

Building a more resilient world through diversity, equity and inclusion

2023 Diversity, Equity
and Inclusion Report





Table of Contents

- 3** Welcome to Albemarle
- 4** Our Global Commitment to Diversity, Equity and Inclusion
- 5** DE&I Strategic Pillars
- 6** Building a Highly Engaged Workforce
 - 7 Strategic talent partnerships
 - 9 Elevating our workforce
- 10** Cultivating an Inclusive Workplace
 - 11 Events and learning
 - 12 Our Connect Groups
 - 13 Connect Groups in action
- 14** Building a Resilient Community
 - 15 Investing in our communities
 - 16 Making a global impact
- 18** Diversity Progress
- 20** External Commitments and Recognitions
- 21** Appendix: Annual Equal Employment Opportunity (EEO-1) Report





Welcome to *Albemarle*

We are a team of global employees with diverse backgrounds, cultures, experiences, ideas, and talents who are united by one purpose: to build a more resilient world. More than anything else, our people are Albemarle’s most essential element, and our core values — Care, Curiosity, Collaboration, Humility, Accountability, and Integrity — define who we are and how we work.

We strive to create an inclusive, values-driven work environment that fosters open communication and innovation, and we established our Diversity, Equity and Inclusion (DE&I) strategy with this vision in mind. Today, DE&I is vital to how we foster a sense of belonging and strengthen our partnerships.

Our DE&I strategy focuses on three key pillars:

- **Workforce:** Building and maintaining a highly engaged workforce that reflects global diversity
- **Workplace:** Cultivating an inclusive and equitable culture where all employees feel a sense of belonging
- **Community:** Enriching the lives of all people in the communities where Albemarle is present

Since we launched our DE&I strategy at Albemarle in 2021, we have made noteworthy progress across these pillars. We set aspirational targets in our workforce and expanded our diversity recruitment efforts. To support our workplace goals, we hired a dedicated DE&I manager and coordinator, rolled out new DE&I learning programs, and launched several new employee Connect Groups.

In our community, we have better aligned our Albemarle Foundation priorities with our DE&I goals and expanded our Supplier Diversity Program.

As these programs and initiatives gain traction around the world, we are seeing an increased openness to honest conversations about DE&I, a genuine curiosity and willingness to engage in DE&I conversations across the company, and a true impact in the communities we serve.

The impact we see in these areas lets us know we are on the right path to making a difference towards achieving our purpose. We have come a long way, and we know there is more work to be done. We are pleased to present our inaugural DE&I Report and are excited to continue the important journey of ensuring a strong sense of belonging at Albemarle.



Melissa Anderson
EVP and
Chief People Officer



Timitra Hildebrand-Jones
VP, Culture and
Chief Diversity Officer





Our Global Commitment to Diversity, Equity and Inclusion

At Albemarle, we take a global approach to diversity, equity and inclusion as a part of our broader, long-term sustainability goals.

A global footprint brings unique challenges to a long-term DE&I strategy. While many factors are similar across our teams, specific issues face our remote, regional employees. That's why we are intentional about embracing and responding to the unique needs of each team's strengths and challenges.

For our teams, that can mean prioritizing local employment, including Indigenous populations, creating psychologically safe places to raise issues of concern, building forums to discuss topics of social justice, or simply celebrating the joy inherent in our diverse communities. We know we play an important role as global leaders in our industry to help guide the conversation about DE&I. We also want to set the standard that all communities should be invited and included to participate.

As we position ourselves for accelerated growth and leading the world towards a more sustainable future, it's critical that we meet the challenges and opportunities presented to enable a more diverse and empathetic world through our global commitment to DE&I.

Global DE&I Steering Committee

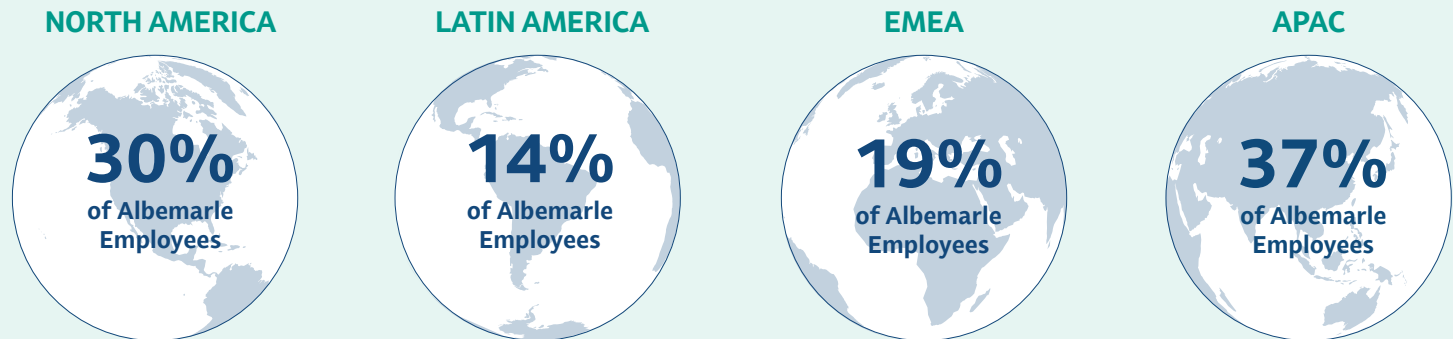
Our Global DE&I Steering Committee includes leaders from North America, Latin America, EMEA, and APAC who meet monthly to ensure our DE&I strategy is aligned from a global standpoint, while responding to the unique needs of our teams around the world. The Global DE&I Steering Committee structure allows us to create aspirational global targets, as well as understand the realities of each region and adapt goals and actions accordingly.



