federal income tax purposes.	<b>FSA:</b> All employees not enrolled in the HDHP. You do not have to be enrolled in the Albemarle medical plan. <b>LPFSA:</b> Full-time employees enrolled in Option 1: HDHP.	Employees enrolled in Option 2: PPO Plan.
<b>What are qualified expenses?</b>	See IRS Publication 502 available at <a href="https://irs.gov">irs.gov</a> for a list of eligible expenses.	See IRS Publication 503 (Dependent Care Expenses) available at <a href="https://irs.gov/forms-instructions">irs.gov/forms-instructions</a> for a list of eligible dependent care expenses.	<b>FSA:</b> Medical, prescription drugs, dental and vision. <b>LPFSA:</b> See IRS Publication 502 available at <a href="https://irs.gov">irs.gov</a> for a list of eligible Dental and Vision expenses.	Medical and prescription drug claims filed with UnitedHealthcare for in-network providers.
<b>Contributions</b>	Employee only <sup>1</sup> : \$4,150. Employee + others: \$8,300. Age 55 or older: up to an additional \$1,000.	Maximum contribution of \$5,000 per year if you are single or married and file a joint income tax return. If you are married and filing separately, you may contribute up to \$2,500 per year.	<b>FSA &amp; LPFSA:</b> Maximum contribution of \$3,050 in a calendar year. The IRS will publish the 2024 limits near the end of the year.	Albemarle Contribution for: Employee: up to \$750. Employee plus spouse / domestic partner: up to \$1,500.
<b>When can I start or change my contributions?</b>	Anytime during the year.	During annual enrollment or after a qualifying life event.	<b>FSA &amp; LPFSA:</b> During annual enrollment or after a qualifying life event.	Solely funded by Albemarle upon completion of Wellness Activities. Proration does not apply.
<b>When are funds available?</b>	Immediately. You can only spend up to the available balance.	Funded each pay period and you can only spend the available balance.	<b>FSA &amp; LPFSA:</b> The full amount you elect to contribute for the year is available January 1.	The full amount you are eligible for is available as soon as feasible after you complete certain wellness activities.
<b>Can unused funds be carried over to the next year?</b>	Yes. Any unused funds rollover and can be used for future health care expenses.	You will forfeit any amounts that you do not use for eligible expenses by December 31 of 2024. You must file claims by March 31, 2025.	<b>FSA &amp; LPFSA:</b> You are allowed to carryover \$610 in 2023. The IRS will publish new carryover amounts for 2024 near the end of the year. You must spend all current year contributions before carryover amounts can be used.	Yes. Any unused funds rollover and can be used for future health care expenses and have to be used during the next year after using the full election for the current year as long as you remain enrolled in Option 2: PPO Plan.

1. Because Albemarle is making a one-time contribution to your HSA, your limit to contribute will be lower.



# Fertility and Family Planning Support

To get started, download the Maven app or go to [mavenclinic.com/join/uhc-fs](https://mavenclinic.com/join/uhc-fs)



## Fertility Solutions Plus

Our plans through **UnitedHealthcare** include coverage for medical and pharmacy fertility benefits. For 2024, we are adding UHC's Fertility Solutions Plus to enhance the benefit with an inclusive, comprehensive fertility and family-building support solution designed to help employees navigate various paths to parenthood. Fertility Solutions Plus combines Maven's digital family health platform with UnitedHealthcare's fertility support services to help address the diverse needs of employees as they navigate various paths to parenthood.

## Maven provides end-to-end support for reproductive and family health

- **Dedicated Care Advocates** who stay with you throughout the program and personally advocate for you.
- **24/7 unlimited, on-demand access** to women's and family health virtual support providers via video and chat message.
- **A supportive community** of other parents and mental health, wellness coaches, career coaches as well as educational content you can trust.

## Personalized resources for your family building and family health journey — unlimited education and coaching from Maven, with clinical support from experienced Optum fertility nurses

- Family Building through Fertility Solutions Plus.
- Maven Maternity & Newborn Care.
- Maven Parenting & Pediatrics.
- Maven Menopause & Ongoing Support.



### Maven as the front door


### Benefit navigation

### Ongoing virtual support


All eligible Albemarle members

**Meet your dedicated Care Team**


We're here to support you for anything you need. On Maven, you'll get healthcare the way it should be.




