



2019

SUSTAINABILITY REPORT

Report on 2018 Activities



 ALBEMARLE®

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1.1 STATEMENT FROM MOST SENIOR DECISION MAKER OF THE ORGANIZATION

Dear Stakeholder,

At Albemarle, we are inspired by “what’s next,” and seek to provide safe and sustainable solutions that power the potential of our customers and stakeholders. We do this by executing our corporate strategy in a manner that is consistent with a commitment to safe operations and our values - care, curiosity, courage, collaboration, humility, integrity and transparency. We seek to allocate talent and resources in a way that maximizes the positive impact we can have on our communities, employees, shareholders, suppliers and customers.

We communicate and act transparently

We believe communication is a two-way process. We share information and maintain open lines of communication with our shareholders, customers and employees, and encourage the exchange of honest opinions, thoughts and feedback with company leaders, managers and one another.

In 2018, we laid the groundwork for the launch of our first-ever global culture survey and we achieved our goal of providing a forum for employees to share anonymous, honest feedback about our company and values. The aggregate results, to be carefully assessed and shared in 2019, will guide future decision-making processes that support the ideas of our employees and improve day-to-day business operations across our global sites.

We value safety and the well-being of each other

In the spirit of transparency, we acknowledge our 2018 safety results fell below our expectations. We remain focused on opportunities for improvement and are implementing new processes that provide for the safety of our employees across the globe.

Throughout the year, we dedicated time to create specific strategies that enhance overall safety performance. In 2018, our Health, Safety and Environmental team:

- Implemented best-in-class systems at our Lithium production sites to address high-severity injuries
- Adapted our internal auditing program to uncover vulnerabilities in our high-risk process operations
- Developed a three-year plan that we hope will drive improved performance

We value diversity of thoughts, experiences and cultures

In 2018, we placed significant emphasis on encouraging a culture of inclusion and diversity by welcoming individuals with a range of skills, experiences and cultures. Of those new individuals, 33 percent were women, 6 percent were military veterans and 22 percent identify as an ethnic minority.

We hosted our first-ever Connect Conference, a multi-day collaborative experience created for the women of Albemarle, by the women of Albemarle. The event brought together women from varying sites, departments, years of service and backgrounds to network, collaborate and learn important business and life lessons from one another.



Additionally, we elevated our external inclusion and diversity efforts through support from our Talent Acquisition team. This included filling the important, newly created role of Diversity Recruiting Specialist, and attending more than eight recruiting events aimed at connecting minority groups to opportunities in the workforce, including Hispanic professional engineers and

military personnel. Now, we look ahead to growing and building upon these successes from 2018 into the years to come.

We help make our communities better

Giving back to our communities through engagement, philanthropy and volunteerism is an essential component of our sustainability strategy. Across all sites, our employees are committed to improving quality of life for those who live and work in the areas where we operate.

Our employees are known to “Grow the Good” by partnering with our charitable 501(c)3 organization, The Albemarle Foundation, to help those in need, globally and locally. As we think about the year and all the philanthropic work that we accomplished, we recognize several key efforts:

- The Albemarle Foundation granted over \$5,600,000 to nonprofit agencies in our communities
- The Employee Volunteer Grant Program (a program of The Albemarle Foundation) distributed \$158,000 to support the over 14,000 hours of volunteer service work completed by our US-based employees
- The Albemarle Foundation announced a \$10,000,000 investment to drive economic mobility in Charlotte, North Carolina, USA

In addition to working with The Albemarle Foundation, our global teams maintain robust community ties through active participation in initiatives that inspire local sustainability and foster mutually beneficial results. A great example of this is our cooperation between our operations in Chile, the Council of Atacameñan People, and the 18 indigenous communities that make up the Atacama La Grande Indigenous Development Area. The partnership provides opportunities for weekly collaboration sessions that focus on care and sustainability of the Salar de Atacama. As part of this agreement, Albemarle contributes a percentage of its annual revenue to the communities to support continuous improvement and quality of life across the region. With these contributions, the communities have:

- Built photovoltaic systems to energize their homes and roads
- Repaired churches
- Developed water-heating systems
- Provided scholarships to more than 400 students

At Albemarle, we seek to grow and develop alongside our communities and surroundings. We aim to respect people, systems and traditions, while representing our culture and values. I am proud of all that we have accomplished in 2018, but we must do better. We look forward to expanding our commitment to sustainability and continuing our journey in 2019, and beyond.

All the best, and stay safe.

Luke Kissam,

Chairman, President & CEO



1.2 DESCRIPTION OF KEY IMPACTS, RISKS AND OPPORTUNITIES

See the 10-K Annual Report for the description of key impacts, risks and opportunities.

The 10-K Annual Report can be found via <https://investors.albemarle.com/financial-information/annual-reports>

ORGANIZATIONAL PROFILE



2.1 NAME OF THE ORGANIZATION

Albemarle Corporation

Unless the context otherwise indicates, the term 'Albemarle', 'we', 'us', 'the company' and 'our' mean Albemarle Corporation and our consolidated subsidiaries.

2.2 PRIMARY BRANDS, PRODUCTS AND/OR SERVICES

Albemarle Corporation was incorporated in Virginia in 1993. Our principal executive offices are located at 4250 Congress Street, Suite 900, Charlotte, North Carolina 28209.

We are a leading global developer, manufacturer and marketer of highly-engineered specialty chemicals that are designed to meet our customers' needs across a diverse range of end markets. The end markets we serve include energy storage, petroleum refining, consumer electronics, construction, automotive, lubricants, pharmaceuticals, crop protection and custom chemistry services. We believe that our commercial and geographic diversity, technical expertise, innovative capability, flexible, low-cost global manufacturing base, experienced management team and strategic focus on our core base technologies will enable us to maintain leading market positions in those areas of the specialty chemicals industry in which we operate.

As of December 31, 2018, we served approximately 2,300 customers, none of which individually represented more than 10% of net sales of the Company, in approximately 100 countries. More information on our Global Business Units can be found on pages 3-8 of the 2018 10-K Annual report. The 2018 10-K Annual Report can be found via <https://investors.albemarle.com/financial-information/annual-reports>

Our Global Business Units:

 <h3>LITHIUM</h3>	<h4>Lithium</h4> <ul style="list-style-type: none"> • Inorganic salts • Primary and Secondary metals • Organometallics • Specialties 	<h4>Characteristics</h4> <ul style="list-style-type: none"> • Strong growth story • Performance products with high value-in-use • Sophisticated technical and operational expertise • Sustainable low cost position with scale
 <h3>BROMINE SPECIALTIES</h3>	<h4>Characteristics</h4> <ul style="list-style-type: none"> • Mineral extraction and processing • Low-cost position on global cost curve • Vertically integrated • Stable and sustainable cash flow <h4>Applications</h4> <ul style="list-style-type: none"> • Flame retardants for electronics and construction materials • Completion fluids for oilfield • Industrial water treatment • Plastic and synthetic rubber • Ag and pharma synthesis 	<h4>Business Environment</h4> <ul style="list-style-type: none"> • Stable flame retardants demand across electronics, construction and automotive • Current completion fluid weakness due to oil prices, with a favorable and long-term outlook • Excess bromine capacity is limited to few suppliers
 <h3>CATALYSTS</h3>	<h4>Fluid Cracking Catalysts</h4> <h5>FCC Catalyst</h5> <ul style="list-style-type: none"> • Cracks oil feedstock • Makes gasoline • Makes propylene <h4>Clean Fuels Technology</h4> <h5>HPC Catalyst</h5> <ul style="list-style-type: none"> • Removes sulfur and contaminants • Makes clean diesel • Makes clean oil-feedstock <h5>Alkylation & Isomerization Catalyst</h5> <ul style="list-style-type: none"> • Makes clean high-octane gasoline 	<h4>Characteristics</h4> <ul style="list-style-type: none"> • Leading positions in FCC and HPC catalysts • Technology and applications knowledge • Focused on value creation for refiners • Long-term, collaborative customer relationships • High barriers-to-entry • Strong free cash flow generation with growth <h4>Performance Catalysts Solutions</h4> <ul style="list-style-type: none"> • Catalysts and component • Curatives • Organometallics
 <h3>FINE CHEMISTRY SERVICES</h3>	<h4>Characteristics</h4> <ul style="list-style-type: none"> • Safe handling of hazardous chemicals • Accelerated scale-up and process development techniques • Track performance relative to impurities • Stable and sustainable cash flow <h4>Applications</h4> <ul style="list-style-type: none"> • Growing APIs • Intermediates for Pharma/Ag Innovators • Customer-focused During Entire Product Lifecycle • Innovative Chemistry for New Markets 	<h4>Business Environment</h4> <ul style="list-style-type: none"> • World-leading process development and scale-up capabilities for both cGMP and non-GMP • Demonstrated expertise in the development of multi-step complex syntheses • Seamless tech transfer between sites for back integration of APIs and RSMS

2.3 OPERATIONAL STRUCTURE OF THE ORGANIZATION, OPERATING COMPANIES, SUBSIDIARIES AND JOINT VENTURES

The authority to manage the business is delegated to the CEO by the Board of Directors. The role of the board is to effectively govern the affairs of the organization for the benefit of its stakeholders.

In the first quarter of 2018, the Performance Catalyst Solutions ("PCS") product category merged with our Refining Solutions reportable segment to form a global business focused on catalysts. As a result, our three reportable segments will include: (1) Lithium, (2) Bromine Specialties and (3) Catalysts.

Each segment has a dedicated team of sales, research and development, process engineering, manufacturing and sourcing, and business strategy personnel and has full accountability for improving execution through greater asset and market focus, agility and responsiveness.

2.4 LOCATION OF ORGANIZATION'S HEADQUARTERS

Albemarle's corporate headquarters are located at:

4250 Congress Street, Suite 900

Charlotte, North Carolina 28209

United States of America

2.5 NUMBER OF COUNTRIES WHERE THE ORGANIZATION OPERATES, AND NAMES OF THE COUNTRIES WHERE EITHER THE ORGANIZATION HAS SIGNIFICANT OPERATIONS OR THAT ARE SPECIFICALLY RELEVANT TO THE SUSTAINABILITY ISSUES IN THE REPORT / NATURE OF OWNERSHIP AND LEGAL FORM

For detailed information regarding our significant production facilities operated by us and our affiliates, see pages 22 - 24 of the 2018 10-K Annual report <https://investors.albemarle.com/financial-information/annual-reports>

Strong Global Footprint



Albemarle at a Glance

- ▲ Global Specialty Chemicals Company
- ▲ Corporate Headquarters: **Charlotte, NC**
- ▲ Approx. **5,900 Employees** Worldwide
- ▲ Customers in Approx. **100 Countries**
- ▲ NYSE: **ALB**

- Best-In-Class Resources
- ★ Global Headquarters
- Manufacturing
- Manufacturing/Sales/R&D
- Sales/Administrative

2.6 MARKETS SERVED (INCLUDING GEOGRAPHIC BREAKDOWN, SECTORS SERVED, AND TYPES OF CUSTOMERS / BENEFICIARIES)

2018 Sales Results (In thousands, except percentages)		
2018 Net Sales		
2018 Sales by Region		
United States	\$ 887,416	26.3%
Foreign	\$ 2,487,534	73.7%
Total	\$ 3,374,950	100%
2018 Sales by Business Unit		
Lithium	\$ 1,228,171	36.4%
Bromine Specialties	\$ 917,880	27.2%
Catalysts	\$ 1,101,554	32.6%
Corporate Group ¹	\$ 159	-
All Other ²	\$ 127,186	3.8%
Total	\$ 3,374,950	100%

1. The **Corporate** category is not considered to be a segment and includes corporate-related items not allocated to the reportable segments.
2. The **All Other** category includes only the fine chemistry services business that does not fit into any of our core businesses.

2.7 SCALE OF REPORTING ORGANIZATION

See our 2018 10-K Annual report <https://investors.albemarle.com/financial-information/annual-reports>

As of December 31, 2018, we had approximately 5,900 employees, including employees of our consolidated joint ventures, of whom 2,800, or 48%, are employed in the U.S. and Latin America; 1,500, or 25%, are employed in Europe; 1,200, or 20%, are employed in Asia and 400, or 7%, are employed in the Middle East or other areas.

We and our joint ventures operate 29 production and research and development (“R&D”) facilities, as well as a number of administrative and sales offices, around the world. As of December 31, 2018, we served approximately 2,300 customers, none of which individually represented more than 10% of net sales of the Company, in approximately 100 countries.

Financial Highlights (Year Ended Dec 31, 2018):

Net Sales	\$3.375 Billion
Total Assets	\$7.582 Billion
Total Long-Term Debt	\$1.705 Billion
Stockholders' Equity	\$3.585 Billion

Beneficial ownership information is found in the Albemarle Corporation 2019 Proxy Statement filed with the U.S. Securities and Exchange Commission on March 26, 2019. See <https://investors.albemarle.com/financial-information/annual-reports>

2.8 SIGNIFICANT CHANGES DURING THE REPORTING PERIOD REGARDING SIZE, STRUCTURE OR OWNERSHIP

Over the last three years, we have devoted resources to acquisitions and joint ventures, including the subsequent integration of acquired businesses. These acquisitions and joint ventures have expanded our base business, provided our customers with a wider array of products and presented new alternatives for discovery through additional chemistries. In addition, we have pursued opportunities to divest businesses which do not fit our high priority business growth profile. Following is a summary of our significant acquisitions, joint ventures and divestitures during recent years.

In December 2018, we entered into a definitive agreement to acquire a 50% interest in Mineral Resources Limited's Wodgina hard rock lithium mine project (“Wodgina Project”) and form a joint venture with Mineral Resources Limited to own and operate the Wodgina Project to produce spodumene concentrate and battery grade lithium hydroxide. Under this agreement, we would jointly fund, design, build and operate a battery grade lithium hydroxide plant in stages at Wodgina, located in the Pilbara region of Western Australia. This transaction is subject to regulatory approvals and other customary closing conditions.

On July 31, 2019, Albemarle announced an amendment to its definitive agreement with Mineral Resources Ltd. (MRL) to form a lithium joint venture in Western Australia. Under the revised arrangements, upon closing of the transaction, Albemarle will acquire 60% ownership of MRL's Wodgina hard rock lithium mine in Western Australia and form a 60-40 joint venture with MRL to operate the mine and battery grade lithium hydroxide production facilities.

On April 3, 2018, we completed the sale of the polyolefin catalysts and components portion of the PCS business ("Polyolefin Catalysts Divestiture") to W.R. Grace & Co. for net cash proceeds of \$413.6 million. The transaction included Albemarle's Process Development Center located in Baton Rouge, Louisiana, and operations at the Yeosu, South Korea site. The sale did not include our organometallics or curatives portion of the PCS business. The Polyolefin Catalysts Divestiture reflects the Company's commitment to investing in the future growth of its high priority businesses and returning capital to shareholders.

See the 10-K Annual Report for more information of earlier significant changes regarding size, structure and ownership. The 2018 10-K Annual Report can be found via <https://investors.albemarle.com/financial-information/annual-reports>

REPORT PROFILE



3.1 REPORTING PERIOD FOR INFORMATION PROVIDED / REPORTING CYCLE

The reporting period for this information is the calendar year 2018. This is the thirteenth publicly released Sustainability Report for Albemarle Corporation.

