

Albemarle Corporation

Executive Compensation and Talent Development Committee Charter

I. Scope and Purpose

The Board of Directors (the "Board") of Albemarle Corporation (the "Company") established the Executive Compensation and Talent Development Committee (the "Committee") for the purpose of carrying out the overall responsibilities of the Board related to oversight of executive compensation, compensation risk, and human capital management.

II. Procedures and Administration

The Committee shall meet at least three times annually and at such times as it deems appropriate or at the call of the Chair. The Committee may meet in executive session, as it deems appropriate. The Committee may ask members of management or others to attend meetings and provide pertinent information as necessary.

The Chair will provide regular reports to the Board.

III. Powers and Duties

The Committee is authorized, to the extent it deems necessary or appropriate, to approve the engagement of, determine the funding for, and retain and terminate the engagement of independent compensation and benefits consultants or other outside advisors, subject to any restrictions on selection of (or a requirement to conduct an independence assessment as to) such consultants or outside advisors as set forth in applicable rules of the SEC or the NYSE. The Committee shall assess and monitor the independence of any such consultant or other outside advisor.

The Committee is authorized to delegate to its Chair, any one of its members, or any subcommittee it may form, the responsibility and authority for any particular matter, as it deems appropriate from time to time under the circumstances. In particular, the Committee may delegate the approval of award grants and other transactions and responsibilities regarding administering the Company's compensation programs to a subcommittee consisting solely of members of the Committee or, with respect to participants who are not deemed to be an officer within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended ("Rule 16b-3"), and who are not directors of the Company as of the date of the award grant, to the CEO. Any decision of a subcommittee, including a single-member subcommittee, shall be presented to the full Committee at its next scheduled meeting.

The Committee shall:

A. Set Compensation for Executive Officers:

1. Develop, maintain, and monitor an executive compensation policy that creates an appropriate relationship among pay levels, corporate and individual performance, and returns to shareholders.
2. Select and maintain a list of peer companies of similar size and industry for comparing the Company's target and actual executive compensation levels and use that list as a benchmark for an appropriate and competitive executive compensation policy.

3. In light of the Company's compensation policy, goals, and objectives, and in consultation with the other independent Board members, evaluate the Company's performance and that of the CEO.
4. At least annually, (i) review and approve corporate goals and objectives relevant to the CEO's compensation, evaluate the CEO's performance in light of those goals and objectives, and determine and approve the CEO's compensation level based on this evaluation and (ii) evaluate and approve the compensation of the other executive officers based on the Company's compensation policy, goals, and objectives. In determining executive compensation, the Committee may consider the individual's performance, the Company's performance, returns to shareholders, the value of compensation awarded to officers at comparable companies, and the awards given to the CEO and other executive officers historically.
5. Oversee compliance with any applicable compensation reporting requirements of the SEC and NYSE, including the results of say-on-pay voting and the evaluation of "clawback" policies.
6. In conjunction with Company management, oversee the Board's relationship with shareholders on executive compensation matters, including shareholder proposals, advisory votes, communications with proxy advisory firms, and related matters.

B. Monitor Compensation Plans and Programs:

1. Review and approve the Company's compensation and benefit plans and programs (including cash and equity-based incentive compensation plans and non-qualified deferred compensation and retirement plans).
2. Subject to the terms of such plan(s), administer the Company's shareholder-approved incentive plan(s).
3. Ensure that shareholders are given the opportunity to vote on Company compensation plans, as may be required by law, the Company's certificate of incorporation or Bylaws (as amended from time to time), the Company's Corporate Governance Guidelines, and the listing standards of the NYSE.

C. Oversee Human Capital Management Strategy:

1. Oversee and periodically review the Company's strategy, initiatives, and results of its efforts to foster an inclusive work environment, promote pay equity, and manage talent, including the retention of the Company's employees.

D. Other:

1. Monitor the Company's process of assessing potential risks that may result from the Company's compensation plans, policies, and practices.
2. Review and discuss with Company management the Compensation Discussion & Analysis required by the rules of the SEC to be included in the Company's Proxy Statements, and subsequently prepare the Compensation Committee Report required for inclusion in the Proxy Statements.

3. At least annually, review this charter and conduct a performance self-evaluation.
4. Carry out any other responsibilities and duties delegated to it or requested by the Board from time to time.

IV. No Expansion of Liability

While the Committee members have the duties and responsibilities set forth in this charter, nothing contained in this charter is intended to create or expand, or should be construed as creating or expanding, any responsibility or liability of the Committee members, except to the extent otherwise provided under applicable federal or state law.

V. Committee Composition

The Committee will have three or more members appointed annually by the Board, based on the recommendation of the Nominating & Governance Committee. The Board also will designate a Chair of the Committee. The Committee members and Chair may be removed or replaced at any time at the Board's discretion.

Each member of the Committee must be "independent," as described in the Company's Corporate Governance Guidelines, and must satisfy the independence requirements of the SEC and NYSE. At least two members of the Committee must qualify as "non-employee directors" for the purposes of Rule 16b-3.

VI. Posting Requirement

The Company shall post this charter on the Company's website as required by applicable rules and regulations. In addition, the Company shall disclose in its Proxy Statement that a copy of this charter is available on the Company's website.

This charter was reviewed and amended on July 22, 2025.