Our Global Presence

We are proud of our strong representation of employees serving customers in over 70 countries around the world.

Current statistics as of June 30, 2023





DE&I Strategic Pillars



WORKFORCE

Build and maintain a highly engaged workforce that reflects global diversity.

- Recruitment partnerships with diverse colleges and professional organizations
- Develop, advance and retain diverse talent
- Diverse representation



WORKPLACE

Cultivate an inclusive and equitable culture where all employees feel a sense of belonging.

- Culture of equity, inclusion and belonging
- DE&I education and awareness
- Employee engagement
- Eliminate systemic barriers



COMMUNITY

Enrich the lives of all people in the communities where Albemarle is present.

- Social responsibility
- External partnerships and alliances for education, workforce development, safety, health and wellness
- Diverse suppliers

BUILT ON THE FOUNDATION OF

VALUES | LEADERSHIP COMMITMENT | ENGAGEMENT

Albemarle strives to lead the way for DE&I in our industry as we achieve our purpose to enable a more resilient world. We also understand DE&I success is more than achieving targets; real impact relies on the education, awareness, and shared mindsets that drive action.

That's why we take a broad approach to DE&I through our three strategic pillars, which each outline a clear objective and supporting imperatives.

Whether we are strengthening our workforce, creating a more inclusive workplace culture, or enriching our communities, our DE&I efforts provide opportunities to engage the hearts and minds of our employees and communities alike.

Our shared values

Enabled by the strong foundation of our shared company values — Care, Curiosity, Collaboration, Humility, Accountability, and Integrity — our DE&I efforts exist in service of our shared purpose, and our values inform how we bring them to life around the world.





Building a *Highly Engaged Workforce*

We build and maintain a highly engaged workforce that reflects global diversity.

Building a diverse workforce makes Albemarle stronger and is foundational to our efforts to grow and develop our team members. In our experience, having a diverse and inclusive workforce leads to a stronger sense of commitment and innovation among our global team and fosters collaborative problem-solving through the diversity of thought it brings. DE&I is a part of our commitment to being an employer of choice, especially as we attract the next generation of talent.



Strategic *talent partnerships*

Our success in building a highly engaged, diverse workforce relies on our ability to attract and hire people who represent a wide range of diversity dimensions, including gender, ethnicity, sexual orientation, age, cultural background, and more. Albemarle's DE&I strategy is built on partnerships and deliberate hiring practices that enable us to bring in untapped and underutilized talent pools, driving recruitment on a local and global scale.

Our robust diversity recruiting program involves partnerships with external organizations, ensuring a consistent flow of talent. We participate in many diversity career fairs and conferences throughout the year and have implemented a Historically Black College & University (HBCU) strategy to support our intern program. By collaborating with organizations that strive to promote a diverse workforce, we continue to carry out Albemarle's commitment to DE&I as an enduring strategic initiative.

“ Many people are not aware of chemical operating as a career option. We are actively working with K-12, community colleges, universities and organizations globally to provide awareness that people can have fantastic careers in this industry coming in at all levels of education and experience.

TIMITRA
HILDEBRAND-JONES
VP, Culture and
Chief Diversity Officer



We are proud to work with many strategic partners around the world, including:



International Women in Mining (IWIM)

IWIM promotes gender equity in mining globally. As a corporate partner, Albemarle is proud of our joint efforts to share job opportunities with the community and help develop our employees.



Hiring Our Heroes (HOH)

Hiring Our Heroes connects the military community with businesses. Albemarle provides a 12-week corporate fellowship for transitioning service members. Our first HOH cohort, both with over 20 years of military service, graduated and accepted job offers at Albemarle.



Women in Manufacturing® (WiM)

Albemarle is a proud corporate member of WiM, the national trade association that supports women in manufacturing. In 2023, we hosted WiM members at our Kings Mountain, NC, site for a tour, networking and learning opportunities.



National Black MBA Association® (NBMBAA)

The National Black MBA Association® aims to create opportunities for historically underrepresented individuals. Albemarle recently participated in the 2023 NBMBAA Career Expo to explore new opportunities with these up-and-coming leaders.





Supporting Early Talent

Albemarle is committed to empowering and supporting the next generation of diverse talent in their career development through a number of exciting partnerships and initiatives.

Opportunities for future engineers

Our partnership with North Carolina Agricultural and Technical State University, an HBCU, has enabled us to offer internships to students and organize resume workshops, alongside “Life of an Albemarle Engineer,” a collaborative event with the American Institute of Chemical Engineers student organization at the university. We are proud to have four students join Albemarle from HBCUs and three join from diversity conferences this year, representing about 15% of our summer internship program — which is just the beginning of our journey.

Engineering and beyond: The LAUNCH Program

Through our early talent program for engineering and business management, LAUNCH, we extended 15 job offers with an 87% acceptance rate in 2022. We are working to expand future cohorts to include HR, finance, and analytics career paths.