**Amira El-Behiri**  
Your Maven Care Advocate  
Your personal healthcare concierge




**Lindsay Maggio**  
High-Risk OB-GYN



**Brian Levine**  
Reproductive Endocrinologist



**Mercedes Samudio**  
Mental Health Specialist



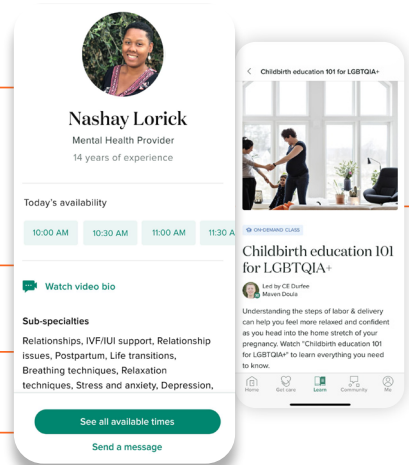
**Morgan Jackson**  
Lactation Consultant

- Fertility Preservation, AI/UI, IVF
- Adoption
- Surrogacy
- Preconception

**Fertility Solutions Plus**

Expert fertility nurses, Centers of Excellence, utilization management for fertility treatments (preservation, IUI, IVF)

Continue using Maven for unlimited education and coaching, plus navigation to adoption and surrogacy agencies



**Nashay Lorick**  
Mental Health Provider  
14 years of experience

Today's availability

10:00 AM	10:30 AM	11:00 AM	11:30 AM
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Watch video bio

**Sub-specialties**  
Relationships, IVF/IUI support, Relationship issues, Postpartum, Life transitions, Breathing techniques, Relaxation techniques, Stress and anxiety, Depression.

See all available times  
Send a message

**Childbirth education 101 for LGBTQIA+**  
Led by CE Durfee, Maven Doula

Understanding the steps of labor & delivery can help you feel more relaxed and confident as you head into the home stretch of your pregnancy. Watch "Childbirth education 101 for LGBTQIA+" to learn everything you need to know.



# Health and Wellbeing

## UHC One Pass Select™

One Pass Select is designed to help make it easier for employees to prioritize their health and wellness through a low-cost, extensive nationwide gym network, digital fitness and grocery delivery service. Best of all, employees have the freedom to choose the option that fits their needs and lifestyle.

One Pass Select offers employees various membership tiers to choose from based on their unique fitness goals—along with additional benefits, including:

- No long-term contracts or annual gym registration fees.
- Flexible fitness options with the ability to change tiers monthly.
- Multi-location access with no waiting period.
- The ability to add up to 4 family members (ages 18+) at a 10% monthly discount.
- A convenient grocery delivery subscription.



Learn more about One Pass Select at [OnePassSelect.com](https://www.onepassselect.com). Get Started with One Pass Select on January 1, 2024.

## Real Appeal

Join today at [success.realappeal.com](https://success.realappeal.com).

Real Appeal® is an online weight loss program on Rally Coach™ that delivers real results, available to you at **no additional cost through UnitedHealthcare®**.

- Personal transformation coach with tailored guidance.
- Support 24/7 convenience and a mobile app.
- Success kit — kick-start weight loss with a weight and food scale, exercise DVDs, helpful guides, and more.



## burnalong™

Join today at [join.burnalong.com/albemarle](https://join.burnalong.com/albemarle).

Burnalong is an online health, wellness and fitness platform providing direct access to classes and coaching for physical, emotional, mental and even financial wellness. The platform offers live and on-demand classes taught by instructors.

If you need any help, contact [customercare@burnalong.com](mailto:customercare@burnalong.com).



MINDFULNESS



NUTRITION



YOGA



FIT OVER 50



FINANCIAL WELLBEING



DIABETES



# Paid Time Off and Disability

## Paid Time Off

Paid time off is provided to give employees opportunities for rest and renewal and include the following:

- 5 wellness days per year.
- 12 holidays per year.
- Paid vacation based on years of service.
- Paid bereavement and jury duty.
- Paid parental leave, for either parent, up to 12 weeks for birth or adoption of child.

NOTE: Please refer to the US Paid Time Off and Parental Leave Policies. Represented members should consult their applicable collective bargaining agreement.

## Plan Costs

Albemarle pays the costs of this plan.

## Short-Term Disability Income

### Eligibility

This plan covers full-time active employees who are paid salaried or per hour. You become eligible for STD on the date of hire.