This report is released in 2019, based upon fiscal year (and calendar year) 2018 information unless otherwise noted in specific sections. Since calendar year 2007, Albemarle Corporation has produced a Sustainability Report annually. See <https://www.albemarle.com/sustainability/sustainability-reports/resources>

3.2 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT OR CONTENTS

Tosca Langereis, Sustainability Reporting Specialist.
E-mail: tosca.langereis@albemarle.com

3.3 POLICY AND CURRENT PRACTICE WITH REGARD TO SEEKING EXTERNAL ASSURANCE FOR THE REPORT

This Sustainability Report is not subjected to a comprehensive external assurance process. Financial, safety and environmental information are subject to both national regulatory requirements as well as internal and external audit such as ISO 14001 and similar systems. This Sustainability Report contains a consolidation of this information.

GOVERNANCE, COMMITMENTS, & ENGAGEMENT



4.1 GOVERNANCE STRUCTURE OF THE ORGANIZATION, INCLUDING COMMITTEES UNDER THE HIGHEST GOVERNANCE BODY RESPONSIBLE FOR SPECIFIC TASKS, SUCH AS SETTING STRATEGY OR ORGANIZATIONAL OVERSIGHT

Board of Directors

Members of Albemarle Corporation's Board of Directors (the "Board of Directors" or the "Board") are elected annually by its shareholders to oversee management and to act in the best interests of Albemarle and its shareholders.

Ethical Business Principles

All Albemarle employees, officers and directors understand the importance of and our commitment to conducting business with integrity. Our Board members are expected to set the standard for following the highest ethical conduct and sound business practices. The Audit & Finance Committee periodically reviews our Code of Conduct, as well as other related guiding policies. Management regularly reports to the Committee about implementation of and adherence to these guiding policies.

Board Composition

Albemarle's Corporate Governance Guidelines provide that given Albemarle's size and the nature of its business, a Board consisting of 7 to 13 members is appropriate. New York Stock Exchange ("NYSE") and U.S. Securities and Exchange Commission ("SEC") rules as well as our Corporate Governance Guidelines concerning the Board's composition require a majority of the directors to be independent. As of the date of the issuance of this Sustainability Report, the Board had 13 members, all of whom are independent under SEC and NYSE rules, except for our CEO. Our Board members have an average tenure of less than 5 years and are over half ethnically and gender diverse.



Members of Albemarle Corporation's Board of Directors

Board Committees

As of the date of the issuance of this Sustainability Report, the Board maintains the following five standing Committees: Audit & Finance, Capital Investment, Executive Compensation, Nominating & Governance, and Health Safety & Environment. In addition, the Board of Directors maintains an Executive Committee, composed of (i) our Lead Independent Director and (ii) our Chairman, President and Chief Executive Officer. The Board determined that each of the members of the standing Committees are “independent” within the meaning of NYSE and SEC rules.

Responsibilities of the Board of Directors and Committees

Our Corporate Governance Guidelines lists responsibilities for the full Board and its committees. For more information on our corporate governance practices, see our Corporate Governance Guidelines located on our website at <http://albemarle.com/investors/corporate-governance>.

Chief Executive Officer and Other Executive Officer Succession

The Corporate Governance Guidelines provide for succession planning sessions to be held annually at a regular Board meeting, with the succession planning meeting to focus on the development and succession of not only the Chief Executive Officer (in both ordinary course and emergency scenarios) but also the other senior executives.

For more information on our Chief Executive Officer and other executive officer succession, see our Corporate Governance Guidelines located on our website at <http://albemarle.com/investors/corporate-governance>

4.2 INDICATE WHETHER THE CHAIR OF THE HIGHEST GOVERNANCE BODY IS ALSO THE EXECUTIVE OFFICER

As of the date of the issuance of this report, Luther C. Kissam IV was the Company's Chairman, President, and Chief Executive Officer, while J. Kent Masters was the Company's Lead Independent Director.

4.3 FOR COMPANIES THAT HAVE A UNITARY BOARD STRUCTURE, STATE THE NUMBER OF MEMBERS OF THE HIGHEST GOVERNANCE BODY THAT ARE INDEPENDENT AND / OR NON-EXECUTIVE MEMBERS

As of the date of the issuance of this report, twelve of the Company's thirteen Board members were independent under NYSE and SEC rules.

4.4 MECHANISMS FOR SHAREHOLDERS AND EMPLOYEES TO PROVIDE RECOMMENDATION AND DIRECTION TO THE HIGHEST GOVERNANCE BODY

Shareholders and employees may communicate with the Board by sending written correspondence to the Chair of the Nominating & Governance Committee c/o Albemarle Corporation, 4250 Congress Street, Suite 900, Charlotte, North Carolina 28209 or by email at governance@albemarle.com.

Communications regarding financial and accounting matters may also be sent directly to the Chair of the Audit & Finance Committee at be audit.chair@albemarle.com.

4.5 LINKAGE BETWEEN COMPENSATION FOR MEMBERS OF THE HIGHEST GOVERNANCE BODY SENIOR MANAGERS, AND EXECUTIVES (INCLUDING DEPARTURE ARRANGEMENTS), AND THE ORGANIZATION'S PERFORMANCE (INCLUDING SOCIAL AND ENVIRONMENTAL PERFORMANCE)

Approximately 50% of Board compensation and approximately 67% of CEO compensation is linked to the performance of Albemarle stock, which reflects company financial and non-financial performance over the long-term. Given that we are a specialty chemical company that must comply with or exceed certain environmental and safety standards to be able to operate and grow, we believe share price for companies like ours reflects non-financial factors such as our long-term track record around environmental stewardship and safety performance. Additionally, the annual cash incentive plan for our CEO (comprising 18% of target total compensation), is also performance based, with environmental and safety performance included in the set of performance measures set each year by the Board.

4.6 PROCESS FOR DETERMINING THE QUALIFICATIONS AND EXPERTISE OF THE MEMBERS OF THE HIGHEST GOVERNANCE BODY FOR GUIDING THE ORGANIZATION'S STRATEGY ON ECONOMIC, ENVIRONMENTAL AND SOCIAL TOPICS

The Nominating & Governance Committee assists the Board on all matters relating to the selection, qualification (including determinations of “independence”) and compensation of members of the Board, as well as matters relating to the duties of the members of the Board and the annual evaluation of the Board’s performance and processes. The Nominating & Governance Committee also assists the Board with oversight of corporate governance. Succession planning for the CEO and other senior executives is done by the full Board.

The Nominating & Governance Committee identifies Director candidates through recommendations made by members of the Board, management, shareholders and others, including professional search firms. The Board of Directors as a whole is constituted to be strong in its diversity and collective knowledge of a wide range of issues, including but not limited to accounting and finance, management and leadership, vision and strategy, business operations, business judgment, crisis management, risk assessment, industry knowledge, corporate governance and global markets. The Nominating & Governance Committee reviews its effectiveness in balancing these considerations through ongoing consideration of Directors and nominees, as well as the Nominating & Governance Committee’s annual self-evaluation process.

The Nominating & Governance Committee evaluates a candidate’s qualifications to serve as a member of the Board of Directors based on the background and expertise of individual members of the Board of Directors as well as the background and expertise of the Board of Directors as a whole. The Nominating & Governance Committee also considers such other relevant factors as it deems appropriate, including the current composition of the Board of Directors; the balance of management and independent Directors; diversity in gender, ethnicity, background and experiences; the need for Audit & Finance Committee expertise, and the evaluation of other prospective nominees. The Nominating & Governance Committee is committed to including in each director search qualified candidates who reflect a diversity of backgrounds, including diversity of gender and ethnicity.

4.7 PROCEDURES OF THE HIGHEST GOVERNANCE BODY FOR OVERSEEING THE ORGANIZATION'S IDENTIFICATION AND MANAGEMENT OF ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE, INCLUDING RELEVANT RISKS AND OPPORTUNITIES, AND ADHERENCE OR COMPLIANCE WITH INTERNATIONALLY AGREED STANDARDS, CODES OF CONDUCT AND PRINCIPLES

To assist in its oversight responsibilities, the Board of Directors maintains the following five Committees comprised entirely of independent directors: Audit & Finance, Capital Investment, Executive Compensation, Nominating & Governance and Health Safety & Environment.

In addition, management established an Enterprise Risk Management (“ERM”) process that is led by the Chief Financial Officer (“CFO”), and our Vice President - Audit and Risk Management, and managed by the Company’s ERM Committee, with cross functional representation by senior Company leaders worldwide. The ERM Committee meets regularly to identify, discuss and assess Company-wide risks and develop action plans to mitigate those risks categorized as having the largest potential financial, reputational and/or health, safety or environmental impacts - all of which are included in an annual report. The CFO and Chief Compliance Officer regularly report to the Audit & Finance Committee, generally highlighting those risks identified as the most significant, reviewing the Company’s methods of risk assessment and risk mitigation strategies, and updating the Audit & Finance Committee on issues the ERM Committee has identified as possible emerging risks.

The Audit & Finance Committee reports to the full Board on risk oversight, among other matters. Additionally, the Board receives a copy of the annual ERM report presented by the Vice President Audit and Risk Management to the Audit & Finance Committee in which the Company identifies its risk areas and oversight responsibility. The Board also engages in periodic risk discussions with the CFO, VP Audit and Risk Management, Chief Compliance Officer, General Counsel, Business Presidents and other members of the Albemarle Leadership team

While the Audit & Finance Committee is responsible for, among other matters, general ERM, the full Board and each of the other standing Board Committees consider risks within their area of responsibility. The Board oversees corporate strategy, business development, capital structure, market exposure, intellectual property, legal and country-specific risks. The Executive

Compensation Committee considers human resources risks and potential risks relating to our employee (including executive) compensation programs. The Nominating & Governance Committee considers governance risks. The Health, Safety & Environment Committee considers the effectiveness of our health, safety and environmental protection programs and initiatives. The Health, Safety & Environment Committee also assists the Board with oversight of matters related to the enhancement of our global reputation, our corporate social responsibility and the stewardship and sustainability of our products. Each of the Committees regularly reports to the Board. We believe the current leadership structure of the Board supports the risk oversight functions described above by providing independent leadership at the Committee level, with ultimate oversight by the full Board.

4.8 PROCESS FOR EVALUATING THE HIGHEST GOVERNANCE BODY'S OWN PERFORMANCE, PARTICULARLY WITH RESPECT TO ECONOMIC, ENVIRONMENTAL, AND SOCIAL PERFORMANCE

The Nominating & Governance Committee coordinates an annual evaluation process by the directors of the Board's performance and procedures. This self-evaluation leads to a full Board discussion of the results.

The Lead Independent Director consults with each of the directors as part of the evaluation. The qualifications and performance of all Board members are reviewed in connection with their re-nomination to the Board.

The Audit & Finance Committee, Capital Investment Committee, Executive Compensation Committee, Health, Safety & Environment Committee and Nominating & Governance Committee each conduct an annual self-evaluation of their performance and procedures, including the adequacy of their charters and make recommendations, if any, to the Board as to proposed changes to their charter resulting from such review.

4.9 EXPLANATION OF WHETHER AND HOW THE PRECAUTIONARY APPROACH OR PRINCIPLE IS ADDRESSED BY THE ORGANIZATION

Albemarle actively implements numerous procedures and programs, which use the precautionary approach or principle. Through the careful and scientific testing and development of our products we strive to ensure our products are safe for both humans and the wider environment. We spend considerable resources in ensuring our compliance with both the letter and spirit of chemicals management and other relevant legislation/regulation, many of which are based upon the precautionary principle. Examples of such procedures and programs include:

- Whistleblower policy
- Code of Conduct
- Responsible Care® 14001 (RC14001®)
- Sustainable Development policy
- Community involvement (Natural disaster relief as an example)
- VECAPTTM (Voluntary Emissions Control Action Program), see for more details section EN-12.

4.10 LIST OF EXTERNALLY DEVELOPED ECONOMIC, ENVIRONMENTAL AND SOCIAL CHARTERS, PRINCIPLES OR OTHER INITIATIVES TO WHICH THE ORGANIZATION SUBSCRIBES OR WHICH IT ENDORSES

Albemarle has adopted a Health, Safety & Environmental Policy (the “HSE Policy”). The HSE Policy covers topics such as governance, safety stewardship, social responsibility, green chemistry principles, product safety and environmental obligations, people, and financial performance. The HSE Policy states that Albemarle aims to share information and implement best practices through collaboration across our organization, and to encourage its employees to perform at their highest potential, empowering them to prevent accidents or incidents before they happen through the creation of a safety-first culture. The HSE Policy provides that Albemarle will strive for continuous improvement in environmental performance. It endeavors that all of its employees (from business development to line management) will seek to minimize the environmental footprint of our operations by optimizing raw material, energy and water usage.

Albemarle considers product safety and the environmental impact of its products throughout the entire life cycle, including inception, design, development, manufacture, storage, transportation, distribution, marketing, use and disposal. The HSE Policy empowers employees to elevate issues to the appropriate level to ensure proper focus and resources are provided in the event they anticipate or must respond to any issue and (if necessary) to discontinue operations in order to take corrective actions and improve conditions before they lead to incidents. The goal is for no one to undertake a task unless it can be done in a safe and environmentally responsible manner. Albemarle has posted the HSE Policy to its website at <https://www.albemarle.com/sustainability/safety>

Following is a list of principles and initiatives that Albemarle has endorsed or adopted:

Principle / Initiative	Date of adoption	Countries	Stakeholders involved in development and governance	Voluntary/ Mandatory
ACC and Responsible Care®	1988	United States	American Chemistry Council and member companies	Voluntary
VECAP™	2006	EU, U.S., Japan, China, South Korea	Albemarle Corporation and other brominated flame retardant companies	Voluntary
ISO 9001, ISO 9002 and ISO 14001	Varies by facility	U.S., UK, Jordan, China, Austria, Germany, Netherlands	International Organization for Standardization and is administered by accreditation and certification bodies	Voluntary
Responsible Care® 14001 (RC14001®)	2005	United States	American Chemistry Council and member companies	Voluntary

4.11 MEMBERSHIPS IN ASSOCIATIONS (SUCH AS INDUSTRY ASSOCIATIONS) AND/OR NATIONAL/INTERNATIONAL ADVOCACY ORGANIZATIONS IN WHICH THE ORGANIZATION: * HAS POSITIONS IN GOVERNANCE BODIES; * PARTICIPATES IN PROJECTS OR COMMITTEES; * PROVIDES SUBSTANTIVE FUNDING BEYOND ROUTINE MEMBERSHIP DUES; OR * VIEWS MEMBERSHIP AS STRATEGIC