Our Partnerships and Resources

Albemarle partners with many respected organizations that help move our DE&I talent strategy and targets forward, including (but not limited to):

Supported Demographic Partnerships and Resources

WOMEN

- International Women in Mining
- Women in Manufacturing
- Society of Women Engineers
- Women in Mining USA
- Women in Mining Chile

BLACK / AFRICAN AMERICAN

- HBCU Connect
- National Society of Black Engineers
- National Black MBA Association®
- National Organization for the Professional Advancement of Black Chemists and Chemical Engineers

HISPANIC / LATINX

- Society of Hispanic Professional Engineers
- Trabajamos
- Prospanica

ASIAN

- Society of Asian Scientists and Engineers
- Ascend

VETERAN

- Hiring Our Heroes
- Recruit Military
- Service Academy Career Conference
- Cameron Brooks

LGBTQ+

- Campus Pride
- Out in STEM
- LGBT Chamber of Commerce

DISABLED

- Disability: IN
- Disability Solutions

Visit [Albemarle's Career Page](#) for information about opportunities in all of our global locations.



Elevating our workforce *through growth and equity*

Albemarle takes a comprehensive approach to career growth and compensation, promoting equitable opportunities that further the potential of all employees.

Some of the ways we promote career growth worldwide include:

- A globally-accessible career hub, empowering employees to manage their growth and development
- Extending the reach of Albemarle University’s training and skill-based learning programs
- Using real-time data analytics to understand global career mobility, training, and learning and development utilization

Annual Pay Equity Analysis

We conduct an annual pay equity analysis in the fourth quarter across our global operations by gender and in the U.S., by gender and race, which guides us in adjusting salary levels and helps hiring managers understand how best to apply fair remuneration practices.

In 2022, Albemarle employees, including new hires, received an inflation pay increase in addition to their regular annual increase. This pay increase varied by country, given differences in inflation, for an average pay increase of 8% across all countries.

“
The MOSAIC program provided me with the tools to be intentional about my career development, and led to the creation of my new role as Global Supply Chain Sustainability Leader.
 ”

CHRIS RICHARDSON
 Global Supply Chain Sustainability
 Leader and Black Employees
 Connect Co-Chair



Elevate Leaders Programs

We are driven by a common goal—to advance leadership development and workforce capability across the globe. Employees tap into their innate leadership abilities and unleash their full potential through initiatives such as the Elevate Leaders Programs, described below. Each program is advertised transparently on our portal, is open for self-nomination, and involves a project component for mentorship, coaching, and sponsorship from senior leaders.

MOSAIC Leaders

The MOSAIC Program runs three-month cohorts that educate and inspire individuals to achieve their goals. The MOSAIC Leader Cohort is designed to provide diverse leaders with skills and tools to succeed.

Empowering Women

Our Empowering Women program connects women globally to celebrate diversity in the workforce, promoting inclusion by empowering women to reach their full potential through education, inspiration, and encouragement.

Aspiring Leaders

Aspiring Leaders prepares new leaders in advance and in anticipation of a near-term future promotion into leadership. It helps employees decide whether the managerial path is right for them and discover all that it entails and how it fits with their purpose.

Transforming Leaders

The Transforming Leaders Cohort enhances our strategic impact by improving capabilities to influence others. It covers topics such as growth mindset, psychological safety, and feedback capabilities.





Cultivating an *Inclusive Workplace*

We cultivate an inclusive and equitable culture where all employees feel a sense of belonging.

We believe a critical component of DE&I is to create a psychologically safe environment where our employees share ideas and concerns, ask questions, and admit mistakes without fear of negative consequences. Albemarle's inclusive behaviors, practices, and workplace culture are not based on a "checklist" of programs. Rather, they are the result of our shared mindset and beliefs in the importance of DE&I to our collective success.



Events and learning that *promote an inclusive culture*

Albemarle is dedicated to creating an equitable and inclusive environment where every employee feels valued and appreciated. We understand that fostering a sense of belonging requires a shared mindset, and our leaders and teams are committed to this as a top priority.

We organize special events and learning opportunities throughout the organization to promote a deeper understanding of the significance of DE&I. These efforts bring visibility and attention to our commitment. We embrace and celebrate our unique backgrounds and perspectives as strengths. Our words and actions reflect our dedication to creating a workplace that is welcoming, supportive, and empowering. We believe that when every employee feels they belong, we can achieve great things together.

CEO Day of Understanding



In 2021, Albemarle CEO Kent Masters pledged his commitment to the **CEO Action for Diversity and Inclusion**, which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. With representation from more than 1,600 signatories across 85 industries, the initiative promotes collective action to drive inclusive behavior strategically and deliberately, starting at the executive level.

Albemarle's CEO Day of Understanding is an important initiative that aims to promote equity and inclusion in the workplace. The event, which is hosted by Masters, offers an opportunity for Albemarle's executives to engage in open and honest conversations with employees, address challenging questions, share personal stories, and emphasize the significance of transparency, trust, and mutual respect.

DE&I Learning Programs

Albemarle is dedicated to providing DE&I learning programs and opportunities that aid teams in broadening their understanding and awareness.

Inclusion Summit

Creating a successful DE&I strategy is a complex process that requires the involvement and support of key stakeholders such as HR, DE&I leaders, and executives. Our first Inclusion Summit in 2023 inspired and engaged colleagues on the importance of diversity, equity, and inclusion in the workplace. Sessions built a deeper understanding of DE&I principles and provided a framework for implementation.