### Amount of Coverage

Up to 26 weeks of full and partial pay based on your years of service. Please see the chart below. **Benefits are payable after a 3-day elimination period.**

Years of Service Credit	Weeks of Full Pay	Weeks of 50% Partial Pay
0 < 7	First 13 weeks	For the following 13 weeks
7 < 9	First 18 weeks	For the following 8 weeks
9 < 11	First 22 weeks	For the following 4 weeks
11+	First 26 weeks	N/A

## Long-Term Disability Income

### Eligibility

This plan covers full-time active employees who are paid salaried or per hour. You become eligible for LTD on the first day of the month after completion of three months of service.

### Amount of Coverage

If you have a qualifying disability, benefit payments generally begin after you have been disabled for 26 consecutive weeks<sup>1</sup>. Benefits are paid if you remain disabled up to age 65 or 12 months, whichever is later.

The benefit payable for approved long-term disability is equal to 60% of your monthly earnings<sup>2</sup> reduced by other income benefits such as Social Security, and in no event more than \$5,000 per month.

1. Any disability occurring within twelve (12) months of your date of hire will not be covered if the disability was caused by, related to or the result of a condition that existed during the three (3) months before the date you were first employed.

2. As of the last day you worked before becoming disabled.



# Life Insurance

## Basic Life Insurance

### Eligibility

This plan covers full-time active employees before the age of 65. The basic coverage stops at retirement.

Albemarle pays the cost for Basic Life Insurance

### Amount of Coverage

An amount equal to one times your basic annual pay, rounded to the next higher \$1,000 (if not an exact multiple). Maximum benefit payable = \$400,000.

NOTE: Regular, full-time active employees aged 65 or older are eligible for a reduced benefit beginning the first day of the month in which their 65th birthday occurs. See the SPD for details.

### Enrollment

You are required to complete your beneficiary designation in the HR portal as soon as feasible following hire. You may change the beneficiary at any time.

## Optional Life Insurance

### Eligibility

This plan is available to full-time active employees upon date of hire. Dependent optional life coverage is also available. Evidence of insurability is required for employee and spouse optional life.

Employee pays for Optional and Whole Life Insurance

### Payroll Deductions

Premiums are deducted on an after-tax basis starting with your first payroll check. Costs will display during enrollment.

### Types and Amounts of Coverage

<p><b>OPTION 1</b> 1 x basic annual pay Maximum = \$200,000</p>	<p><b>OPTION 2</b> 2 x basic annual pay Maximum = \$400,000</p>	<p><b>OPTION 3</b> 3 x basic annual pay Maximum = \$600,000</p>	<p><b>OPTION 4</b> 4 x basic annual pay Maximum = \$800,000</p>
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## Whole Life Insurance (UNUM)

You may enroll directly by calling Unum's customer service department at **800.227.9985**.

### The policy offers:

- Guaranteed face value.
- Guaranteed Death Benefit with no age reduction.
- No policy fees.
- No surrender charges.



# Your Retirement Savings Plan, 401(k)

Albemarle can help you achieve your retirement goals through the Albemarle Corporation Retirement Savings Plan, 401(k). Employees are immediately eligible to participate in the plan. If you do not make an election within 30 days of your hire date, the company will automatically enroll you at a 5% pre-tax contribution rate.

## Contributions to Your Retirement Savings

### COMPANY MATCH CONTRIBUTION<sup>1</sup>

Maximize your 6% Company Match!



9%

YOU

+



6%

ALBEMARLE

=



15%

CONTRIBUTED  
TO YOUR  
ACCOUNT

The Company matches 100% on the first 3% of your contributions and 50% on the next 6%. In order to maximize your benefits, if you contribute 9% of eligible pay to your account, the company will make matching contributions of 6%.

You can elect to contribute between 1% and 50% of your eligible pay on a pre-tax or Roth basis each year, up to the annual IRS limit.<sup>2</sup>

### Defined Contribution Pension Benefit<sup>3</sup>

Albemarle also provides an additional 5% contribution to your 401(k) account, regardless of what you contribute. This contribution is referred to as the 'Defined Contribution Pension Benefit (DCPB)'. **With your contributions, the company match, and the DCPB, you can save 20% or more towards your retirement! Log into your 401(k) account to view details of employer contributions.**



Increase your contribution today!

Visit Benefits OnLine® [benefits.ml.com](https://benefits.ml.com)

Log in using the same password and User ID you've previously used to access your account.

### Questions?

Call the Retirement & Benefits Contact Center  
**800.228.4015**

Representative are available Monday through Friday, from 8am to 7pm Eastern, on all days the New York Stock Exchange is open.