Active Pharmaceutical Ingredients Committee (APIC)	Aluminum Association
the Advanced Rechargeable & Lithium Batteries Organization (Recharge)	American Board of Industrial Hygiene (ABIH)
the American Chamber of Commerce to Asia (AmCham Asia)	American Chamber of Commerce in Belgium (AmCham Belgium)
American-Chile Chamber of Commerce (AmCham Chile)	American-China Chamber of Commerce (AmCham China)
American Chamber of Commerce to the European Union (AmCham EU)	American Chemistry Council (ACC)
American Chemical Society (ACS)	American Fuel and Petrochemical Manufacturers (AFPM)
American Industrial Hygiene Association (AIHA)	Amsterdam, Netherlands Region Business Association (ORAM)
Arbeitgeberverband Chemie-Nord	Arkansas Environmental Federation
Arkansas State Chamber Of Commerce and AIA (Associated Industries Of Arkansas)	Association of Chemical Industry of Texas (ACIT)
Association Connecting Electronics Industries (IPC)	Association of the Dutch Chemical Industry (VNCI)
Association of the German Chemical Industry (VCI)	Association of Industries of Antofagasta (Chile)
Association of Chemical Companies of Chile	Belgian federation for the chemical industry and life sciences (ESSENSCIA)
Blair Chamber of Commerce Safety Committee	Blair County Local Emergency Planning Committee (LEPC)
Board of Certified Safety Professionals (BCSP)	Bulk Pharmaceutical Task Force (BPTF)
Bromaid China	Bromaid Europe
European Chemical Industry Council (CEFIC)	Bromine Science and Environmental Forum (BSEF)
Berufsgenossenschaft Rohstoffe und chemische Industrie (BG RCI)	Cercle de Lorraine

Center for Chemical Process Safety	Channel Industries Mutual Aid (CIMA)
China Flame Retardant Society (CFRS)	China Plastics Processing Industry Association (CPPIA)
China RoHS Working Group	Comité électronique Belge
the Confederation of Netherlands Industry and Employers (VNO-NCW)	Drug, Chemical and Associated Technologies (DCAT)
Dutch Association for Energy, Environment and Water (VEMW)	E4 Carolinas
European Catalyst Manufacturers Association (ECMA)	European Centre for Ecotoxicology and Toxicology of Chemicals (ECETOC)
European Flame Retardants Association (EFRA)	The European non-ferrous metals industry trade association (Eurometaux)
East Harris County Manufacturers Association (EHCMA)	Explosion Research Cooperative
Flame Retardant Chemical Association of Japan	Forum Elektromobilität
General employers' association (AWVN)	Greater Baton Rouge Industrial Alliance (GBRIA)
Groupement Technique Français contre l'Incendie (GTFI)	Houston Regional Monitoring
Hungarian Chemicals trade association (MAVESZ)	Institute for Clean Air Companies (ICAC)
International Antimony Association (I2A)	International Molybdenum Association
International Society of Pharmaceutical Engineers	La Porte Citizens Advisory Council
La Porte Local Emergency Planning Committee (LEPC)	Louisiana Chemical Association (LCA)
Magnolia Economic Development Commission	Manufacturers Alliance for Productivity and Innovation (MAPI)
North American Flame Retardant Alliance (NAFRA)	North Carolina Sustainable Energy Association
Pennsylvania Chemical Industry Council (PCIC)	Portable Battery Recycle Association (PBRA)
Texas Chemical Council	Texas Industry project
Wildlife Habitat Council	3BL Association

4.12 LIST OF STAKEHOLDER GROUPS ENGAGED BY THE ORGANIZATION

As with any large and growing corporation, Albemarle has a range of stakeholder groups with which it engages on a range of issues. Stakeholder groups identified and engaged by Albemarle include:

- Customers
- Shareholders
- Employees
- Retirees
- Communities in which we operate - e.g. via the Albemarle Foundation and the Albemarle Care Fund. <https://www.albemarle.com/about/philanthropy/albemarle-care-fund>
- Consumers
- Suppliers
- NGO's - Albemarle seeks to engage with global, regional and national NGO's on a range of environmental, health and social issues. We try to explain the benefits of our products and show how we seek to reduce any negative impacts from our production processes. NGO's can also play a role in a number of legislative and regulatory processes in which we engage.
- Industry & Trade Associations - Albemarle is a member of over 120 trade associations across the globe. We join these associations for a number of reasons from information purposes to active advocacy through the association. We have identified a limited number of 'key' advocacy associations where we spend most our energies. We typically serve on the board of these bodies and use them to influence legislation or regulation of interest to Albemarle.
- Media
- Investment groups
- Governments and regulators - Albemarle engages with governments and regulators to defend our interests and promote those policies which are socially responsible and beneficial to the company.

4.13 BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDERS WITH WHOM TO ENGAGE

Engagement with identified stakeholders is an imperative to business success. We work to select stakeholders that:

- Are impacted by the decisions that Albemarle makes
- Impact Albemarle by decisions that they make

By using this focus for engagement, the involved parties are:

- Users of our products and their supply chain (customers and suppliers)
- Those who are impacted directly and indirectly by our choices (employees, retirees, communities in which we operate, etc.)
- Those who choose to invest in our company (shareholders, investment groups, etc.)
- Experts and stakeholders in the areas we operate (industry- and trade associations, governments and regulators, NGO's)
- Downstream users and spokespersons (consumers, media).

4.14 APPROACHES TO STAKEHOLDER ENGAGEMENT, INCLUDING FREQUENCY OF ENGAGEMENT BY TYPE AND STAKEHOLDER GROUP

Albemarle regularly engages each of our stakeholders in order to maintain strong relationships with them, share information and gather feedback. Depending on the stakeholder group, the method and frequency of engagement varies.

Employees

Albemarle regularly communicates company initiatives, news, goals and performance to employees through our Intranet, our website, quarterly employee townhall meetings, written memos and face-to-face meetings. The Intranet and website are maintained daily. Written memos are sent as needed, but at least quarterly. Performance updates and townhall meetings with

managers are made at least quarterly. In addition, in 2007 Albemarle formed the Albemarle Foundation, a 501(c) (3) nonprofit organization aimed at energizing employee donations of time, resources and money to community-based initiatives. Employees serve on an advisory board in each location where they oversee the Foundation's activities in that region, and employees vote on where monies are to be distributed. The Albemarle Care Fund is a global non-profit organization designed to enable employees and retirees around the world to directly help one another. The Care Fund provides funds to assist those who experience financial hardship due to a natural disaster, life-threatening illness or injury, death or other catastrophic circumstance.

Communities in which we operate

Each site continues to develop strong relationships by donating funds and time toward community initiatives focused on the areas of education, environmental sustainability and charitable contributions. The Albemarle Foundation directs these employee efforts. Since its inception, donations of time and money have increased each year, and the footprint of the Foundation now covers each community in the U.S. where we operate. Albemarle provides both paid and unpaid employee volunteer services, as well as retiree employee volunteer services. We open our gates at times to give area citizens insight into our facilities and operations. We provide technical assistance and in accordance with appropriate safety protocols by joining forces to protect communities and loan talent by mentoring with real-life role models to a variety of community organizations. Albemarle provides in-kind gifts in a variety of ways, such as donating 100% of materials for different Habitat for Humanity projects.

In addition, many of our US sites conduct Community Advisory Panels (CAPs) under the Responsible Care Management System, where site leaders and employees meet regularly with members of the community. The meetings are geared toward keeping the community informed of our operations, our performance and important initiatives as well as gathering feedback and suggestions from the local community members.

Shareholders and Investment Groups

The company holds quarterly earnings calls that are open to the public. Main participants are employees, shareholders, investment groups and analysts. During the calls, senior leaders report on the company's financial performance and major strategic initiatives. The calls further increase our visibility and transparency.

Media, Government and Regulators, Customers and Suppliers

In addition to quarterly earnings calls that are open to all groups, Albemarle staff host regular communications via phone, email or meetings with government officials and regulators worldwide to help ensure that Albemarle is focusing on the most significant regulatory concerns and the compliance of its products.

Monthly interaction happens via phone or meetings with customers and suppliers to discuss issues of concern (supply/demand issues, methods to reduce product emissions, regulatory issues, etc.). We work with Industry and Trade Associations on a regular basis (at least every month) to further our positions in these groups and externally. Albemarle interacts with NGO's at various meetings on a regularly basis to try to better understand their areas of concern and focus.

In addition, Albemarle routinely distributes press releases that are geared toward trade media, customers, regulators and/or suppliers. These news releases report on strategic initiatives, pricing and significant news within the company.

We work to select particular groups to interact with that have specific needs, concerns, and solutions. Ongoing dialog and communication with these groups provide insight into what we can do to enhance our focus and improve our processes throughout the organization.

4.15 KEY TOPICS AND CONCERNS THAT HAVE BEEN RAISED THROUGH STAKEHOLDER ENGAGEMENT, AND HOW THE ORGANIZATION HAS RESPONDED TO THOSE KEY TOPICS AND CONCERNS, INCLUDING THROUGH ITS REPORTING

Our advocacy efforts are focused on building, sustaining and defending our processes, products and the communities in which we operate. A primary focus is towards defending the science upon which our chemistry solutions are based as well as promoting sustainable solutions to global challenges. In addition, we are also protecting our customers' businesses and advocating for clean energy sources for the world and communities in which we operate. Examples of some of our primary areas of focus in 2018 are:

- Continuing the development and promotion of advanced solutions for industries with mercury control challenges: Through developing and promoting the use of our mercury control technologies, we not only help customers solve challenges with regulatory compliance, we also promote environmentally friendly solutions in response to concerns from our community members and global stakeholders.
- Support of increased fire safety standards with industry organizations and national regulatory bodies.
- Defending our continued ability to use cobalt salts in our catalysts which contribute to increased fuel quality and cleaner air standards.
- Implementation of the Lautenberg Chemical Safety Act (LCSA) a new chemical regulatory framework to replace Toxic Substances Control Act (TSCA) in the United States.

Albemarle advocates the use of science-based chemical legislative and regulatory processes in preference to product specific legislation. Through our advocacy efforts and our community relations efforts, we seek to not only gather feedback from multiple stakeholder groups, but we also seek to educate these stakeholders (government agencies, regulators, community members) on the merits of our science-based solutions and the positive impacts they have on the world in which we live and operate.

However, societal concerns raised by multiple stakeholders about certain chemicals is of particular concern to Albemarle. We have phased-out and replaced the flame retardants HBCD and DECA-BDE with new and safer alternatives. We continue to develop new flame retardant chemistries that, in addition to meeting economic and performance requirements, seek to be non-toxic, non-bioaccumulative, and facilitate recycling.

Albemarle is dedicated to the principles of Green Chemistry and Green Engineering, which is in line with discussions with multiple stakeholders (customers, consumers, NGO's, government and regulators, and media).

4.16 ORGANIZATION'S VALUES, PRICIPLES, STANDARDS AND NORMS OF BEHAVIOR SUCH AS CODES OF CONDUCT AND CODES OF ETHICS / INTERNAL AND EXTERNAL MECHANISMS FOR SEEKING ADVICE ON ETHICAL AND LAWFUL BEHAVIOR, AND MATTERS RELATED TO ORGANIZATIONAL INTEGRITY, SUCH AS HELP- OR ADVICE LINES / INTERNAL OR EXTERNAL MECHANISMS FOR REPORTING CONCERNS ABOUT UNETHICAL OR UNLAWFUL BEHAVIOR AND MATTERS OF INTEGRITY

Our Approach

Albemarle is committed to doing what is right. By conducting business with integrity, Albemarle fosters and sustains a culture where ethical business practices and compliance with applicable laws, regulations and company policies are the expected and normal course of conduct for Albemarle personnel.

Core Values

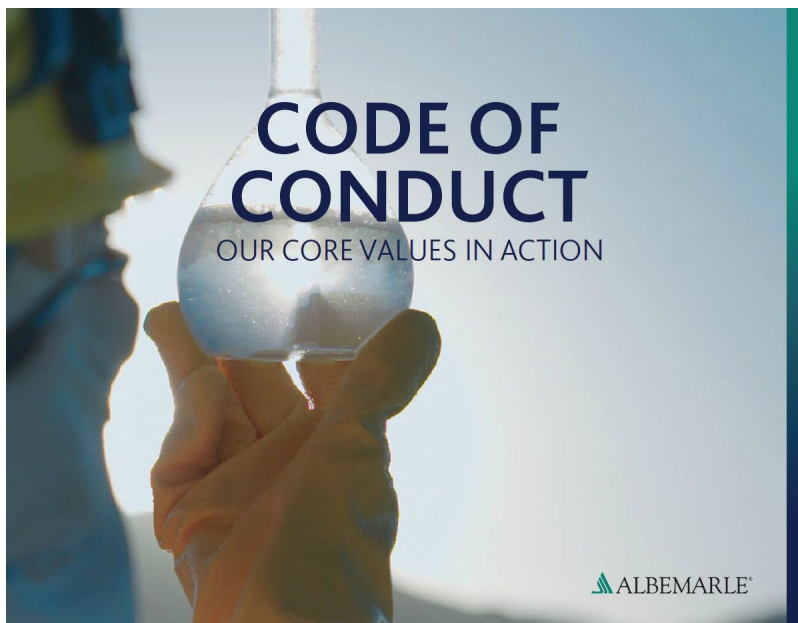
In 2017, Albemarle leadership began drafting its Core Values, which further frame how Albemarle conducts business. The Core Values were released in February 2018 and are:

- **Care:** We value safety and the well-being of each other. We help make our communities better. We are stewards of the environment.
- **Curiosity:** We encourage questions and wonder. We seek continuous learning, improvement and innovation.
- **Courage:** We are comfortable being vulnerable. We are willing to take informed and shared risks, but not shortcuts.
- **Collaboration:** We believe two are better than one when two act as one. We are empowered to perform our jobs and are accountable for the result.
- **Humility:** We share the credit and value the ideas of others - it's not about me. We value diversity of thoughts, experiences and cultures.
- **Integrity & Transparency:** We are our word. We do what we say. We communicate and act transparently. What you see is what you get.

Through a series of communications, and leader-led events, the Core Values were socialized throughout the company during 2018. In 2019 they will be further embedded within our policies, procedures and systems.

Code of Conduct

The Albemarle Corporation Code of Conduct (the “Code”), supporting our Core Value of Integrity, provides an overview of our expectations and standards for ethical behavior and compliance. Acting in accordance with the Code is a condition of employment and all Albemarle personnel are required to complete annual Code training.



The Code is managed by the Chief Compliance Officer, and is approved by the Board of Directors. The latest version of the Code was approved by the Board in August 2019. The Audit & Finance Committee is responsible for overseeing the adequacy of the Code of Conduct and obtaining confirmation from our senior management that the Code of Conduct and related policies are understood and implemented.

Reporting Suspected Violations of the Code of Conduct

Employees, and third parties, are encouraged to speak up when they see activity that is contrary to our Core Values, Code of Conduct, policies or local laws. Albemarle Corporation provides several channels by which employees and third parties can report suspected violations of the Code. Employees or others with concerns may report their concerns confidentially and anonymously through the following mechanisms:

- **Integrity Helpline:** 1-800-461-9330 (international access codes are listed at www.albemarle.com). The Integrity Helpline is available 24 hours a day, and allows the caller to record a voicemail message or speak directly to a live, independent operator in the language of the caller's choice. If the caller opts to speak to a live operator, the caller's message will be transcribed and submitted to the Chief Compliance Officer and the General Counsel.
- **Web:** IntegrityHelpline.Albemarle.com. The web-based Integrity Helpline allows employees or third parties to submit concerns in the language of their choice.
- **Audit & Finance Committee:** Concerns regarding Accounting Matters may be submitted to the Audit & Finance Committee Chair, c/o Chief Compliance Officer, Albemarle Corporation, 4250 Congress Street, Suite 900, Charlotte, North Carolina 28209 USA. In addition, issues may be raised directly to the Chief Compliance Officer (and any member of the Compliance Department), the General Counsel (and any member of the Legal Department), supervisors, other members of management, HR representatives, and internal auditors.

