

Albemarle Corporation

Governance & Public Policy Committee Charter

I. Scope and Purpose

The Board of Directors (the "Board") of Albemarle Corporation (the "Company") established the Governance & Public Policy Committee (the "Committee") for the purpose of (a) advising and making recommendations to the Board on the corporate governance of the Company and the Board; (b) identifying individuals qualified to become members of the Board and its committees; (c) recommending to the Board director nominees for appointment to the Board; and (d) overseeing matters relating to community and stakeholder engagement.

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 and approve fees for, and retain and terminate the engagement of independent counsel, experts, outside advisors and search firms.

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. 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. With respect to Corporate Governance:

1. Seek individuals qualified to become directors for recommendation to the Board, consistent with criteria identified by the Board, and complete customary vetting procedures and background checks with respect to candidates for potential Board membership, including candidates duly nominated by shareholders.
2. Recommend to the Board nominees for election as directors or for termination from the Board.
3. Develop and recommend for the Board's approval a set of Corporate Governance Guidelines, including criteria for the Committee to consider during its director selection process.
4. Assist the Board in determining and monitoring whether or not each director and prospective director is "independent" within the meaning of any rules and laws applicable to the Company.

5. Oversee preparation of and recommend to the Board the process and protocols regarding succession plans for the CEO, including plans in the event of an emergency, unexpected resignation or retirement of the CEO.
6. Review and recommend to the Board proposed changes to the Company's Articles of Incorporation and Bylaws.
7. Review stockholder proposals and make recommendations to the Board regarding responses to such proposals.
8. Remain abreast of new developments in corporate governance, consider potential governance risks, and make recommendations to the Board and management for new procedures or practices, as necessary.
9. Review the compensation of and shareholding requirements for outside directors as described in the Corporate Governance Guidelines and recommend any changes to the Board.
10. Recommend to the Board, from time to time, candidates as officers for appointment to the Company.
11. Review the advisability or need for any changes to the Board's committee structure and/or membership, and recommend for the Board's approval the composition and Chairs of each Board committee.
12. Monitor and oversee an orientation and continuing education process for directors.
13. Oversee the Board and committee self-evaluation process.
14. Periodically, as needed, review the charter of the Executive Committee of the Board.

B. With respect to Public Policy:

1. Review and oversee the Company's global public policy and advocacy development strategies.
2. Review and oversee the Company's policies and approach to Community engagement and rights of indigenous people.
3. Oversee product stewardship programs and practices and responsible sourcing initiatives.
4. Review and oversee the Company's philanthropic and political contributions.

C. Other:

1. At least annually, review this charter and conduct a performance self-evaluation.
2. 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 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.

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 last reviewed and amended on July 22, 2025.