1. Houston Represented Members should consult their applicable collective bargaining agreement for eligibility and applicable employer retirement contributions.  
2. The annual IRS contribution limits for 2024 have not yet been published, current limits are available at [go.ml.com/401klimits](https://go.ml.com/401klimits).  
3. Members are not eligible to receive DCPB contributions if they are covered by a collective bargaining agreement (unless the collective bargaining agreement provides otherwise), receiving benefits under the Company's long-term disability plan, or on unpaid leave of absence.



# Managing Your 401(k)

## Choose How to Invest Your Money

The plan offers a variety of investment options and services based on your risk tolerance, diversification preference, and preferred level of involvement.

### Do I Own My 401(k)?

You are always 100% vested in the money you contribute and the Company Matching and Pension Contributions!

**DON'T WAIT! GET YOUR SAVINGS STARTED!**

1

## Professional Recommendations and Guidance

Choosing your investments can be challenging. That's why your 401(k) plan offers **Advice Access**, which provides free professional recommendations and guidance to help you develop a strategy that's right for you.

Advice Access also provides 3 implementation options depending on how involved you want to be with your investment decisions:

- Full-service ongoing account management with a Portfolio Manager.
- Periodic portfolio re-balancing.
- One-time implementation.



### Get started today!

You can enroll in **Advice Access** through the Benefits OnLine website or app. If you have questions about Advice Access or the enrollment process, you can call the Retirement & Benefits Contact Center at **800.228.4015**.

2

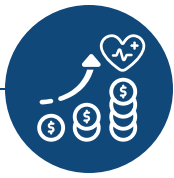
## Do-It-Yourself Investing

If you want to manage your 401(k) on your own, the plan offers a diverse selection of investment funds for you to choose from. Fees and operating costs are generally less than what you would pay to maintain a personal retail mutual fund.

Your Albemarle 401(k) also offers a self-directed brokerage account, which provides even greater investment flexibility by giving you access to investments not available within the Plan's core investment menu including retail stocks, bonds, mutual funds, fixed income investments, and more.<sup>1</sup>

1. Annual \$80 fee applies. Visit [benefits.ml.com](https://benefits.ml.com) for more information about Self-Directed Brokerage and associated costs.





# Your Financial Wellness

## Take Control of Your Financial Health with Merrill



### ASSESSMENT

- Review the Financial Wellness checklist and take the 10 minute financial wellness assessment.
- Receive wellness score and suggested action plan.
- As your life evolves, check back in for plan updates and track progress.



### EDUCATION

- Make smart, informed financial decisions with the help of articles, videos, and planning tools.
- Opt-in for personalized financial education.
- Join live broadcasts and explore the on-demand library.



### GUIDANCE

- Meet one-on-one with a qualified financial specialist virtually.
- Outline your financial goals and receive personalized guidance and action plans.
- Be on the lookout for opportunities for local onsite meetings and in-person sessions with local advisors.

Visit [go.ml.com/ScheduleAConsultation](https://go.ml.com/ScheduleAConsultation).

## Meet *Erika*

### Award-winning, AI-driven financial assistant at your fingertips



Use Erika on the Benefits OnLine app for personalized assistance on any financial-related tasks such as monitoring your subscriptions like food services and gym memberships, understand your spending habits, and staying on top of upcoming bills.



Stay connected on **Benefits Online.**

[benefits.ml.com](https://benefits.ml.com)

## Modern Health

### Financial and Legal Services



#### Financial Guidance

- Free consultation with qualified financial specialist.
- Help with debt, credit, home purchase, student loan counseling, and common tax issues.

#### Legal Assistance

- Free 30 minute consultation with an attorney.
- Obtain support for any personal legal issues.
- Discounts on additional assistance.

Visit [my.modernhealth.com](https://my.modernhealth.com).



# Voluntary Benefits

The additional Voluntary MetLife benefit opportunities described on this page are all fully employee-paid and are not sponsored by the company. Your contributions will be deducted automatically from your paycheck on an after-tax basis.

## METLAW Legal Plans

METLAW provides personal legal services to all eligible employees, their spouses and dependent children to age 26. The services are provided through a panel of experienced law firms and are available through person-to-person consultation or through telephonic advice.

The plan provides assistance with court appearance, document review and preparation, money matters, estate planning, real estate and family matters.