Albemarle does not tolerate any form of retaliation against anyone who raises a concern or participates in an investigation and has communicated this in the Investigations Policy, which was updated in October 2018.

An alert for each Helpline notice goes directly to the Chief Compliance Officer and the General Counsel. Promptly after receiving a Helpline report, the Chief Compliance Officer, in consultation as appropriate with the General Counsel, determines the steps to be taken. If an investigation is appropriate, the investigation will be conducted in accordance with the Investigations Policy. Helpline activity is monitored by and regularly reported to the Audit & Finance Committee of the Board of Directors.

Anti-Corruption Compliance

Albemarle is committed to playing a significant role in the global fight against corruption. The Code requires strict adherence to global anti-corruption and anti-bribery laws in jurisdictions in which Albemarle operates. Additionally, Albemarle has an Anti-Corruption Policy, updated in March 2019, that details what is required of its personnel and representatives. Any Albemarle personnel that fail to comply with relevant anti-corruption and anti-bribery laws may face disciplinary action, up to and including termination.

Other Compliance Policies

In addition to the processes described above, Albemarle maintains policies relating to antitrust, business travel, data privacy, gifts & hospitality, insider trading and procedures governing the pre-approval of charitable donations, community projects, commercial sponsorships, third party sales representatives and vendors who engage with government officials on behalf of Albemarle.

Related Person Transaction Policy

The Board of Directors has adopted a written Related Person Transaction Policy (the “RPT Policy”) that governs the review and approval of covered related person transactions. The Audit & Finance Committee of the Board of Directors manages the RPT Policy. The RPT Policy general provides that we may enter into a related person transaction only if the Audit & Finance Committee or the disinterested members of the Board of Directors approve the transaction in advance, such approval to include a determination in good faith that the transaction is in, or not inconsistent with, the best interests of the Company and its shareholders in accordance with the guidelines set forth in the RPT Policy and that the transaction is on terms at least as favorable to Albemarle as those that could be obtained in arm’s length dealings with an unrelated third party.

The Board of Directors has determined that the Audit & Finance Committee is best suited to review and approve related person transactions. Accordingly, in the event Albemarle determines to enter into a related person transaction, such transaction shall be presented to the Audit & Finance Committee for approval consistent with the standard set forth in the RPT Policy. Alternatively, the disinterested members of the Board of Directors may elect to determine whether to approve the transaction consistent with the same standard.

Any potential related person transactions brought to the Company's attention will be reviewed by the Company's Law Department, in consultation with management, to determine whether the transaction or relationship does, in fact, constitute a transaction requiring compliance with this policy.

After review, the Audit & Finance Committee shall approve or disapprove each related person transaction and at each subsequently scheduled meeting of the Audit & Finance Committee, management shall update the Audit & Finance Committee as to any material change to all approved transactions. In those instances in which the General Counsel, in consultation with the Chief Executive Officer or the Chief Financial Officer, determines that it is not practicable or desirable for the Company to wait until the next Audit & Finance Committee meeting, the Chair of the Audit & Finance Committee will possess delegated authority to act on behalf of the Audit & Finance Committee. The Audit & Finance Committee (or its Chair) shall report all reviewed related person transactions and its (or his) determination with respect to such related person transactions to the Board of Directors at its next regularly scheduled meeting.

The Audit & Finance Committee has reviewed the types of related person transactions described below and determined that each shall be deemed to be pre-approved by the Committee:

1. **Employment and compensation of executive officers.** Any employment by the Company of an executive officer of the Company if:

a. the related compensation is required to be reported in the Company's proxy statement under Item 402 of the Securities and Exchange Commission's (the "SEC's") compensation disclosure requirements (generally applicable to "named executive officers"); or

b. the executive officer is not an immediate family member of another executive officer or director of the Company, the related compensation would be reported in the Company's proxy statement under Item 402 of the SEC's compensation disclosure requirements if the executive officer was a "named executive officer", and the Executive Compensation Committee approved (or recommended that the Board approve) such compensation.

2. **Director compensation.** Any compensation paid to a director if the compensation is required to be reported in the Company's proxy statement under Item 402 of the SEC's compensation disclosure requirements and is approved by the Company's Nominating and Governance Committee;

3. Transactions where all shareholders receive proportional benefits. Any transaction where the related person's interest arises solely from the ownership of the Company's common stock and all holders of the Company's common stock received the same benefit on a pro rata basis (e.g. dividends).

For the purposes of the RPT Policy, a "related person transaction" is a transaction, arrangement or relationship (or any series of similar transactions, arrangements or relationships) in which the Company (including any of its subsidiaries) was, is or will be a participant and the amount involved exceeds \$120,000 and in which any related person had, has or will have a direct or indirect interest. For purposes of determining whether a transaction is a related person transaction, the Company, the Board of Directors and the Audit & Finance Committee may rely upon Item 404 of Regulation S-K, promulgated under the Securities Exchange Act of 1934, as amended.

A "related person" is any person who is, or at any time since the beginning of the Company's last fiscal year was, a director or executive officer of the Company or a nominee to become a director of the Company; any person who is known to be the beneficial owner of more than 5% of any class of the Company's voting securities; any immediate family member of any of the foregoing persons, which means any child, stepchild, parent, stepparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law of the director, executive officer, nominee or more than 5% beneficial owner, and any person (other than a tenant or employee) sharing the household of such director, executive officer, nominee or more than 5% beneficial owner; and any firm, corporation or other entity in which any of the foregoing persons is employed or is a general partner or principal or in a similar position or in which such person has a 5% or greater beneficial ownership interest.

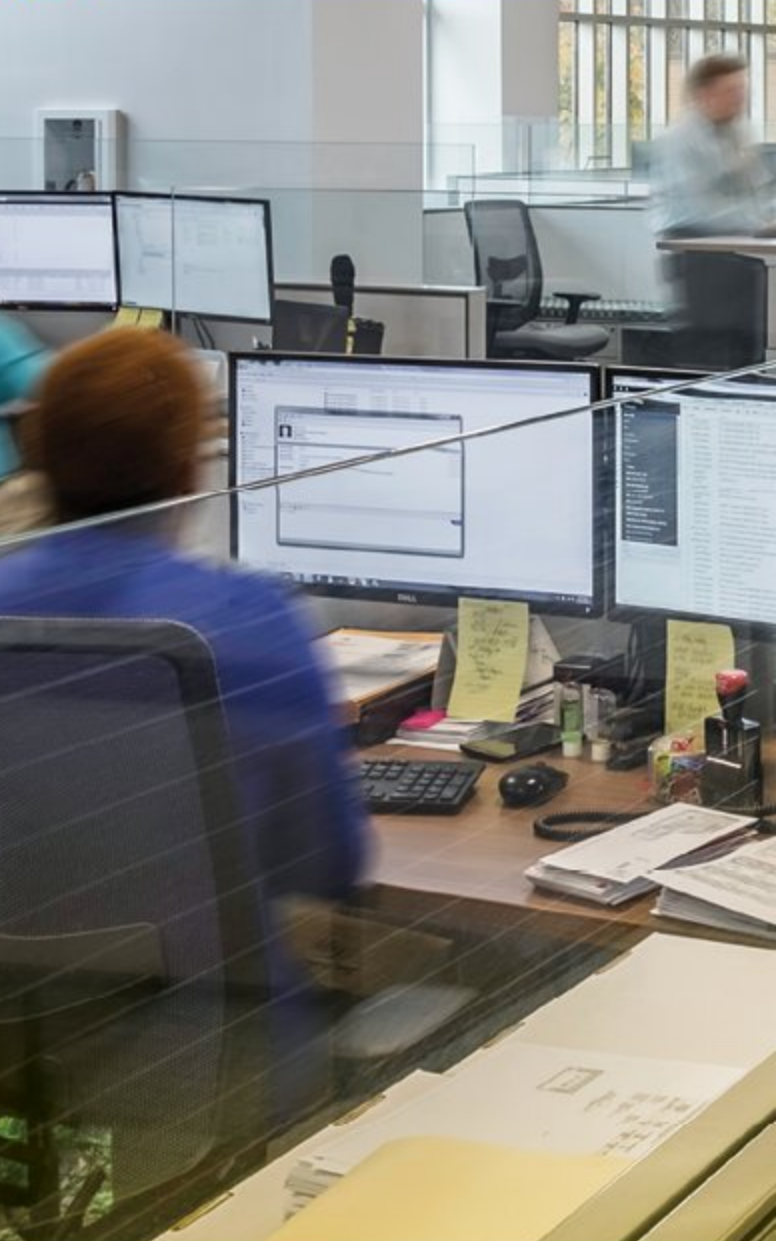
The Audit & Finance Committee was not presented with, and Albemarle did not participate in, any related person transactions in 2018.

Corporate Governance Guidelines

The Board of Directors has adopted the Albemarle Corporation Corporate Governance Guidelines (the "Guidelines"), which provide for the review by the Nomination & Governance Committee (and approval by the Board of Directors) of any requests by the CEO to serve as a director on another public company's board. In no event shall the CEO serve on more than three public company boards of directors including serving as a director of Albemarle. The Nominating &

Governance Committee must be notified of the intention of directors, the CEO and other executive officers to serve on another public company board of directors, following which the Nominating & Governance Committee must review the possibility for conflicts of interest and time constraints and the Board will approve the request to serve on another public company board of directors. The Guidelines also provide that no director of Albemarle may serve as a director of more than four other public companies, and any Albemarle director who is employed as chief executive officer of a publicly traded company may not serve as a director of more than three other public companies (including serving as a director of Albemarle and on his or her own board of the company and on his or her own board of directors). The Guidelines provide that current positions in excess of these limits may be maintained unless the Board determines that doing so would impair the director's service on the Board. The Guidelines state that a member of the Audit & Finance Committee should serve on no more than three public company audit committees unless the Board has determined that such simultaneous service will not impair such member's ability to effectively serve on such committee. The Guidelines also require each director to notify the Chair of the Nominating & Governance Committee of any conflicts or potential conflicts of interest.

ECONOMIC



DISCLOSURE OF MANAGEMENT APPROACH (DMA) - ECONOMIC

Albemarle is a leading global developer, manufacturer and marketer of highly-engineered specialty chemicals that are designed to meet our customers' needs across a diverse range of end markets. The end markets we serve include energy storage, petroleum refining, consumer electronics, construction, automotive, lubricants, pharmaceuticals, crop protection and custom chemistry services. We believe that our commercial and geographic diversity, technical expertise, innovative capability, flexible, low-cost global manufacturing base, experienced management team and strategic focus on our core base technologies will enable us to maintain leading market positions in those areas of the specialty chemicals industry in which we operate.

Secular trends favorably impacting demand within the end markets that we serve combined with our diverse product portfolio, broad geographic presence and customer-focused solutions will continue to be key drivers of our future growth. We continue to build upon our existing green solutions portfolio and our ongoing mission to provide innovative, yet commercially viable, clean energy products and services to the marketplace. We believe our disciplined cost reduction efforts and ongoing productivity improvements, among other factors, position us well to take advantage of strengthening economic conditions as they occur, while softening the negative impact of the current challenging global economic environment.



Scott Tozier, Executive Vice President & Chief Financial Officer

EC-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

CONSOLIDATED BALANCE SHEET

(In Thousands)	
31 December 2018	
Assets	
Current assets:	
Cash and cash equivalents	\$ 555,320
Trade accounts receivable, less allowance for doubtful accounts	\$ 605,712
Other accounts receivable	\$ 52,059
Inventories	\$ 700,540
Other current assets	\$ 84,790
Total current assets	\$ 1,998,421
Property, plant and equipment, at cost	\$ 4,799,063
Less accumulated depreciation and amortization	\$ 1,777,979
Net property, plant and equipment	\$ 3,021,084
Investments	\$ 528,722
Other assets	\$ 80,135
Goodwill	\$ 1,567,169
Other intangibles, net of amortization	\$ 386,143
Total assets	\$ 7,581,674
Liabilities and Equity	
Current liabilities:	
Accounts payable	\$ 522,516
Accrued expenses	\$ 257,323
Current portion of long-term debt	\$ 307,294
Dividends payable	\$ 35,169
Income taxes payable	\$ 60,871
Total current liabilities	\$ 1,183,173
Long-term debt	\$ 1,397,916
Post retirement benefits	\$ 46,157
Pension benefits	\$ 285,396
Other noncurrent liabilities	\$ 526,942
Deferred income taxes	\$ 382,982
Equity:	
Albemarle Corporation shareholders' equity:	
Common stock, \$.01 par value	\$ 1,056
Additional paid-in capital	\$ 1,368,897
Accumulated other comprehensive loss	\$ (350,682)

Retained earnings	\$ 2,566,050
Total Albemarle Corporation shareholders' equity	\$ 3,585,321
Non controlling interests	\$ 173,787
Total equity	\$ 3,759,108
Total liabilities and equity	\$ 7,581,674

The accompanying notes to the consolidated financial statements, can be found in our Annual report on Form 10-K for the fiscal year ended December 31, 2018, filed with the U.S.

Securities and Exchange Commission on February 27, 2019; this report may be found via

<https://investors.albemarle.com/financial-information/annual-reports>

EC-2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE

Growing concerns about climate change may result in the imposition of additional regulations or restrictions to which we may become subject. Climate changes include changes in rainfall and in storm patterns and intensities, water shortages, significantly changing sea levels and increasing atmospheric and water temperatures, among others. For example, there have been concerns regarding the declining water level of the Dead Sea, from which our joint venture, JBC, produces bromine. A number of governments or governmental bodies have introduced or are contemplating regulatory changes in response to climate change, including regulating greenhouse gas emissions. Potentially, additional U.S. federal regulation will be forthcoming with respect to greenhouse gas emissions (including carbon dioxide) and/or "cap and trade" legislation that could impact our operations. In addition, we have operations in the European Union, Brazil, China, Japan, Jordan, Saudi Arabia, Singapore and the United Arab Emirates, which have implemented measures to achieve objectives under the Kyoto Protocol, an international agreement linked to the United Nations Framework Convention on Climate Change ("UNFCCC"), which set binding targets for reducing greenhouse gas emissions.

The outcome of new legislation or regulation in the U.S. and other jurisdictions in which we operate may result in new or additional requirements, additional charges to fund energy efficiency activities, and fees or restrictions on certain activities. While certain climate change initiatives

may result in new business opportunities for us in the area of alternative fuel technologies and emissions control, compliance with these initiatives may also result in additional costs to us, including, among other things, increased production costs, additional taxes, reduced emission allowances or additional restrictions on production or operations. Any adopted future climate change regulations could also negatively impact our ability to compete with companies situated in areas not subject to such limitations. Even without such regulation, increased public awareness and adverse publicity about potential impacts on climate change emanating from us or our industry could harm us. We may not be able to recover the cost of compliance with new or more stringent laws and regulations, which could adversely affect our business and negatively impact our growth. Furthermore, the potential impact of climate change and related regulation on our customers is highly uncertain and there can be no assurance that it will not have an adverse effect on our financial condition and results of operations.