Addressing Cognitive Bias: MindGym

In the workplace, cognitive biases can distort judgments, hinder collaboration, and limit diversity. On the other hand, practicing inclusive behaviors can have a transformative impact by fostering a sense of psychological safety, promoting collaboration, and encouraging innovation. MindGym's "Minus the Bias" and "Different Like Me" trainings equip employees with the necessary mindset and behaviors to create a fair and inclusive environment where everyone can thrive.

Inaugural ERG Summit

Our Employee Resource Groups (ERGs), known as Connect Groups, are essential to the larger Albemarle DE&I strategy. It takes effort from everyone to educate, organize events and collaborate with others to foster a genuine sense of belonging. For us to continue making a remarkable impact, strategic planning is paramount.

To express our gratitude for the unwavering dedication and hard work of these groups, 2023 marks our inaugural ERG/Connect Summit. During this one-day event, Connect Group co-chairs and executive sponsors will come together to explore cross-collaboration, engagement, and effective communication in greater depth. We are confident that our collective efforts will continue to help drive meaningful change in the lives of Albemarle employees and the communities of which we are a part.





Our Connect Groups

By connecting employees through voluntary, employee-led groups, known as Connect Groups, we take a big step towards fostering an inclusive, diverse and equitable workplace. These groups provide a sense of belonging, and a chance to learn and grow for all employees.

The Connect Groups community is a safe space that welcomes underrepresented groups and promotes cultural awareness, while enabling employees to develop solutions to organizational challenges and gain insights into customer segments.

Albemarle currently has nine active Connect Groups, each with their own dedicated executive sponsor to ensure support at a strategic leadership level.



Promotes cultural understanding, quality leadership, and professional excellence through a unique approach to cultural advocacy, diversity appreciation, professional support, and community outreach



A welcome space for people of all faiths to strengthen, encourage, and support one another so we can love, serve, and care for the people of Albemarle



Powering the career potential of veterans within Albemarle by connecting managers, employees, and HR with those who have military experience, are transitioning into the workforce, or have family members on active duty



Promotes awareness and inclusion for people with disabilities at Albemarle and provides a safe space for people with disabilities and their allies to be understood and supported



Encourages dialogue and promotes potential for women professionals through philanthropy, community, and development



Develops a network of employees and promotes the cultural diversity and professional development of its members, creating a supportive environment for the Latino/Hispanic community and its allies, and contributing to Albemarle's success



Strives to create and promote an inclusive environment for LGBTQ+ employees and allies



Brings together women in manufacturing roles, those interested in manufacturing specific roles and their supporters. We provide a safe space for women in manufacturing roles to learn, share and develop their careers



Embraces our diverse cultural and professional background to create an equitable and all-inclusive workspace, and allow us to advocate, develop and empower future leaders of Albemarle





Connect Groups *in action*

Black Employees Connect: Can We Talk?

Black Employees Connect: Can We Talk? creates a safe and open space for meaningful conversations to explore important topics such as diversity equity and inclusion, cultural biases, and intersectionality. By engaging in privilege-walk exercises, addressing critical topics such as mental health, and discussing current events, we cultivate empathy and understanding.

Latinx Connect: Celebrating our Culture

Latinx Connect is a vibrant and inspiring community that takes pride in celebrating culture in unique and fun ways. Through events like “Un Cafecito”, a series that provides a platform to Latino/Hispanic influencers, Zumba classes, and more, Latinx Connect encourages us to embrace our unique qualities and come together.

“

Having a community where there is someone else who’s had a similar journey as you gives a sense of safety. Being able to communicate with someone who looks and sounds like you creates a sense of belonging.

JANARA JONES
VP, Global Tax and Chief Tax Officer,
and Black Employees Connect
Executive Sponsor

”

Women Connect: Empowering women globally

With chapters in North Carolina, Houston, China, Amsterdam and Chile, Albemarle’s Women Connect program is a powerful tool for empowering professional women worldwide. By prompting dialogue, fostering community building, and providing professional development opportunities, Women Connect is committed to helping women advance in their careers.

INTERNAL NETWORKING FAIR

Women Connect North Carolina’s internal networking fair is a leading platform for Charlotte and Kings Mountain employees to expand their knowledge, build valuable connections, and shape the future of their careers. This inaugural event, structured like a traditional career fair, gives employees the chance to connect with representatives from various departments and gain insights into different roles and professional growth opportunities.

CELEBRATING INTERNATIONAL WOMEN’S DAY IN CHINA

Albemarle chapters in China went above and beyond to show their appreciation for female employees on International Women’s Day. The various gestures, from the “IWD Surprising Team” formed in Shanghai to the flower classes in Jiangxi, demonstrate the spectrum of support for female employees in this region. These actions serve as an inspiration to all organizations to recognize and celebrate the contributions of women.

STEAM CAREER LEARNING WITH PROJECT SCIENTIST

Albemarle is committed to empowering girls from marginalized communities with Science, Technology, Engineering, Arts and Math (STEAM) experiences through our partnership with Project Scientist. Recently, Women Connect sponsored a week-long summer STEAM lab that included a visit to our Kings Mountain, NC, mine and labs. Our STEAM superstars inspired the girls with their stories of pursuing STEAM-related careers, while our volunteers provided hands-on support throughout the week. We are proud to be a part of inspiring the next generation of STEAM leaders.





