

ESG DATA DOWNLOAD

2020

Environment

TOPIC	METRIC	2018	2019	2020
ENERGY	Total energy consumed, million gigajoules (GJ)	-	14.1	13.5
	Percentage grid electricity ^[1]	-	21%	21%
	Percentage renewable energy	-	2%	2%
	Total self-generated energy, million GJ	-	0.2	0.3
EMISSIONS	Total Scope 1 and Scope 2 Emissions, thousand metric tons CO ₂ e (kt CO ₂ e) ^[1]	960	965	935
	Direct (Scope 1) GHG Emissions, kt CO ₂ e ^[1]	575	607	585
	Percentage covered under emissions-limiting regulations ^[2]	-	11%	16%
	Energy indirect (Scope 2) GHG Emissions, kt CO ₂ e ^[1]	386	358	350

^[1]2019 restated.

^[2]Locations in countries falling under emissions-limiting regulations.

TOPIC	METRIC	2018	2019	2020
EMISSIONS	GHG Emissions by Business, kt CO₂e			
	Lithium ^[1]	-	276	288
	Bromine ^[1]	-	318	303
	Catalysts ^[1]	-	341	315
	Other (FCS., offices)	-	30	29
	NO _x emissions, metric tons (t) ^[2]	639	710	647
	SO _x emissions, t	-	1,458	1,402
	VOCs, t	-	847	973
WATER	HAPs, t	64	178	182
	Total water withdrawal, million cubic meters (m ³) ^[1]	-	25.5	24.4
	Total water consumed, million m ³ ^[1]	12.1	12.9	12.7
	Percentage of water consumed in regions with High Water Risk (category 3-4)	-	9%	10%
	Percentage of water consumed in regions with Extremely High Water Risk (category 4-5)	-	11%	11%
WASTE	Number of incidents of non-compliance associated with water quality	-	0	0
	Total waste generated, hazardous and non-hazardous, thousand metric tons (kt)	-	21	327
	Percentage of hazardous waste recycled	-	10%	9%
	Percentage of non-hazardous waste recycled	-	-	91%

^[1]2019 restated.

^[2]Excluding N₂O.

Workforce

TOPIC	METRIC	2018		2019		2020	
		#	Rate	#	Rate	#	Rate
HEALTH AND SAFETY	Total Recordable Incident Rate						
	Employee	33	0.55	22	0.36	18	0.29
	Contractor	10	0.75	3	0.22	2	0.14
	Fatalities						
	Employee	0	0	0	0	0	0
	Contractor	0	0	0	0	0	0

TOPIC	METRIC	2018	2019	2020
HEALTH AND SAFETY	Employee Occupational Diseases	0	0	0
	Employee Hours Worked	11,962,106	12,264,868	12,529,648
	Contractor Hours Worked	2,669,630	2,694,534	2,781,531
	Employee Types of Injury	Overexertion; contact with chemicals; slip, trip, or fall; struck by or against, caught between		
	Percentage of workers covered by health and safety management system	100%	100%	100%

TOPIC	METRIC	2018	2019	2020
TRAINING AND DEVELOPMENT	Average training hours per employee/year			
	Male	26	26	19
	Female	18	28	17
	Management	28	36	22
	Non-Management	22	23	18
	Percentage of employees who receive regular performance reviews			
	Male	72%	66%	72%
	Female	27%	28%	27%
	Management	-	-	33%
	Non-Management	-	-	66%
LABOR RELATIONS	Percentage of total employees covered by collective bargaining agreements			
	Total	34%	53%	49%
	United States	7%	6%	7%
	Chile	84%	86%	88%
	Netherlands	95%	93%	93%
	Germany	80%	73%	83%
	China	0%	84%	85%
	Number and duration of strikes/lockouts	-	0	0

TOPIC	METRIC	2020
REMUNERATION	Ratio of basic salary of Women to Men for Management	
	United States	103%
	Chile	81%
	EMEA	56%
	APAC	104%
	Ratio of basic salary of Women to Men for Non-Management	
	United States	95%
	Chile	143%
EMEA	70%	
APAC	128%	

TOPIC	METRIC	2019			2020		
		Permanent	Temporary	Contractors	Permanent	Temporary	Contractors
EMPLOYEES BY CONTRACT TYPE	North America	2,048	0	979	2,019	1	766
	Latin America	745	31	70	745	57	88
	EMEA	1,451	40	218	1,296	115	187
	APAC	1,280	9	90	1,305	16	98
	Male	-	-	-	4,201	106	15
	Female	-	-	-	1,127	35	37
	Not Declared	-	-	-	37	48	1,087

TOPIC	METRIC	2019		2020	
		Full-Time	Part-Time	Full-Time	Part-Time
EMPLOYEES BY EMPLOYMENT TYPE	Male	-	-	4,267	40
	Female	-	-	1,099	63
	Not Declared	-	-	84	1

TOPIC	METRIC	2019		2020	
		Technical	Management/Administrative	Technical	Management/Administrative
EMPLOYEES BY GENDER	Male	77%	71%	85%	51%
	Female	18%	24%	14%	48%
	Not Disclosed	5%	5%	2%	1%
EMPLOYEES BY AGE GROUP	Under 25	-	-	2%	1%
	25-45	-	-	48%	54%
	45+	-	-	48%	44%
	Not Disclosed	-	-	2%	1%
EMPLOYEES BY ETHNICITY/RACE	White ^[1]	-	-	79%	69%
	Non-White ^[1]	-	-	19%	25%
	Not Disclosed ^[1]	-	-	2%	6%

^[1]Ethnicity data for US only. Ethnicity data not disclosed for 2018 and 2019.