EC-3 COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS

The following provides a reconciliation of benefit obligations, plan assets and funded status of the plans, as well as a summary of significant assumptions for our pension benefit plans:

In thousands unless otherwise noted:

	Year Ended December 31, 2018			Year Ended December 31, 2017		
	U.S. Plans	Foreign Plans	Aggregate	U.S. Plans	Foreign Plans	Aggregate
<i>Change in benefit obligations:</i>						
Benefit obligation at January 1	\$ 685,963	\$ 275,006	\$ 960,969	\$ 665,688	\$ 246,280	\$ 911,968
Service cost	1,043	3,919	4,962	985	2,547	3,532
Interest cost	26,804	5,144	31,948	28,614	5,128	33,742
Plan amendments	—	233	233	—	—	—
Actuarial gain-loss	(36,844)	(17,885)	(54,729)	30,539	2,783	33,322
Benefits paid	(41,100)	(9,974)	(51,074)	(39,863)	(9,524)	(49,387)

Employee contributions	—	182	182	—	215	215
Foreign exchange loss (gain)	—	(12,632)	(12,632)	—	30,711	30,711
Settlements/ curtailments	—	(3,628)	(3,628)	—	(3,065)	(3,065)
Other	—	(62)	(62)	—	(69)	(69)
Benefit obligation at December 31	\$ 635,866	\$ 240,303	\$ 876,169	\$ 685,963	\$ 275,006	\$ 960,969

	Year Ended December 31, 2018			Year Ended December 31, 2017		
	U.S. Plans	Foreign Plans	Aggregate	U.S. Plans	Foreign Plans	Aggregate
Change in plan assets:						
Fair value of plan assets at January 1	\$ 580,396	\$ 79,478	\$ 659,874	\$ 538,082	\$ 68,875	\$ 606,957
Actual return on plan assets	(28,457)	(1,593)	(30,050)	80,613	6,260	86,873
Employer contributions	2,236	10,700	12,936	1,564	9,316	10,880
Benefits paid	(41,100)	(9,974)	(51,074)	(39,863)	(9,524)	(49,387)
Employee contributions	—	182	182	—	215	215
Foreign exchange gain (loss)	—	(4,519)	(4,519)	—	7,470	7,470
Settlements/ curtailments	—	(3,628)	(3,628)	—	(3,065)	(3,065)
Other	—	(62)	(62)	—	(69)	(69)
Fair value of plan assets at December 31	\$ 513,075	\$ 70,584	\$ 583,659	\$ 580,396	\$ 79,478	\$ 659,874
Funded status at December 31	\$(122,791)	\$(169,719)	\$(292,510)	\$(105,567)	\$(195,528)	\$(301,095)
Actual return on plan assets %	(4.9)%	(2)%	(4.55)%	14.98%	9.09%	14.31%

EC-4 SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

Program- /Project name	Funding received from	Funding for Albemarle
WBSO (tax incentive for R&D hours and R&D investments)	Netherlands Government	\$1,251,364
Subsidy Indirect emission costs ETS	Netherlands Government	\$128,988

Exchange rate: 1 Euro = \$ 1.2184 (May 9, 2019)

EC-5 RATIOS OF STANDARD ENTRY LEVEL WAGE COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION

Per December 31, 2018

Significant Location(s)	Lowest wage level	Country of State Lowest Level Wage	Wage period	Currency	Ratio Lowest Wage to Minimum Wage*
Americas- USA					
Arkansas, Magnolia Plants	18.58	8.50	Hour	USD	219%
Louisiana, BRT - Baton Rouge Tower	17.00	7.25	Hour	USD	234%
Louisiana, PDC- Baton Rouge Process Development Center	25.08	7.25	Hour	USD	346%
Michigan, South Haven Plant	24.19	9.25	Hour	USD	262%
Nevada, Silver Peak	19.70	7.25	Hour	USD	272%
North Carolina, Charlotte - Corporate Head Quarters	17.00	7.25	Hour	USD	234%

North Carolina, Kings Mountain	17.97	7.25	Hour	USD	248%
Pennsylvania, Tyrone Plant	19.39	7.25	Hour	USD	267%
Tennessee, New Johnsonville	32.95	7.25	Hour	USD	454%
Texas, Bayport Plant	23.75	7.25	Hour	USD	328%
Texas, Clear Lake Office	27.84	7.25	Hour	USD	384%
Texas, Pasadena Plant	29.37	7.25	Hour	USD	405%
Americas- Chile					
Antofagasta	725,924	276,000	Month	CLP	263%
Salar de Atacama	565,662	276,000	Month	CLP	205%
Santiago	345,000	276,000	Month	CLP	125%
Europe					
The Netherlands, Amsterdam	2,141	1,578	Month	Euro	136%
Albemarle Germany, Frankfurt and Langelsheim	3,540	1,442	Month	Euro	245%
Hungary, Budapest	301,533	149,000	Month	HUF	202%
Belgium, Louvain-la-Neuve	2,805	1,763	Month	Euro	159%
Asia Pacific					
China, Dalian	5,000	1,620	Month	CNY	309%
China, Shanghai,	11,280	2,420	Month	CNY	466%
China, Chengdu (Meishan)	2,830	1,650	Month	CNY	171%
China, Xinyu	2,830	1,470	Month	CNY	192%
Taiwan, Taichung Plant	28,800	21,009	Month	TWD	137%

* We here compare to the lowest wage rather than entry level (which is more multi interpretable).

EC-6 PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION

Albemarle does not have a global policy for granting preference to local residents when hiring in significant locations of operations. Local means: In the neighborhood of the location. As part of standard business practice, we review qualified candidates in local markets as well as outer markets to select the best candidates for positions.

Percentage of senior management hired from the local community at significant locations of operation		
Americas - USA		
Arkansas	Magnolia Plants	86%
Louisiana	BRT - Baton Rouge Tower	94%
Louisiana	PDC- Baton Rouge Process Development Center	86%
Michigan	South Haven Plant	69%
Nevada	Silver Peak	40%
North Carolina	Charlotte - Corporate Head Quarters	13%
North Carolina	Kings Mountain	20%
Pennsylvania	Tyrone Plant	33%
Tennessee	New Johnsonville	50%
Texas	Bayport Plant	50%
Texas	Clear Lake Office	75%
Texas	Pasadena Plant	84%
Texas	Pasadena Plant	15%
Americas, Chile		
Antofagasta	La Negra	30%
Salar de Atacama	El Salar	75%
Santiago	Santiago	67%
Europe		
The Netherlands, Amsterdam	Amsterdam	84%
Germany, Albemarle Germany	Frankfurt, Langelsheim	85%
Hungary, Budapest	Budapest	94%
Belgium, Louvain-la-Neuve	LLN	14%
Asia Pacific		
China, Dalian	Dalian	100%
China, Shanghai	Shanghai	93%
China, Chengdu (Meishan)	Meishan	100%
China, Xinyu	Xinyu	0%
Taiwan	Taichung Plant	75%

EC-7 DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES PROVIDED PROMARILY FOR PUBLIC BENEFIT THROUGH COMMERCIAL, IN-KIND OR PRO BONO ENGAGEMENT

The Albemarle Foundation® (a U.S. 501(c)(3) (charitable, tax-exempt) entity formed in 2007), which serves as the primary source and mechanism for our philanthropic giving, focuses on philanthropic efforts through monetary donations and volunteer efforts in the communities in which we live and operate. The local foundation councils at each site strive to make their communities stronger with an emphasis on the areas of education, health, social services and cultural initiatives. In 2018, the Albemarle Foundation distributed over \$5.6 million to deserving agencies, of which \$750,000 came from current and retired Albemarle employees and the Board of Directors. Since its 2007 inception, the Albemarle Foundation® has donated over \$28.5 million dollars into our communities, by giving to more than 200 agencies in locations where our employees live and operate. Our commitment to “Grow the Good” in our communities takes center stage in the programs offered by the Albemarle Foundation. The Albemarle Foundation has been launched at all of our U.S. sites and is currently being introduced to our locations outside of the U.S., thus keeping our employees engaged both domestically and internationally. The Albemarle Foundation’s major components include:

Foundation Grant Program- provides direct funding to local U.S. charitable (501(c)(3)) organizations engaged in at least one of these areas: education, social and health services and cultural resources. The Albemarle Foundation board and local site councils approve all grants.

Matching Gift Program- gives all eligible employees and retirees the opportunity to further support charitable organizations by matching individual donations on a one-to-one basis, up to specified maximum limits and certain qualifications.

Employee Volunteer Program- encourages volunteerism and recognizes the outstanding leadership and volunteer efforts of Albemarle employees and retirees by special grants.

Albemarle Gottwald Scholarship Program- awards independent scholarships to Albemarle employee dependents.

Albemarle Foundation Annual Community Campaign- supports local non-profit organizations in the areas of education, health and social services, and cultural initiatives. This employee-managed annual campaign collects employee and retiree pledges by payroll deduction or one-time payment, with the Albemarle Foundation handling distribution. Each year, Albemarle employees help select the following year's member agencies.

More information on our foundation and charitable efforts can be found at

<https://www.albemarle.com/about/philanthropy>



"We responded to Luke's challenge happily by volunteering at a Children's home in Santiago. The purpose of the home is to provide care to children who face social risk. More than giving gifts, we organized an entertaining morning and managed to raise funds from more than 70 employees who voluntarily contributed money to finance the activity."

ENVIRONMENTAL



DISCLOSURE OF MANAGEMENT APPROACH (DMA) - ENVIRONMENTAL

As responsible stewards of our global operations, we realize that we must be diligent in maintaining our processes, systems and equipment to the highest standards so that we do not leave a negative legacy.

From the initial concept, through design, construction, startup, operation and shutdown, we critically consider the robustness of our processes. We evaluate the chemicals used, the products and by-products produced, and the potential environmental impacts from water and energy consumption. Waste emissions are minimized starting at the bench scale.



We are a proud member of the American Chemistry Council and active participants in Responsible Care. Through its rigorous discipline, our Corporate RC14001 certification challenges us to identify key environmental aspects, set goals, and track progress on achieving those goals. On April 15, 2019, Albemarle was honored by The American Chemistry Council with the following awards:

- We were one of only 6 winners for the waste minimization, reuse and recycling award - Bayport's won for solid waste recycle improvement project for the CORACIS unit. In this project they eliminated process waste by recycling it back into the process. 250,000 pounds of waste have been recycled so far.
- We were one of 16 companies that won awards for energy efficiency, and we had two different projects that won:
 - Bayport won for their Improvement of Product Drying Equipment by Improved Feed Flow Control project. This project reduced the natural gas usage of process dryers

which reduced overall energy consumption. The project also allows for improvements in other areas of the plant, potentially further reducing the site's overall energy consumption.

- Magnolia won for the Bromine Tower Packing Replacement project. This project decreased overall steam usage for a process unit by upgrading equipment to one with a higher efficiency.

The environment and the regulatory framework charged with sustaining it constantly change. We strive to not only meet regulatory requirements but to exceed them through best practices from industry, benchmarking with peers, and implementation of our sustainability initiatives. Of these, we are most proud of our wildlife habitat projects. These wildlife habitats show us how fragile ecosystems are and how we, as good stewards, can nourish them and help them thrive.

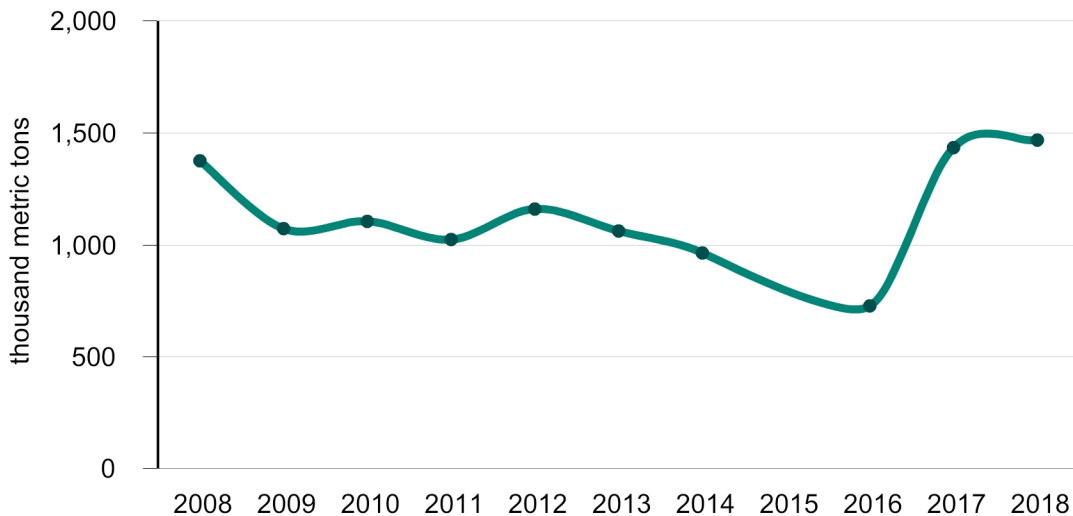


Michael Brown, Vice President, Health, Safety & Environment and Operational Excellence

EN-1 MATERIALS USED BY WEIGHT OR VOLUME

Albemarle tracks the consumption of process raw materials, energy products and the natural mineral resource bromine for the purposes of this indicator. The volume of packaging materials used in manufacture and transportation is not tabulated. In 2018, Albemarle used a total of 1.47 million metric tons of raw materials. This volume does not include materials transferred between production facilities or the use of water (see EN-3). The majority of materials used are categorized as non-renewable.

EN 1: Albemarle Material Usage



EN-2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS

In 2018, none of Albemarle’s raw materials were “non-virgin” material.

EN-3 TOTAL WATER CONSUMPTION

Albemarle’s water consumption totaled 12.06 million cubic meters in 2018 compared to 12.63 million cubic meters in 2017.

EN-4 WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER

There are no known significant negative impacts to water sources or related habitats resulting from Albemarle’s withdrawal of water.

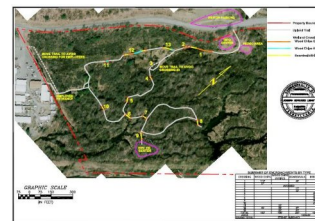
EN-5 OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

Process Development Center, Baton Rouge, Louisiana, USA: The facility borders Bayou Monte Sano



Magnolia, Arkansas, USA: 100 acres of wetlands bank near west plant where hard woods are planted. Of the acres of wetland (a) 50 acres of south plant artificial marsh are registered with the Wildlife Habitat Council and (b) the west plant has 20 acres of artificial marsh. 1,500 acres of forest are managed for timber (paper or structural).

Tyrone, Pennsylvania, USA: Approximately 10 acres of the site are wetlands and the facility borders Cook Creek. The site also has been a Wildlife Habitat Council certified Corporate Wildlife Habitat since 2008. In addition, the Albemarle Nature Trail (a 3/4-mile loop through a 50-acre section of deciduous forest, open meadow and wetlands formed by a beaver dam on Cook Hollow Creek, which nature trail and wildlife habitat is home to a wide variety of animal and plant species) is open to the public. Future plans include an observation deck, educational amphitheater for school groups and informational kiosks along the trail.