Building a *Resilient Community*

We are enriching the lives of all people in the communities where Albemarle is present.

Through local and global partnerships, Albemarle invests in and helps to advance people and communities around the world. The value of DE&I is ultimately about the positive impact we make in the lives of our employees and our global communities, by creating a more sustainable world today and laying the groundwork for generations to come.



Investing in *our communities*

Our goal of building a more resilient world starts with our understanding of and investment in the communities in which Albemarle is present. Our global approach to community creates genuine conversations about safety, belonging, and workplace culture. Our commitment to a richer understanding of the places we live, the people we work with, and their ability to educate, strengthen, and grow our company is inextricably linked to our DE&I progress and momentum.

Collaborating with the organizations, foundations, diverse groups, and Indigenous people in the regions where Albemarle is present illustrates only a part of our dedication to building an equitable and inclusive workplace. By dedicating resources, people, and energy into partnerships within these important communities, we lay a foundation of goodwill and let the world know that Albemarle is committed to building resiliency wherever we are present.

Our global partnerships offer a glimpse into our strategic and intentional plan to hire, partner, collaborate, and serve the communities in which we work. From North Carolina to Salar de Atacama to Australind and beyond, we strive to be an industry leader when it comes to outreach, philanthropy, and a willingness to elevate all who come into contact with Albemarle.

Our partnerships span the globe and enrich the communities, the people, and the infrastructure in the places Albemarle calls home.



The Albemarle Foundation

The Albemarle Foundation receives funding directly from the Albemarle Corporation, and is a key way we support our communities. The funding comes in the form of grants and engages with our many Connect Groups, providing grants to qualifying organizations whose missions and values are in alignment with the Foundation's DE&I strategic vision. The funding supports a variety of initiatives including volunteering, social projects, global giving, and employee matching program.

One unique initiative is the **Employees Growing the Good through Giving 2023** which does the following for employees:

- Match an additional 15% of all giving levels
- Distributes grants to organizations in alignment with the company's DE&I initiatives
- Works with Connect Groups and the company's DE&I team to ensure proper alignment

The Foundation is another example of how Albemarle is creating connections to our core values and giving back to our employees who dedicate so much time to causes and communities they care about.

2023 Albemarle Foundation Grants (Partial List)

FOUNDATION PARTNER	COMMUNITY SUPPORT / EVENTS
Circle De Luz	Latinx Connect: Expand Case Management Offerings
Clear Lake Food Pantry	2023 Bayport and Clear Lake Peanut Butter and Cereal Drive
Dream Girls University	Black Employees Connect: The Dorm Room Experience and Scholarships
Houston Food Bank	Black Employees Connect: Houston Volunteer Event
PFLAG Charlotte	Pride Connect: PFLAG Charlotte Annual Partnership
Project Scientist	Women Connect: STEAM Education Charlotte
The MALALA Fund	Women Connect: 2023 International Day Event
Victory Christian Center	Black Employees and Faith Connect: Volunteer Grant





Making a *global impact*

The immersive nature of Albemarle's global community involvement is underscored by the increase in women in the international workforce and by closing the gender gap amongst total employees—but our efforts around the world do not stop there.

The investment in infrastructure, education, and awareness within local communities also contributes to Albemarle's efforts to build resiliency in the U.S. and around the world.

Here are just a few of the ways Albemarle actively works to make a positive impact in our communities and build resilience globally:

Supporting the Latinx Community: Charlotte, NC

Circle de Luz is dedicated to empowering the Latinx community by offering support to navigate the barriers to entry whether it be in the Charlotte, NC Mecklenburg school system, financial institutions, health care system, employment, housing, and/or immigration. The Albemarle Foundation supports Circle de Luz in offering the local community emotional, physical, and psychological support to those in need.

Young Professionals Apprenticeship Program: Chile

Albemarle and SENCE launched the Apprenticeship Program at La Negra Plant in Chile in 2020 to support young professionals in chemical manufacturing. This program reflects Albemarle's values of developing local talent and creating job opportunities in the Antofagasta Region. The program is available for employees at the La Negra and Salar plants and focuses on gender and community, attracting candidates and increasing female participation.

Reconciliation Action Plan: Australind, Australia

In keeping with our commitment to establishing relationships with Indigenous communities, Albemarle has commenced development of our first "Reconciliation Action Plan" in Australia. This plan will provide a framework to guide all aspects of our engagement with Australia and its First Nations people.

Local Community Partnership: Kings Mountain, NC

The Albemarle Kings Mountain Community Advisory Panel (CAP) offers a collaborative platform in Kings Mountain, NC, fostering engagement with local community members. CAP comprises representatives from interest groups, such as education, elected officials, environmental non-governmental organizations, faith-based groups, health and safety advocates, tourism stakeholders, tribal nations, and youth organizations — all coming together to raise awareness, drive financial stability, and support local business advancement.

Supporting the Atacameñan People: Salar, Chile

In Chile, Albemarle is the first company to recognize the Atacameñan groups in the Salar region as the original inhabitants. The Council of the Atacameñan People (CAP) represents 18 communities and 6,000 inhabitants, receiving 3.5% of Albemarle's Chilean revenue. Projects funded through CAP include housing, sewage treatment, a community center, and a museum. Chile is working on Local ISO standard 3262 to align with Albemarle's global DE&I strategy, promoting well-being and commitment for its people.