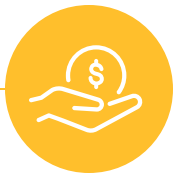
MetLife Legal Plans	
Standard Monthly Rate	\$18.00

## Personal Accident Insurance

You may select from \$10,000 to \$1,000,000 in multiples of \$10,000. However, selection may not exceed 10 times your basic annual salary up to a maximum benefit of \$1,000,000. You may enroll in this plan or change elections at any time during your full-time employment.

Employee Only	
Monthly Coverage	\$0.21 for each / \$10,000
Employee + Family	
Monthly Coverage	\$0.34 for each / \$10,000





# Voluntary Benefits

The additional voluntary UNUM benefit opportunities described on this page are all fully employee-paid and are not sponsored by the Company. Your contributions will be deducted automatically from your paycheck on an after-tax basis.

Additional information can be accessed online during the enrollment process.

## Accident with Hospital Coverage

This accident with hospital coverage policy provides benefits paid directly to you as compensation for qualifying expenses related to covered accidents. It pays if you undergo testing, receive medical service, treatment, or care for any of the covered events defined in the group certificate, including hospitalization, emergency room treatment, outpatient surgery facility, occupational therapy and physical therapy. Coverage is also provided for Intensive Care Unit stays and rehabilitation.

## Critical Illness

Critical Illness insurance is provided as a voluntary option to pay for expenses resulting from specific illnesses such as cancer, heart attack, stroke, coronary artery disease, kidney failure and Alzheimer's disease.

Partial benefits are paid for other defined conditions such as paralysis, ALS, dementia, and loss of speech, hearing or sight. There is a pre-existing condition (prior three months) exclusion for all conditions other than heart attack and stroke.

## Hospital Indemnity

Hospital Indemnity insurance is designed to help provide financial protection if you are admitted to the hospital. Indemnity lump sum benefits are paid directly to you based on the amount of coverage. This benefit helps you pay for out-of-pocket expenses and extra bills that may occur.

## Supplemental Individual Disability Insurance

Supplemental Individual Disability Insurance is additional coverage for employees with income greater than \$8,333 per month. This coverage helps replace your income, up to 75%, if you have a covered disabling illness or injury and supplements the Albemarle-paid LTD coverage described on *page 21*. The coverage belongs to the employee and is portable even if you change employment. You may enroll directly by contacting **866.297.9512** for details.





# Supplemental Benefits

## Bank of America Discount

[go.bofa.com/Albemarle](https://go.bofa.com/Albemarle)

## Phone Discount

**AT&T**

[att.com/wireless/Albemarle](https://att.com/wireless/Albemarle)

FAN # 2398848

**Verizon**

[verizonwireless.com/getdiscount](https://verizonwireless.com/getdiscount)

Register with Albemarle email address.

## Rocket Mortgage

Visit [VIP.RocketMortgage.com/Albemarle](https://VIP.RocketMortgage.com/Albemarle) or call **800.966.4511** to get started.

## MetLife Auto & Home's Group Insurance Program

For more information about this plan, contact a representative at **800.438.6388**.

## Dell Discounts

Member Purchase Program Discounts  
Dell USA Member ID, 82464166.

## Car Rentals

Avis, National and Enterprise can also be utilized for personal rentals for the rates but the insurance coverage is only included for business travel rentals.

### Global Discount Numbers for Personal Rental Rates

- Avis #: A104690
- Enterprise and National #: XZ14172

## Albemarle Foundation Employee Engagement Programs

The **Matching Gift program** is designed to encourage charitable giving in our communities. Gifts of fifty (\$50) or more to any 501(c)(3) nonprofit organization will be matched on a 1-to-1 basis up to a combined total of \$3,000 per contributor per calendar year. The employee engagement portal can be found by visiting Albert and clicking on Quick Links tab, Foundation Giving Portal for all active (U.S.) employees.

The **Volunteer program** is designed to encourage volunteerism and to recognize the outstanding volunteer efforts of Albemarle employees and retirees. Qualified participants have the opportunity to submit \$1,000 in volunteer grants per calendar year.

Hours of service are as follows:

- \$200 for 15+ hours of service,
- \$500 for 35+ hours of service or;
- \$1,000 for 70+ hours of service payable to the same or different organizations.

The employee engagement portal can be found by visiting *Albert* and clicking on *Quick Links* tab, *Foundation Giving Portal* for all active (U.S.) employees.

## Albemarle Tuition Reimbursement

Contact AskHR for more information.









*All changes must be made by*  
**November 17!**

The descriptions of the benefits are not guarantees of current or future employment or benefits. If there is any conflict between this guide and the official plan documents, the official documents will govern.