Amsterdam, Netherlands: The facility is adjacent to the city park forest "Het Vliegenbos" and the river IJ. "Natura 2000 areas" in the site's vicinity: (i.e., part of a European network of protected nature areas where certain species of animal and their natural habitats are protected in order to preserve biodiversity, with over 160 in the Netherlands alone as of 2016) include "IJmeer en Markermeer" (land and marshland).

El Salar, Chile: Los Flamencos National Reserve is a nature reserve located in the commune of San Pedro de Atacama, Antofagasta Region of northern Chile. The reserve covers a total area of 740 square kilometres (180,000 acres) or 73,986 hectares in the Central Andean dry puna ecoregion and consists of seven separate sections.



Other facilities include:

Location	Area of High Biodiversity or Protected Areas
Pasadena, Texas, USA	The facility borders 35 acres of wetlands.
South Haven, Michigan, USA	Lake Michigan is west of the facility.

EN-6 DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

The area identified in EN-5 for Magnolia, Arkansas has been positively impacted by the facility's actions. These areas include a 100-acre tract of land that has been reforested, 70 acres of artificially created marsh (certified by the Wildlife Habitat Council, a U.S. based organization that promotes and certifies habitat conservation and management on corporate lands through partnerships and education) and 1,500 acres of land that is managed for timber. In 2009, Wildlife Habitat Council named the facility a "Corporate Lands for Learning" location. This prestigious designation recognizes the learning opportunities created by our commitment to environmental

conservation and increasing native biodiversity across Magnolia's 100-acre tract of reforested land and 70-acre artificially created marsh, and promotes using "Wildlife at Work" certified land for hands-on environmental education by school and community groups. The Tyrone, Pennsylvania, USA facility achieved a Wildlife Habitat Council certification for their wooded uplands project. In addition, in 2008 our Orangeburg, South Carolina plant site was among Wildlife Habitat Council honorees. All these Wildlife Habitat Council properties are maintained for natural habitat and educational purposes.

In 2013, the Wildlife Habitat Enhancement Project at Albemarle's Process Development Center (PDC) in Baton Rouge, Louisiana achieved Wildlife at Work certification for the first time, making it the fourth Albemarle location to attain this designation. The newly created habitat at the PDC provides space for native pond cypress trees along a lake shoreline located adjacent to the site, as well as native wildflowers and grasses.

The Amsterdam, Netherlands facility partnered with the Foundation W. H. Vliegenbos, a Netherlands non-profit organization dedicated to preserving forested areas in North Amsterdam, Netherlands.

EN-7 DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

Albemarle collects data on direct and indirect primary fuel consumption at manufacturing facilities for the purpose of determining greenhouse gas (GHG) generation. In addition, data is also collected at our processing facilities on direct GHG generation from sources other than combustion of fuels. Factors for conversion of energy quantities to equivalent CO₂ are derived from data published by the American Chemistry Council. Generation efficiencies used for this calculation are derived from U.S. Department of Energy and American Chemistry Council data. The GHG impact of distribution of products and waste has not been assessed and is not included. The total direct and indirect greenhouse gas emissions for Albemarle in 2018 were 0.96 million metric tons and 1.05 million metric tons in 2017.

VESPA - Product Drying Equipment by Improved Feed Flow Control

Drying operations are an important part of the production unit at Albemarle's Bayport site. As part of the site-wide productivity improvement effort at the Bayport site the VESPA team identified opportunity for improvement on both flash dryer streets in the VESPA unit. Improved control on these energy intensive processes by way of coriolis meters on the slurry feed system

allowed the process to reduce variability and run overall more efficiently. Energy usage of these dryers is reduced by 9% per unit of production and overall energy consumption by 9,900 MMBTU/yr and CO2 production by 530 tons annually for the site. These reductions in energy give Albemarle and the Bayport site a guide to use in similar applications to continue reducing energy consumption and position the company for sustainable production into the future.

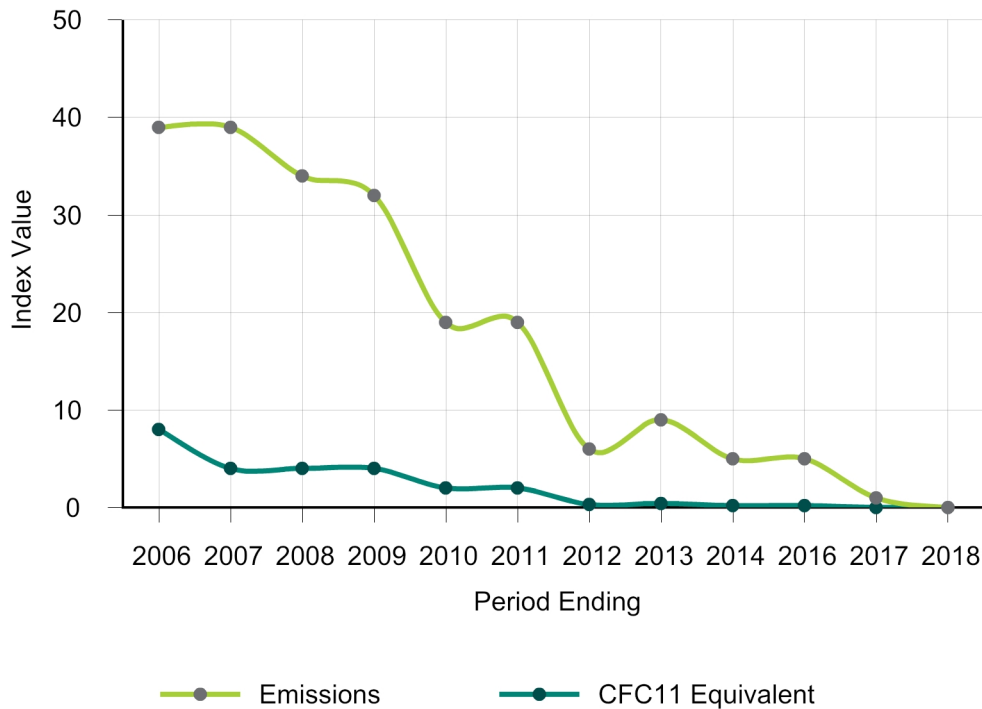


The VESPA Team

EN-8 EMISSIONS OF OZONE-DEPLETING SUBSTANCES BY WEIGHT

In 2018, Albemarle’s emissions of ozone depleting substances consisted mainly of R-22. The 2018 emissions of ozone-depleting substances totaled 0.20 metric tons.

EN-10: Ozone Depleting Substance Emissions



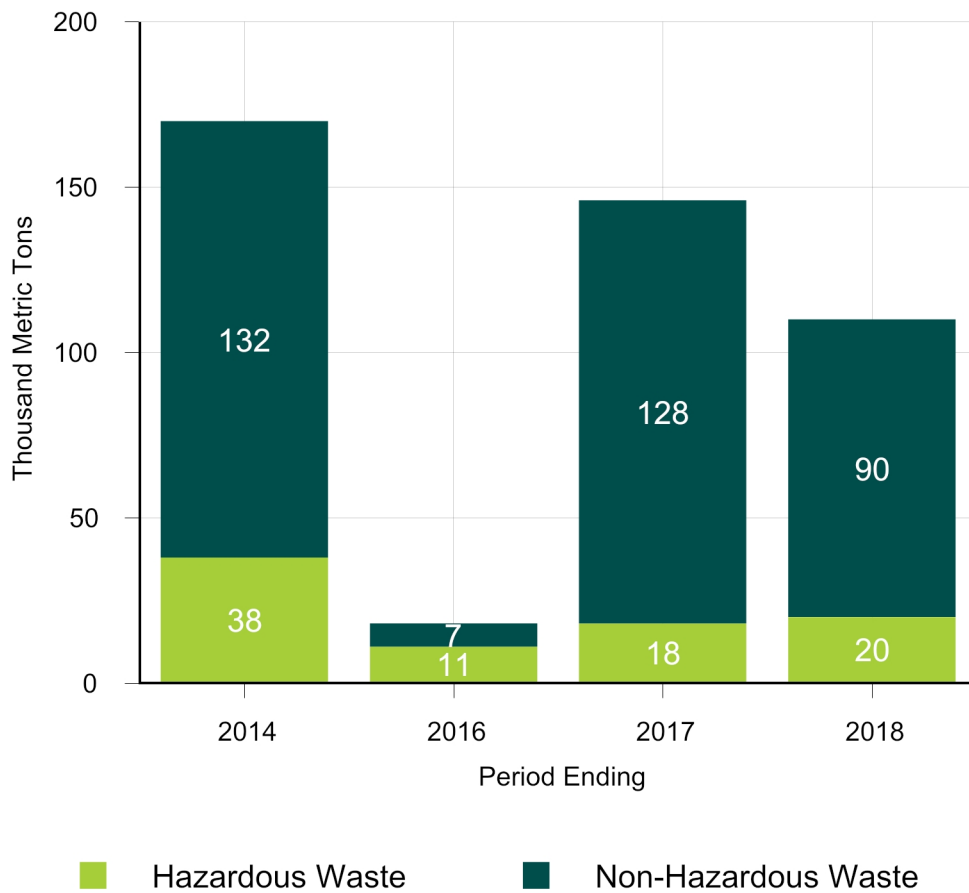
EN-9 NO_x, SO_x AND OTHER SIGNIFICANT AIR EMISSIONS BY TYPE AND WEIGHT

Albemarle tabulates NO_x and SO_x and Hazardous Air Pollutant (HAP) emissions at manufacturing sites for the purpose of this indicator. These values are based on a combination of calculations, measured values and permitted limits. NO_x emissions in 2018 totaled 639 metric tons (464 metric tons in 2017). SO_x emissions totaled 3,056 metric tons (3,215 metric tons in 2017). HAP emissions totaled 64 metric tons (76 metric tons in 2017).

EN-10 TOTAL WEIGHT OF WASTE BY TYPE

Each Albemarle manufacturing site tabulates hazardous and non-hazardous waste generation. 2018 generation of hazardous waste was 20 thousand metric tons. Non hazardous waste generation in 2018 totaled 90 thousand metric tons. The non-hazardous total does not include wastewaters.

EN-10: Waste Generation





The Coracis Team

CORACIS I - Solid Waste Recycle Improvement - The CORACIS unit at the Bayport site was originally installed three decades ago. Since then, the assets of the unit have changed service and throughput since the original design. The unit was originally designed to recycle water and chemicals from a scrubbing unit. However, since the change in service, these recycle lines became increasingly prone to pluggage, limiting and eventually cutting off all routes to recycle this stream. With no recycle routes available, this stream of water and chemicals is sent via trench to Bayport's waste water treatment system, where it cannot be recovered.

The cross-functional productivity team collaborated to identify improvements in the pipe routing and logic changes that would allow for the sustainable recycle of a valuable stream. These changes were completed in August of 2018 and the remainder of 2018 saw an average reduction of raw material usage, or increase in mass intensity, by 11% in this unit. Since implementation, over 250,000 pounds of chemical that would have become waste were recycled back into the process to be utilized in the product, improving both the productivity and reducing waste generation.

EN-11 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

Albemarle tabulates and records all spills and releases that cause serious off-site impacts. Significant spills include those incidents where there is major environmental impact or impact to employees or the public. Albemarle designates these spills as 'Level 3' events. Albemarle experienced no such events in 2018. A total of 13 minor leaks occurred in 2018, none of which constituted Level 3 events.

EN-12 EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCT AND SERVICES

Albemarle (together with other producers) has implemented a unique product stewardship program for its flame retardants. VECAP™ (Voluntary Emissions Control Action Program) is an innovative and excellence-driven way of doing business, based on ISO 14001 principles. It demonstrates the commitment of the industries involved to act in the interest of society and the environment while enhancing the competitiveness of local industries. It offers all companies - small, medium and large - equal access to the industry's expertise in environmental best practices as well as procedures that drive continuous improvement and allow benchmarking for other industries to apply similar principles. VECAP™ uses basic tools to help users of chemicals understand where material is used and intentionally or unintentionally discarded. The VECAP™ process is focused on measuring and reducing emissions during use, is fundamentally a continuous improvement system, and is designed to be cost-effective and simple to implement.

For over ten years, Albemarle has conducted VECAP™ surveys at our Brominated Flame Retardant customers in China, Europe, Japan, Korea and North America. Approximately 90% of the volume sold in those regions or countries, mainly Europe, was covered with surveys.



Potential emissions to air, water and land were estimated, and recommendations were provided for the implementation of the best available techniques, which allow for reduction of these potential emissions. The main area of emission concerns that we learned of through the surveys is the disposal of packaging waste. If incineration or chemically controlled landfill is not the method of disposal, the residues in the packaging are likely to end up in the environment. Through this analysis, enhanced best practices were implemented to further reduce the amount of materials entering the environment.

Significant progress has been made in the last ten years as the program has evolved and participation has increased. A greater portion of the worldwide volume is covered than ever, and the potential reduction in potential emissions has exceeded all expectations. The results have been very strong, but we think they can be even better as the role of product stewardship has never been more important. We continue to believe and expect that VECAP™ will serve as a salient pillar in our overall efforts.

The original VECAP™ program relied on data collection surveys to measure performance and demonstrate that year over year trends of potential emissions were continuing to decline.

BSEF - The International Bromine Council, and its member companies have decided to discontinue the traditional data collection via the surveys and take a new approach to promote VECAP™ as a valid risk reduction tool for users of brominated flame retardant additives. As part of this commitment, BSEF is undertaking a revision and updating of the VECAP™ Code of Best Practice to refresh its content and guidance and to take account of recent policy and regulatory developments notably the Circular Economy and REACH. The update will also include updates of recommended best practices. The intention is for the revised and updated code to be launched in 2019.

As part of this update, BSEF will be putting in place a plan to ensure the updated Code is widely disseminated amongst downstream user organizations and industries as well as being actively promoted and shared with other stakeholders including regulators and policy makers. The updated code and related materials will also be made available via an updated dedicated VECAP™ web portal <https://www.vecap.info/>

EN-13 PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY

2,079 Metric tons of products and packaging were identified in 2018 that were directly reclaimed by Albemarle.

EN-14 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

Albemarle maintains a very robust management system for environmental performance and compliance.

In 2018, penalties for environmental infractions were not material, and any required corrective measures had been implemented prior to the receipt of the final enforcement action.

In 2018, one of our Chinese plants received a non-monetary sanction to cease operations for a two week period while an environmental rectification plan was put into place. That plan is being executed on schedule and in cooperation with the authorities.



**SOCIAL:
LABOR PRACTICES
DECENT WORK**

DISCLOSURE OF MANAGEMENT APPROACH (DMA) - LABOR PRACTICES AND DECENT WORK

Albemarle's culture, fundamentally, is all about people. We have comprehensive employee orientation and development programs in which we address our core values, our Code of Conduct, and our expectations for a workplace that values and respects diversity of thought, nationality, race, and other values and beliefs. Throughout an individual's development with the company, we continue to reinforce those very important values.

We believe that fostering a highly effective and values based workforce is the unique determinant of sustained business success. Albemarle strives to provide an environment that values results of individuals and teams, while emphasizing respect for each other and effective communications. Employees are expected to raise to their supervisors, workplace issues that represent a risk to the company, violate the policies of Albemarle, or threaten a safe and successful work environment. We maintain an open door practice that allows employees multiple avenues for expressing and ensuring resolution of any issues.