Women Empowerment Conference: China

Albemarle sponsored key Women Connect Group (WCG) China team members to attend the Women Empowerment Conference. The event, attended by over 260 people and sponsored by Albemarle as a Silver Sponsor, aimed to promote gender equality for women in both professional and personal settings. The conference was a success, with 12 Women Connect Group members participating. These members, including a male leader, were nominated from 8 different sites in China and represented diverse GBU and functional teams.



Global Compact with the United Nations

The alliance with and contributions we make to the United Nations' SDGs (Sustainable Development Goals) demonstrate our partnership with the world agenda 2030 and mirror Albemarle's commitment to promote positive global impact.

Launched in 2000, the UN Global Compact is a call to companies to align their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption, and to take action in support of UN goals and issues embodied in the SDGs.

The UN Global Compact boasts more than 9,500 companies and 3,000 non-business signatories based in over 160 countries. A key requirement for participation in the UN Global Compact is an annual submission of a Communication on Progress that highlights company efforts to implement the Ten Principles.

“ In addition to our membership and existing business strategy, we will engage in collaborative projects to advance the broader development goals of the UN, in particular the Sustainable Development Goals, and will continue our commitment to act as good stewards for the environment and the communities in which we live and work. ”

KENT MASTERS
CEO, Albemarle

Supplier Diversity Program

Albemarle's Supplier Diversity Program is a worldwide initiative reflecting our desire to support and participate in spending with a diverse business population everywhere Albemarle does business. Our diverse supplier strategy consists of three components: actively seeking out and maintaining a diverse supplier base, building local supplier capability, and promoting local enterprise through localization of the supply chain. By dedicating a percentage of our total spend to diverse suppliers, we are furthering our commitment to a sustainable business model.

We believe in the principle of mutual advantage and building productive relationships with each other, our business partners, and our customers. Globally, this manifests itself in our desire to support spending with local and diverse businesses when possible.

Significant spend has been made with diverse-owned companies and small businesses:

- ✔ Minority-owned businesses
- ✔ Veteran-owned businesses
- ✔ 8(a) small businesses
- ✔ Indigenous peoples' businesses
- ✔ Woman-owned businesses
- ✔ Small businesses
- ✔ HubZone businesses
- ✔ Small, disadvantaged businesses





Diversity progress since 2021

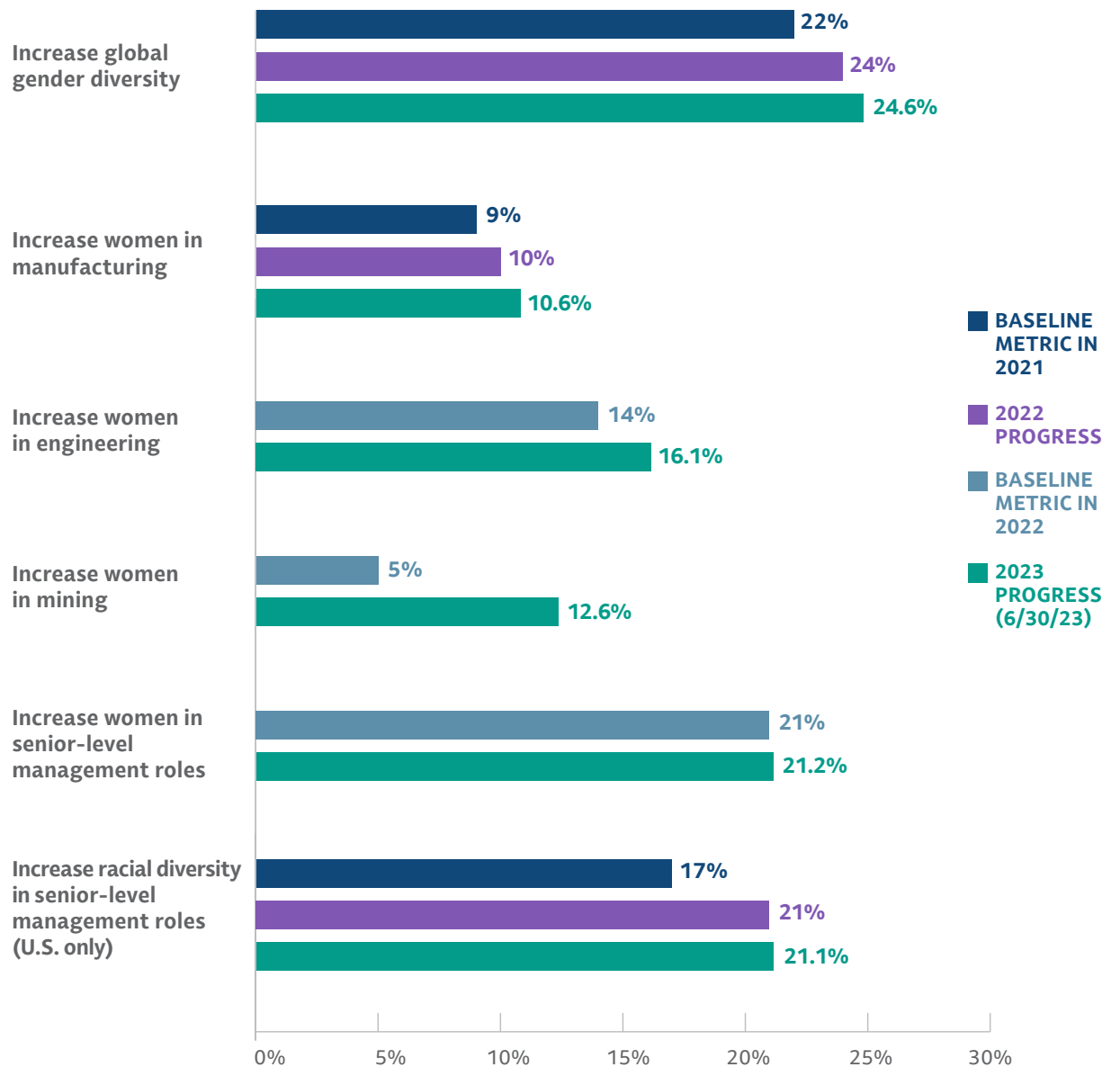
Albemarle created our DE&I strategy in 2021 as a guide to our longer-term goal of being an industry leader with respect to diversity, and we are making concentrated efforts in the second half of 2023 to ensure further progress toward our goals.