TOPIC	METRIC	2018		2019		2020	
		#	Rate	#	Rate	#	Rate
EMPLOYEE HIRES	Male	317	8%	339	8%	396	9%
	Female	160	14%	152	13%	129	11%
	Under 25 ^[1]	71	45%	69	43%	58	52%
	25-45 ^[1]	705	25%	410	15%	323	12%
	Over 45 ^[1]	245	10%	139	6%	134	5%
	North America ^[1]	394	20%	263	13%	224	11%
	Latin America ^[1]	186	24%	160	20%	125	16%
	EMEA ^[1]	171	12%	128	9%	70	5%
	APAC ^[1]	397	30%	134	10%	139	11%
EMPLOYEE TURNOVER	Male	503	13%	387	10%	383	9%
	Female	188	16%	187	17%	141	13%
	Under 25	164	24%	76	14%	23	21%
	25-45	363	13%	274	9%	220	8%
	Over 45	173	12%	224	10%	286	11%
	North America	447	21%	324	16%	230	11%
	Latin America	58	9%	97	12%	90	11%
	EMEA	141	9%	130	8%	128	9%
	APAC	123	11%	98	8%	107	8%

^[1]2018 and 2019 restated to include Albemarle employees only.

TOPIC	METRIC	2018				2019				2020			
		U.S.	Chile	EMEA	APAC	U.S.	Chile	EMEA	APAC	U.S.	Chile	EMEA	APAC
MARKET PRESENCE	Ratio of standard entry level wage compared to local minimum wage												
	Male	304%	198%	177%	254%	336%	214%	156%	217%	322%	169%	132%	308%
	Female	304%	198%	177%	254%	336%	214%	156%	217%	322%	169%	132%	308%
	Proportion of senior management hired from local community (%)	98%	100%	100%	100%	100%	100%	98%	100%	99%	100%	100%	100%

Social

TOPIC	METRIC	2018	2019	2020
ALBEMARLE FOUNDATION	Grants Awarded to Albemarle Foundation Programs	\$5,606,228	\$6,193,676	\$5,665,655
	Employee Contributions to Albemarle Foundation Annual Campaign (U.S. only)	\$712,849	\$818,920	\$907,674
	Albemarle Foundation Scholarship Awards	\$92,500	\$85,000	\$81,250
	Employee Matching Grant Program Awards	\$467,828	\$434,165	\$730,387
	Employee Volunteer Grant Program Awards	\$157,690	\$169,650	\$150,142
	Albemarle Care Fund Awards	\$34,988	\$65,854	\$58,381
	Employee volunteer hours	12,203	17,717	9,810

TOPIC	METRIC	2018		2019		2020	
		#	Rate	#	Rate	#	Rate
PROCESS SAFETY	Process Safety Incidents Count (PSIC)	8	0.11	8	0.11	7	0.09
	Process Safety Incident Severity Rate (PSISR)	6	0.08	2	0.03	4	0.05
	Number of transport incidents	5	–	6	–	4	–

Products

TOPIC	METRIC	2018	2019	2020
INNOVATION	Revenue from products designed for use-phase resource efficiency	\$1.7–2 B	\$1.7–2 B	\$1.4–1.6 B
	Active patents	2,100	2,100	2,100
	Pending patents	600	550	550

Governance

TOPIC	METRIC	2018	2019	2020
FINANCIAL	Net Sales	\$3.375 B	\$3.589 B	\$3.129 B
	Financial assistance received from the government ⁽¹⁾	\$1,380,352	\$689,030	\$11,736,425
PUBLIC POLICY	Political Contributions Albemarle Corporation (USD)	\$2,500	\$0	\$2,500
	Political contributions PAC (USD)	\$12,500	\$0	\$29,300

⁽¹⁾2018 and 2019 data for The Netherlands only.

TOPIC	METRIC	2018	2019	2020
BOARD DIVERSITY	Male	9	9	6
	Female	2	4	3
	White	-	-	6
	Black	-	-	2
	Hispanic	-	-	1
	Under 30	0	0	0
	30-50	0	0	0
	Over 50	11	13	9

TOPIC	METRIC	2018		2019		2020	
		#	Rate	#	Rate	#	Rate
ETHICS AND COMPLIANCE	Employees Completing Code of Conduct Training	4,859	91%	5,364	97%	5,275	99%
	Employees Completing Anti-Corruption Training	720	-	1,550	93%	420	93%
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	-	0%	-	0%	-	0%

TOPIC	METRIC	2018	2019	2020
ETHICS AND COMPLIANCE	Operations assessed for risks related to corruption ^[1]	11	14	6
	Confirmed incidents of corruption	-	-	0
	Number of legal actions pending or completed for anti-competitive behavior, anti-trust, and monopoly practices	-	-	0

^[1]In 2018, 11 locations were assessed (out of 19 at that time). In 2019, 14 locations were assessed (out of 25).