We also believe in investing in the whole person and providing support and resources so that individuals can operate at their best at work, at home and in their communities. We provide comprehensive health and welfare benefits and support healthy lifestyles through our network of employee Wellness Ambassadors.

Furthermore, we work to teach employees the importance of physical, emotional, mental and spiritual renewal with the goal of ensuring that the employee is able to operate at high levels of performance now and into the future. This commitment is grounded in our core values: Care, Courage, Curiosity, Collaboration, Humility and Integrity & Transparency, six fundamental principles that guide our decisions, behavior and relationships inside and outside the organization. These core values are the foundation of Albemarle's business practices, and are the foundation of a strong and healthy organizational culture.

We endeavor to abide by all applicable employment laws regarding employment decisions, including recruitment, hiring, placement, promotion, reassignment, compensation, training, discipline and dismissal. We work to make reasonable accommodations as required by applicable law for individuals with disabilities. It is our policy to comply faithfully with the applicable

immigration laws and regulations. We also endeavor to abide by applicable labor laws at all global facilities.



DeeAnne Marlow, Chief Human Resources Officer

LA-1 TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT, AND REGION

2018 Worldwide Staffing Summary (as of December 31, 2018)

Region	Employees		Contractors	Total
	Regular Employment	Fixed Term Employment		
North America	2098	0	962	3060
Latin America	685	34	45	764
Europe, Middle East and Africa	1348	152	131	1631
Asia Pacific	1247	6	50	1303
TOTAL*	5378	192	1188	6758

* Total does not include employees of our consolidated joint ventures.

LA-2 TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER, AND REGION

Response for December 31, 2018:

Category		Average headcount	Terminations		% Turnover		New Hires		New Hires minus Terminations	
			Voluntary	Involuntary	Voluntary	Involuntary	Nr	%	Nr	%
Gender	Male	3,921	256	247	7%	6%	317	8%	-186	-5%
	Female	1,109	116	72	10%	6%	160	14%	-28	-3%
	Non-disclosed	385	51	27	13%	7%	538	140%	460	119%
Age group	Age < 30	676	121	43	18%	6%	120	18%	-44	-7%
	Age 30-50	2,846	163	200	6%	7%	298	10%	-65	-2%
	Age > 50	1,484	91	82	6%	6%	60	4%	-113	-8%
	Non-disclosed	409	48	21	12%	5%	537	131%	468	114%
Region	North America	2,129	240	207	11%	10%	325	15%	-122	-6%
	Latin America	663	11	47	2%	7%	175	26%	117	18%
	EMEA	1,495	92	49	6%	3%	149	10%	8	1%
	Asia Pacific	1,128	80	43	7%	4%	366	32%	243	22%
Total per Category		5,415	423	346	8%	6%	1015	19%	246	5%

LA-3 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY MAJOR OPERATIONS

Response for December 31, 2018:

Region	Name(s)	Minimum Benefits for Full-Time Employees	
North America	USA	All Locations	Part-timers receive the same benefits as full timers, unless they work less than 30 hours a week. Part-timers that work less than 30 hours a week do not receive benefits, other than the Health and Dependent Care Accounts (we do not employ any part-timers in the US that work less than 30 hours a week). Temporary employees are not eligible for benefits.
Latin America	Chile	All Locations	Temporary employees only receive Life insurance. Sites does not employ part-time employees
Europe	Netherlands	Amsterdam	Part-timers receive the same benefits as full timers.
	Hungary	Budapest	Part-timers receive the same benefits as full timers. Temporary employees are not eligible for benefits
	Germany	All locations	Part-timers receive the same benefits as full timers. Temporary employees are not eligible for benefits
	Belgium	Louvain-La-Neuve	Part-timers receive the same benefits as full timers. Temporary employees are not eligible for benefits
APAC	China		Part-timers receive the same benefits as full timers. Temporary employees are only eligible for statutory social security benefits and supplemental insurance.
	Taiwan		Part-timers receive the same benefits as full timers. Temporary employees are only eligible for statutory social security benefits and supplemental insurance.

LA-4 PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Response for December 31, 2018:

Region	Country	Nr of Employees	Nr of Employees represented by Unions/CBA	% of Employees represented by Unions/CBA
North America	USA	2,095	143	7%
Latin America	Chile	716	604	84%
Europe	Netherlands	452	429	95%
	Hungary	207		0%
	Germany	675	540	80%
	Belgium	53		0%
APAC	China	1,126		0%
	South-Korea	18		0%
	Singapore	13		0%
	Taiwan	58		0%
	Japan	23		0%
	Australia	15		0%

LA-5 MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES, INCLUDING WHETHER THESE ARE SPECIFIED IN COLLECTIVE AGREEMENTS

At all locations we follow the legal requirements for minimum notice periods for operational changes.

Response for December 31, 2018:

Region	Country	Major Locations	Minimum Notice Periods for Operational Changes
North America	USA	Pasadena, Houston Texas	Schedule change notice - One week (7 days)
		Process Development Center, Baton Rouge Louisiana	One week (seven consecutive days) Employees having one (1) or more years of service in accordance with the COMPANY's rules and regulations, will be given not less than one (1) week's notice prior to layoff on account of lack of work.
		New Johnsonville, Tennessee	When an employee is to be laid off, the Company will notify the affected employee two (2) weeks prior to the layoff. Whenever possible, the Union will be given said notification before the affected employees are notified.
		All other US locations	N/A
Latin America	Chile	All Locations	30 days

Europe	Netherlands	Amsterdam	The process and the parties involved depend on the size of the change. The Work Council is informed of, and their advice is requested on decisions the management intends to take regarding Operational Changes. This process takes a minimum of two months. For changes of a significant size (downsizing of more than 20 people) the Unions are consulted. In the event of collective redundancies of more than 20 people, following Union consultation, permission is requested from the Dutch Employee Insurance Agency (UWV). The request to the UWV must be made 3 months prior to the contract termination.
	Hungary	Budapest	No minimum notice period applicable
	Germany	All locations	The process and the parties involved depend on the type & size of the change. The Work Council needs to be informed and in case the change is impacting employees, then an agreement between company and works council needs to be negotiated. Depending of the impact that may take several months.
	Belgium	Louvain-La-Neuve	No minimum notice period applicable
APAC	China	All Locations	No minimum notice period applicable
	Taiwan		No minimum notice period applicable

LA-6 PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

Almost all Albemarle's US sites are ISO/RC 14001 certified. As part of the certification process, each site must have a Responsible Care Steering Committee (RCSC), led by the plant manager for overseeing the sites Responsible Care Management System. The RCSC will include a cross-sectional representation of the site (salary, wage and any nested contractor organization). The

RCSC will work with the site management to set the site HS&E policies and -procedures consistent with the Corporate HS&E policies and -procedures, to establish site specific significant HS&E aspects along with the operation controls for such aspects, to establish and monitor the HS&E objectives for the site, and to routinely evaluate HS&E programs for the site. The site RCSC's will meet at least four times per year (typically quarterly - some sites changed to monthly meetings) and they report annually to the Corporate RCSC on the status of their site-specific significant HS&E aspects and objectives.

Germany requires that there be a Safety Council (Arbeitsschutzausschuss - ASA) for the German sites, which at meets at least four times a year. Representatives of the workforce in this Safety Council are members of the works council (Betriebsrat) and the Speaker of the safety advocates (Sicherheits-beauftragte). The ASA Safety Council represents the total workforce on the German sites.

At the Amsterdam site, two special Works Council Commissions (Safety, Health & Environment Commission and Personnel Commission, respectively) meet with management to discuss the Safety, Health, Environment and Wellbeing on a monthly basis. These commissions represent the total workforce on the site.

The location in Louvain-la-Neuve in Belgium has a 'Comité de Prévention et de Protection au travail'. The committee meets on a regular basis to discuss Health and Safety issues.

Chile - Both production sites have committees which are required by Chilean government.

LA-7 TYPE OF INJURY AND RATES, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES BY REGION

Albemarle global - injury metrics

	2018	2017	2016	2015	2014
Injury rate	0.54	0.56	0.53	0.57	0.33
Occupational diseases	0	0	0	0	0
Lost days	524	747	258	551	175
Absenteeism	No Data	No Data	No data	No data	No data
Work-related fatalities	0	0	0	0	0
Contractor rates	0.69	0.50	0.00	0.72	0.54

Absenteeism is a metric that neither Albemarle nor any regulatory authority within whose jurisdiction we operate requires. We do not report on this issue and have no intention of reporting in the future as the disclosure is not material to our business because we have a robust on-the-job and off-the-job safety program to ensure that employees are aware of best practices in maintaining their health and wellness.

LA-8 WORKERS WITH HIGH RISK INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION

Albemarle provides training, counseling, prevention, risk-control programs and training for handling of diseases. These programs vary by region. Albemarle does not have a high incidence or risk of specific occupational diseases. We have proactive wellness programs that provide information and resources for good nutrition, exercise and stress management.

LA-9 PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS

We invest in our employees through many different channels. At all locations, we use internal training programs for skill development. Programs range from broad leadership programs to specific skill development such as welding. The internal training programs are supplemented with external programs that provide for new skill development or skill refresher. Additionally, for those eligible individuals willing to make the commitment, we support employees' continuing education aspirations by funding university tuition and allowing the necessary time for classroom attendance.

In addition to our education and training programs, we also offer outplacement services to employees who leave the organization due to a significant reduction-in-force.

LA-10 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

100%: Each employee, either through a formal and/or informal process, receives feedback on his/her performance from his/her supervisor at least every six months.

LA-11 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

For 2018:

Significant Location(s)	Name(s)	Average Hours of Training/ Employee /Year
Americas - USA		
Arkansas	Magnolia Plants	61.6
Louisiana	BRT - Baton Rouge Tower	15.7
Louisiana	PDC- Baton Rouge Process Development Center	19.0
Michigan	South Haven Plant	278.0
Nevada	Silver Peak	20.0
North Carolina	Charlotte - Corporate Head Quarters	5.0
North Carolina	Kings Mountain	5.2
Pennsylvania	Tyrone Plant	24.2
Tennessee	New Johnsonville	10.0
Texas	Bayport Plant	90.9
Texas	Clear Lake Office	20.0
Texas	Pasadena Plant	7.0
Americas - Chile		
Antofagasta	La Negra	33.8
Salar de Atacama	El Salar	24.6
Santiago	Santiago	25.1
Europe		
The Netherlands, Amsterdam	Amsterdam	18.6
Germany, Albemarle Germany	Frankfurt, Langelsheim	22.0
Hungary, Budapest	Budapest	18.0
Belgium, Louvain-la-Neuve	LLN	16.5
APAC		
China, Dalian	Dalian	24.8
China, Shanghai	Shanghai	20.6
China, Chengdu (Meishan)	Meishan	54.5
China, Xinyu	Xinyu	54.4
Taiwan	Taiwan	15.6

LA-12 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN BY EMPLOYEE CATEGORY, BY SIGNIFICANT LOCATIONS OF OPERATION

As an organization, we have a philosophy as well as a practice of paying equitable for the same job across genders.

SOCIAL: HUMAN RIGHTS



DISCLOSURE OF MANAGEMENT APPROACH (DMA) - HUMAN RIGHTS

People and Development

We recognize that our greatest asset is our people. We invest time, energy and money to ensure that our workforce has the necessary knowledge and expertise to conduct its work in a safe and environmentally responsible manner, and we reinforce our initial training throughout the employee life cycle. This training benefits not only the company, but also provides personal development that employees can utilize to realize their full potential. We provide refresher courses and host forums that promote information exchange between employees within their own facilities as well as with their colleagues at other Albemarle locations. Our relationships with our employees are grounded in a firm commitment to our core values: Care, Courage, Curiosity, Collaboration, Humility and Integrity & Transparency. These values drive decisions, our behavior and the way we interact with each other, our clients and our communities. We firmly believe that to improve the future, we must learn from the past. Cross-communication between our performance and empowering our employees to make good choices for us and their facilities, sharing experiences and lessons learned and establishing best practices are critical to improving communities in which we operate.



DeeAnne Marlow, Chief Human Resources Officer

HR-1 TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED

Our global employees received one hour of employee training on the Code of Conduct (including human rights). This is a mandatory annual update for all employees. New employees receive Code of Conduct training as part of new hire on-boarding. Employees that are on leave will receive this required training upon returning to work.

HR-2 TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

In 2018 there were no incidents of discrimination.

HR-3 OPERATIONS WHERE THE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING RIGHT IS EXERCISED

Significant Location(s)		Representative Organization
Americas - USA		
Louisiana	PDC- Baton Rouge Process Development Center	United Steel Workers
Tennessee	New Johnsonville	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO-CLC, on behalf of its Local 007
Texas	Pasadena Plant	United Steel Workers; Sheet Metal Workers International Association; United Association of Journeymen & Apprentices of Plumbing and Pipe-fitting Industry; and International Brotherhood of Electrical Workers

Americas, Chile		
Antofagasta	La Negra	<i>For Production Workers:</i> Sindicato de Establecimiento de Trabajadores Rockwood Litio Planta La Negra <i>For Supervisors:</i> Sindicato de Supervisores, Administrativos y Técnicos de Albemarle Limitada (SPAT) Sindicato de Empresa N°4 de Trabajadores Albemarle Ltda
Salar de Atacama	El Salar	<i>For Production Workers:</i> Sindicato de Trabajadores de Empresa Albemarle Salar <i>For Supervisors:</i> Sindicato de Supervisores, Administrativos y Técnicos de Albemarle Limitada (SPAT) Sindicato de Empresa N°4 de Trabajadores Albemarle Ltda
Santiago	Santiago	<i>For Supervisors:</i> Sindicato de Supervisores, Administrativos y Técnicos de Albemarle Limitada (SPAT) Sindicato de Empresa N°4 de Trabajadores Albemarle Ltda
Europe, Middle East and Africa		
Europe		European Works Council
Amsterdam, the Netherlands	Amsterdam	Works Council Collective Labor Agreement with FNV Procesindustrie and CNV Vakmensen (site agreement)
Albemarle Germany, Germany	Frankfurt, Langelsheim	Works Council Collective Labor Agreement for the chemical industry
Budapest, Hungary	Budapest	None
JBC (Jordan Bromine Company Ltd. , 50% joint venture)	Jordan	Jordanian Engineers Association (JEA) and The General Union of Petroleum and Chemical Workers (GUPC)
Asia Pacific		
Taichung, Taiwan	Taiwan	No union in Taiwan but a Labor-Management Conference would be held when necessary.

HR-4 OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR, AND MEASURES TAKEN TO EFFECTIVE ABOLITION OF CHILD LABOR

Albemarle has identified no operations as having significant risk for incidents of child labor; so it has not had to take any elimination measures.

HR-5 OPERATIONS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR

Albemarle has identified no operations as having significant risk for incidents of forced or compulsory labor; so it has not had to take any elimination measures.

HR-6 PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS

100% of overall global security personnel has been trained in policies and procedures concerning aspects of human rights that are relevant to our operations.

SOCIAL: SOCIETY



DISCLOSURE OF MANAGEMENT APPROACH (DMA) - SOCIAL SOCIETY

Our goal is for Albemarle to be the most sustainable specialty chemical company in the world. Our Core Value “Care” means that “we value safety and the well-being of other. We help make our communities better. We are stewards of the environment.”