However, reaching and exceeding targets is not our north star. Our success depends upon our ability not just to employ, but to empower people of different genders, ethnicities, sexual orientations, ages, and cultural backgrounds.

As an example, our commitment to the Indigenous people of Chile and our support of women in this region has made Albemarle (Chile) a leading site for diversity among industrial companies worldwide. At our Salar site in Chile, 35% of our employees are Indigenous. That team has also launched an infrastructure campaign to include women's facilities and harassment education for all employees.

We believe that ultimately, a diverse, equitable, and inclusive work~~place~~**place** creates a stronger work~~force~~**force**. Creating safe spaces, open environments, and comfortable conditions that foster genuine dialogue and a sense of belonging for all of our employees—that is Albemarle.

DE&I Progress



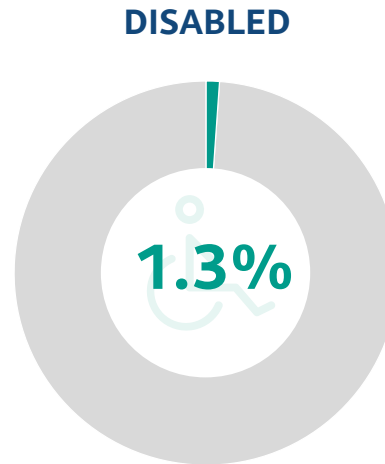
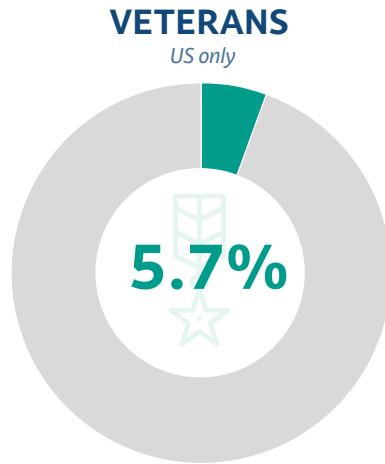
Current statistics as of June 30, 2023



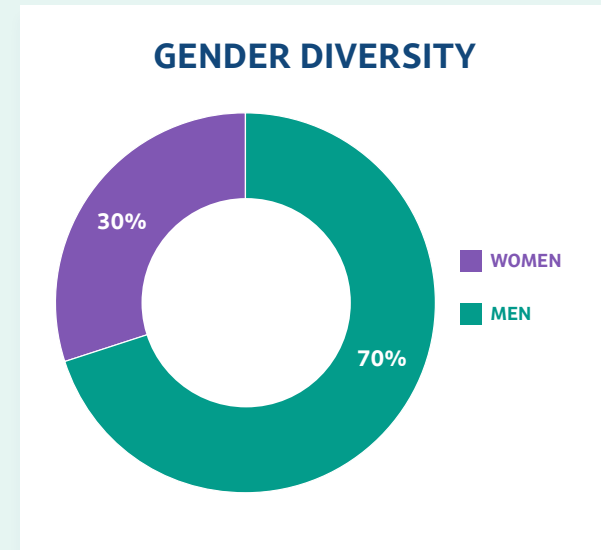
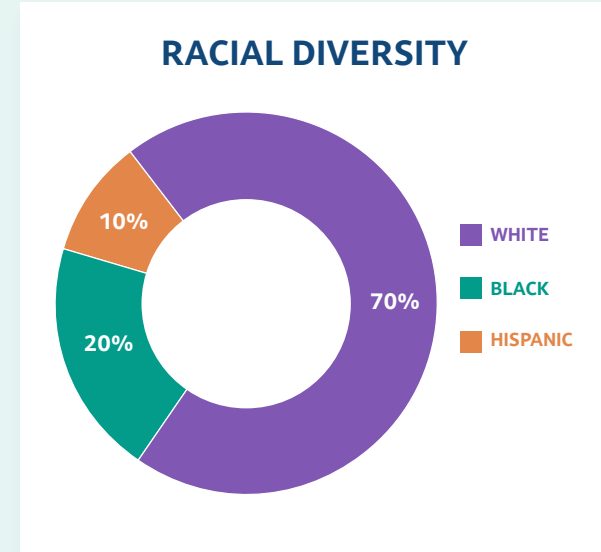


Global Diversity Snapshot

Albemarle made a commitment in 2021 to measure our progress toward diversifying our workforce around the globe. Taking steps to raise awareness for women, inclusion programs that reach people from different races, and making jobs available to disabled and veteran populations is our way of creating a more diverse workforce.

