

Albemarle Corporation

Safety, Sustainability, Operations & Capital Committee Charter

I. Scope and Purpose

The Board of Directors (the "Board") of Albemarle Corporation (the "Company") established the Safety, Sustainability, Operations & Capital Committee (the "Committee") for the purpose of overseeing: (a) the Company's health, safety and environment ("HSE") and sustainability programs and initiatives; (b) the Company's efforts at enhancing operational efficiency; and (c) management's execution of major capital expenditure projects.

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 conduct or call for investigations into any matter within the scope of its responsibilities, including by visiting sites and locations related to operations, capital projects or other matters within the oversight responsibility of this Committee.

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 counsel, experts or other outside advisors.

The Committee has the authority to approve the fees and to cause the Company to pay any fees resulting from the provision of such advisory and/or investigative services.

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 HSE:

1. Review and oversee annual and long-term goals and targets for the Company's HSE programs, including reviewing the Company's audit program related to safety.
2. Oversee the Company's emergency response and crisis communications plans.

3. Oversee the health, environmental and process safety personnel, policies, and performance, including activities designed to assure compliance with applicable standards, laws, and regulations.

B. With respect to Sustainability:

1. Review and oversee programs relating to nature resources management.
2. Review and oversee annual and long-term goals and targets for the Company's environmental programs, including energy, greenhouse gas and water.
3. Oversee periodic updates to the sustainability materiality assessment and the potential impact those issues may have on the Company.
4. Oversee responsible sourcing initiatives, innovation and research and technology programs.

C. With respect to Operations:

1. Assist the Board with oversight of management's efforts to enhance operational efficiency and effectiveness, including:
 - a. strategic plans for operational improvements, including project timelines, goals and costs; and
 - b. execution on operational improvement programs approved by the Board in support of the Company's strategic plans.
2. Oversight of operational improvements versus benchmarks.

D. With respect to Capital Investment:

1. Assist the Board with oversight of management's execution of major capital expenditure projects approved by the Board in support of the Company's strategic plans.
2. Advise and inform the Board on the critical path and costs for major capital expenditure projects, as well as the risks and recovery plans related thereto.
3. Assess a post-commissioning review of major capital expenditure projects and inform the Board on the investment results.
4. Review, discuss, and make recommendations to the Board with respect to any new major capital expenditures.

E. 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, who will be members of the Board, appointed annually by the Board, based on the recommendation of the Governance & Public Policy 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.

VI. Posting Requirement

The Company shall post this charter on the Company's website as required by applicable rules and regulations or if the Committee otherwise deems advisable or appropriate. If so posted, the Company shall disclose in its Proxy Statement that a copy of this charter is available on the Company's website.

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