These principles do not stop at the end of the workday, or outside the workplace. Albemarle employees and contractors are asked to maintain a heightened sense of awareness of their actions on and off the job and we pro-actively seek to advocate this philosophy in our communities and with those with whom we interact on a daily basis.



We are committed to making a positive impact in the communities in which we live and operate by advancing education, health and social services, cultural initiatives and volunteerism.

We are committed to making a positive impact in the communities in which we live and operate by advancing education, health and social services, cultural initiatives and volunteerism.

In 2007, we launched the Albemarle Foundation. Since then, we have provided over \$28.5 million in grants to organizations that fulfill our mission around the globe. In 2018 alone, we had over 14,000 logged hours of volunteerism by employees through the Albemarle Foundation Volunteer Grant program. That, to us, is the key of social responsibility - with whom our employees are engaging, how our employees are living their lives and what our employees are doing to make the communities in which they live and raise their families', better places. The Albemarle Foundation offers that strong platform for active volunteerism and an ability to leverage our philanthropic giving. We call it “Growing the Good Global”.

In addition to the activities of the Albemarle Foundation there are also many more local activities developed throughout the Albemarle organization. One example of these is the work done for the communities in El Salar, Chile. In this territory, Albemarle has been known for working with the highest standards, complying with the highest international guidelines, norms and principles, to be a leader in the chemical and mining industries at a global level. In Chile, we have developed a collaborative work of permanent relationship with the communities of our surroundings. In 2016, we signed a Cooperation and Sustainability Agreement with the Council of Atacameños Peoples and with the 18 Indigenous Communities that make up the Atacama La Grande Indigenous Development Area. Within the framework of this Agreement, the Company contributes 3.5% of its annual sales to the communities, which contributes to their development and to the continuous improvement of the quality of life of all its members. With these contributions, the communities have built photovoltaic systems to energize their homes and roads, repaired churches, developed water-heating systems, provided scholarships to more than 400 students, among other projects associated with their long-term development plans. Likewise, in Chile, Albemarle has managed to build long-term relationships with stakeholders in our areas of influence, which allows us to collaborate directly and efficiently with our communities, through the execution of projects associated with the areas of education, health and environment. Among these, the project Perla del Norte Park in Antofagasta, the children's orchestra of Toconao, the support to the system of ophthalmological attention in the commune of San Pedro de Atacama, among others.



Luke Kissam, Chairman, President & CEO

SO-1 PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENT, AND DEVELOPMENT PROGRAMS

We view the community in which we operate as our partner and key stakeholders. We realize that they provide us with the license to operate. We value the trust this entails and strive to always remain worthy of it through our commitment to the highest standards of stewardship. With regard to assessing and managing the impact of operations on communities, Albemarle coordinates the requirements of entering and exiting a community with a special task-force that is initiated upon the need for such action. The taskforce is usually comprised of a multi-functional team that evaluates all aspects of such activities, including but not limited to financial, environmental, social and regulatory implications. In addition, Albemarle strives to be excellent stewards of the environment near our facilities, working to reduce emissions and foster environmental awareness. Our sites in Magnolia, Tyrone and Baton Rouge (PDC) with certified Wildlife Habitats are great examples of this commitment. Albemarle's U.S. operating sites typically have a Community Advisory Panel (CAP) that serves as the conduit for open communication between the site and the community in which it operates. In Chile, a similar initiative is called the Environmental Monitoring Committee (EMC). A CAP/EMC provides the plant with open perspective regarding the priorities for the community and an outlet for communications from Albemarle about the state of the company and HSE related initiatives. As an example: the EMC consists of 36 people from the communities and 4 people from Albemarle. The committee meets monthly and is trained in the environmental variables that the company must monitor. In addition to the committee, a Technical Monitoring was formed, consisting of environmental professionals in charge of supporting the participative environmental auditing of Albemarle by the communities. Likewise, the Company requests prior authorization from the communities to carry out any monitoring and the communities send observers to collaborate with the monitoring. After every time Albemarle conducts monitoring, it sends reports on the results.

In 2015, the Albemarle Care Fund was established as a public 501(c)3 to allow employees to directly help one another. This program provides funds to assist Albemarle employees and retirees who experience financial hardship due to a natural disaster, life-threatening illness or injury, death or other catastrophic or extreme circumstance. In such a case, an employee identifies the need for action to assist a fellow-worker and completes an Albemarle Care Fund application form. Once the fund raiser is approved, the local site hosts the fundraising event for the eligible

employee or retiree. The Albemarle Care Fund will match the amount raised in order to double the impact. The maximum match amount is \$10,000 and the grant is made directly to the individual in need. For a natural disaster, a team is put in place to determine the need and the employees impacted. The Albemarle Care Fund then sends funds or provides services directly to impacted colleagues to assist with relief efforts. In order to receive funds from the Albemarle Care Fund, an individual must be regularly scheduled to work 20+ hours per week, employed by Albemarle Corporation or its affiliates for at least one year prior to the application, actively employed or on an approved leave of absence for no more than one year or a retiree who met the foregoing requirements at the time of retirement. In the case of an employee or retiree's death, management may conduct fundraising events for the spouse or eligible dependents. In 2018, the fund paid out \$38,583 in grants and services.

SO-2 TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED

In 2018, Albemarle significantly reduced the number of third party sales representatives, including agents and distributors, that it uses. In addition, all retained third party sales representatives were the subject of risk-weighted due diligence.

In 2018, Albemarle conducted a global ethics and compliance risk assessment in 6 countries and 11 different locations out of a total of 19 locations (58%). This led to a number of enhancements to Albemarle's internal controls. In 2019 all remaining international Albemarle locations will be assessed.

SO-3 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

Employees were required to complete training with respect to our Code of Conduct (Albemarle's principal document and philosophy for the prevention of corruption). Before the launch of Code of Conduct training (which included a specific section on anti-corruption), the CEO sent a communication to all employees about the importance of acting in accordance with our Core

Values, understanding the requirements of the Code of Conduct, and completing Code of Conduct training. These messages were subsequently reinforced by the Chief Compliance Officer when communicating the mechanics of taking the training.

The completion rate of the 2018 Code of Conduct e-learning communication was 91%. For the 9% that did not complete the training in 2018, remediation actions were taken in the beginning of 2019 to establish full completion of the Code of Conduct training.

In addition to the general e-learning, in-person Code of Conduct trainings were given to 717 employees. Specific anti-corruption class-room training was given to the most relevant functions for a total of 699 employees.

SO-4 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

Violations of policy and law, including anti-corruption law, are taken seriously and any such infractions result in a variety of disciplinary measures, up to and including termination.

As indicated in Albemarle's Form 10-K Annual Report for FY2018, following receipt of information regarding potential improper payments being made by third party sales representatives of our Refining Solutions business, within our Catalysts segment, Albemarle promptly retained outside counsel and forensic accountants to investigate potential violations of the Company's Code of Conduct, the Foreign Corrupt Practices Act and other potentially applicable laws. Based on this internal investigation, Albemarle has voluntarily self-reported potential issues relating to the use of third party sales representatives in our Refining Solutions business, within our Catalysts segment, to the U.S. Department of Justice (DOJ), the SEC, and the Dutch Public Prosecutor (DPP), and is cooperating with the DOJ, the SEC, and DPP in their review of these matters. In connection with our internal investigation, Albemarle has implemented, and is continuing to implement, appropriate remedial measures.

SO-5 PUBLIC POLICY POSITIONS AND PARTICIPATION IN PUBLIC POLICY DEVELOPMENT AND LOBBYING

Albemarle participates in relevant public policy and regulatory debates, as well as communicating our positions to governmental and regulatory institutions around the world. We dedicate time and personnel to interacting with a variety of groups and officials in areas where we believe we can make a difference to the debate. These areas include:

- Global legislation for the safe and sustainable management of chemicals.
- U.S. federal legislation requiring mandatory security standards for chemical facilities which will protect not only our employees but the surrounding community.
- Dialogue with country-specific agencies on fire safety standards for consumer and professional products that will save lives.
- Federal standards that provide safe pharmaceutical products.
- Global initiatives to promote the use the electric vehicles.

Active participation with U.S. EPA initiatives in the following areas:

- Design for Environment (DfE) alternatives assessment programs for printed circuit boards
- Catalysts for clean fuel technologies
- Activity at the state and federal government level as well as academia toward a commitment to Green Chemistry principles and a systematic, science-based chemical regulatory system that has stimulated our research of new products into areas of innovative chemical processes and products that make the world an environmentally safer and healthier place to live.

Active participation with European initiatives in the following areas:

- EU REACH requirements in promote the sustainable and safe use of our products
- Ecodesign
- Risk assessments and risk reduction strategies
- EU legislative developments
- Development and leadership of working groups comprised of industry, government, end user and NGO participants working toward development of chemicals policy and product safety in various end markets.

SO-6 TOTAL VALUE OF POLITICAL CONTRIBUTIONS BY COUNTRY AND RECIPIENT/BENEFICIARY

Albemarle is committed to participating constructively in the political process with the ultimate goal of advancing and protecting the best interests of Albemarle and its stockholders and employees. The political process significantly impacts Albemarle through government policies, legislation and regulatory decisions. Through our participation, we promote legislative and regulatory actions that further Albemarle's business objectives and work to protect the company from unreasonable, unnecessary or burdensome legislative or regulatory actions at all levels of government. We are fully committed to conducting our political activities in compliance with all applicable campaign finance laws and reporting requirements and in accordance with the Albemarle Political Contribution Policy (the "Policy"). A summary of the Policy is located on our website at <https://investors.albemarle.com/corporate-governance>.

Albemarle supports transparency in the political process and has on an annual basis commencing in 2014 publicly disclosed its corporate political contributions and political contributions by the Albemarle Corporation Political Action Committee (the "Albemarle PAC"), which is registered with the U.S. Federal Election Commission and permitted to make contributions at the federal level. The Albemarle PAC provides eligible employees with the opportunity to support candidates who have demonstrated support for the principles to which we are dedicated. The political contributions made by the Albemarle PAC are funded entirely by the voluntary contributions from eligible employees. A committee composed of Albemarle's Chairman, President & Chief Executive Officer, its Executive Vice President, Chief Administrative Officer & General Counsel, and its Executive Vice President, Chief Financial Officer, with the advice and assistance of Albemarle's Government Relations Office, is responsible for overseeing the contributions and activities of the Albemarle PAC. We do not make political contributions at the federal level using corporate funds.

Albemarle's contributions at the state and local level are based on advancing the best interests of Albemarle and its stockholders and employees, including consideration of Albemarle's interests in a particular state, legislative activity in that state, Albemarle facilities and employees in that state and local political factors. Albemarle's Chairman, President & Chief Executive Officer and Executive Vice President, Chief Administrative Officer & General Counsel, with the advice and assistance of Albemarle's Government Relations Office, are responsible for overseeing Albemarle's contributions at the state and local level.

Neither Albemarle nor the Albemarle PAC intends to make “independent expenditures” or contributions to political committees that make such independent expenditures (“Super PACs”) in connection with any federal or state election. If Albemarle or the Albemarle PAC changes its general guidelines to allow independent expenditures or contributions to Super PACs, we expect that any such expenditures or contributions would be disclosed in Albemarle’s Annual Report on Form 10-K setting forth its political contributions.

Our Health, Safety & Environment Committee is responsible for overseeing Albemarle’s political contributions. The Health, Safety & Environment Committee receives periodic updates regarding Albemarle’s political activities, including corporate contributions and contributions by the Albemarle PAC.

Below are the contributions made by Albemarle Corporation and the Albemarle PAC in 2018.

POLITICAL CONTRIBUTIONS (January 1, 2018 - December 31, 2018)

Albemarle Corporation

Candidate/Organization	Party	State	Date	Amount
Asa Hutchinson, Governor of Arkansas	Republican	Arkansas	11-05-18	\$ 2,500

Albemarle PAC

Candidate/Organization	Party	State	Date	Amount
Upton for All of Us	Republican	Michigan	18-09-18	\$ 2,500
McHenry for Congress	Republican	North Carolina	18-09-18	\$ 2,500
Amodei for Nevada	Republican	Nevada	18-09-18	\$ 2,500
Westerman for Congress	Republican	Arkansas	18-09-18	\$ 2,500
Heller for Senate	Republican	Nevada	18-09-18	\$ 2,500

SO-7 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS

During 2018, there were no material monetary fines or non-monetary sanctions for non-compliance with laws and regulations.

A female scientist with long brown hair, wearing safety glasses and a dark lab coat, is focused on her work in a laboratory. She is holding a glass flask with a blue nitrile glove. The background shows various pieces of laboratory equipment, including a burette and other glassware. The overall scene is brightly lit, emphasizing the professional and scientific environment.

**SOCIAL:
PRODUCT
RESPONSIBILITY**

DISCLOSURE OF MANAGEMENT APPROACH (DMA) - PRODUCT RESPONSIBILITY

Product responsibility encompasses many activities and programs with the overall goal of safe handling, distribution and use of our products. It is important for us as stewards of our environment, our employees' health and of the health of the communities in which we operate in (as well as those communities that use our products), that we are responsible for all of those areas across our products. Albemarle believes that it meets all local and international requirements for the safe shipment of its products.

We conduct risk assessments on the products themselves, as well as on their distribution life cycle.

We communicate the hazards to those involved in the manufacture, distribution or use of our products.

We register our products according to the applicable local, national or international regulations, and stay connected to relevant authorities to maintain these authorizations as required.

We also partner with multiple organizations to provide input and guidance to enhance product stewardship around the world, especially in developing countries.

For our most hazardous materials, we develop specific product stewardship manuals to ensure that each aspect of responsible manufacture and use are clearly defined. We encourage our customers and make ourselves available to review and potentially enhance their systems as guided by these important documents to further extend our goal of product stewardship.

Almost all U.S. and three international sites are certified to the Responsible Care 14001 standard. Responsible Care is a very important part of Albemarle's product stewardship program, as a robust foundation, for us to create and maintain a sustainable product stewardship program.



Bob Miller, Sr. Director, Global Product Stewardship

PR-1 PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT

All of Albemarle’s products and services are subject to and assessed for improvement opportunities as part of the Albemarle HSE Product Risk Characterization Process. Albemarle has both our products and our facilities certified.

Activity	YES	NO
Development of product concept	X	
R & D	X	
Certification	X	
Manufacturing and production	X	
Marketing and promotion	X	
Storage distribution and supply	X	
Use and service	X	
Disposal, reuse or recycling	X	

PR-2 TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELING, AND PERCENTAGE OF SIGNIFICANT PRODUCTS AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS

Under our corporate procedures, Albemarle works to follow all pertinent regional, national and global regulations for product service information and labeling for all Albemarle products. We generally do not list the source of the raw materials used in our finished products, except as required by law. The following product and service information is required by our procedures for product and service information and labeling:

	YES	NO
The sourcing of components of the product or service		X
Content, particularly with regard to substances that might produce an environmental or social impact	X	
Safe use of the product or service	X	
Disposal of the product and environmental/social impacts	X	

PR-3 MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES

During 2018, there were no material monetary fines or non-monetary sanctions for non-compliance with laws and regulations.

Contact Information:

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