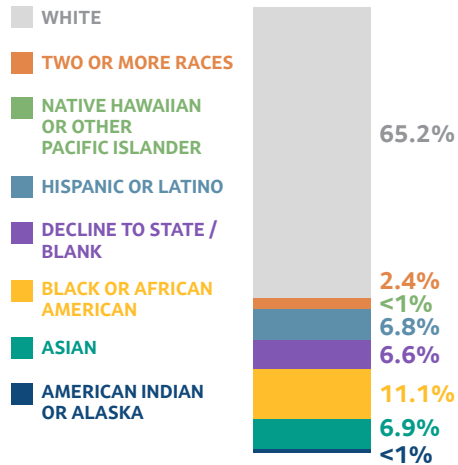


Albemarle Board Diversity

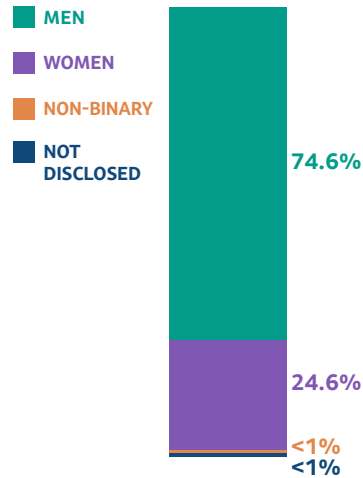


RACE

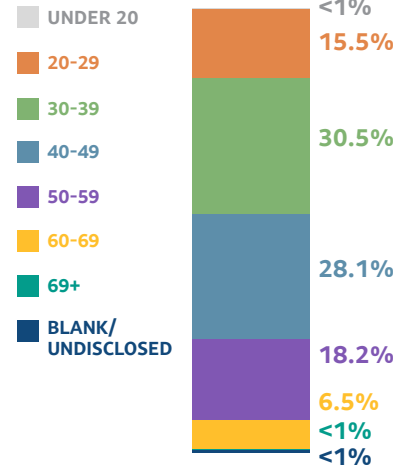
US only



GENDER



AGE



Current statistics as of June 30, 2023
Includes permanent workers only, excludes our JVs and contractors
Based on employee voluntary disclosure where applicable

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



External Commitments and Recognition

Albemarle is honored to be recognized as an employer of choice by many respected, like-minded organizations who share our values and commitment to promote diversity, equity and inclusion. These awards and partnerships reflect the efforts and commitment our employees make to care for each other and our communities.



Military Friendly Employer
2022 and 2023



Military Spouse Friendly Employer
2023



Military Friendly Supplier Diversity Program
2022 and 2023

CEO ACTION FOR DIVERSITY & INCLUSION

CEO Action for Diversity & Inclusion



UN Global Signatory



Bloomberg Gender-Equality Index
2020, 2021, 2022, 2023



Best and Brightest Companies to Work For
2022



Vets Indexes Recognized Employer
2023



Yello's Top 100 Internship Programs List
2023



Time's 100 Most Influential Companies
2023

From TIME ©2023 TIME USA LLC.
All rights reserved. Used under license.





Appendix: Annual Equal Employment Opportunity (EEO-1) Report

Companies with at least 100 employees based in the U.S. are required by the EEOC to submit annual EEO-1 reports for their U.S.-based workforce. While the EEO-1 report does not cover our global workforce, we believe transparency is critical to promoting diversity, equity and inclusion. Albemarle is undertaking a range of initiatives globally to fully integrate DE&I throughout the organization.

Our diverse U.S. workforce is a tapestry of backgrounds and experiences. We value inclusion and representation, and we're proud to share the demographics as of Dec 31, 2022. Our annual filing includes the official EEO-1 report, and we use the EEOC's job guide to categorize employees. The data is based on self-disclosures.

Equal Employment Opportunity | 2022 Employer Information Report EEO-1 CONSOLIDATED REPORT

Number of Employees (Report employees in only one category)															
Job Categories	Race/Ethnicity														Total
	Hispanic or Latino		Non/Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black	Pacific Isl	Asian	Native Am	Two or M	White	Black	Pacific Isl	Asian	Native Am	Two or M	
Executives/Senior Level Officials and Managers - 1.1	1	1	51	3	0	3	0	2	17	2	0	2	0	0	82
First/Mid-Level Officials and Managers - 1.2	30	11	360	33	1	28	2	5	103	20	0	11	0	5	609
Professionals - 2	33	26	293	26	2	64	3	12	125	49	1	30	1	10	675
Technicians - 3	47	6	423	68	0	3	6	10	45	13	0	1	0	3	625
Sales Workers - 4	2	2	2	0	0	0	0	0	4	2	0	0	0	0	12
Administrative Support Workers - 5	0	7	1	0	0	0	0	0	12	4	0	1	0	0	25
Craft Workers - 6	0	0	13	0	0	0	1	0	1	0	0	0	2	0	17
Operatives - 7	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
Laborers and Helpers - 8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers - 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total	113	53	1,148	130	3	98	12	29	307	90	1	45	3	18	2,050

Any information contained within this report may include technical inaccuracies or typographical errors. Furthermore, the information may be subject to change at any time, with or without notice.

