



Ragnar “Rag” Udd

INCOMING PRESIDENT AND CHIEF EXECUTIVE OFFICER
EFFECTIVE FEBRUARY 1, 2027

Proven Global Resources Leader for Albemarle’s Next Chapter

“I am honored to be named Albemarle’s next CEO. Albemarle has world-class natural resources, deep technical expertise and strong customer partnerships. I am excited to work with Kent, the leadership team and the Board to build on the Company’s strong foundation in both its Energy Storage and Specialties business segments.”



25+ years of resources leadership, with extensive experience across the Americas, Australia and Asia



Commercial leadership at scale across markets, sales and marketing, procurement, logistics and supply chains



Operational expertise in mining, infrastructure, technology and transformation across commodity sectors



Strategic operator focused on execution, innovation and value creation across market cycles

DISTINGUISHED CAREER AT BHP SPANNING NEARLY THREE DECADES

BHP

- 2024 – 2026 | CHIEF COMMERCIAL OFFICER
Oversaw commercial activities supporting approximately \$57 billion in revenue and \$25 billion in global procurement spend
- 2020 – 2024 | PRESIDENT AMERICAS
Managed a diverse portfolio of operating assets and complex joint ventures across six countries totaling \$9.4 billion in EBITDA contribution
- 2019 – 2020 | INTERIM CHIEF TECHNOLOGY OFFICER
Reshaped enterprise-wide technology strategy, drove digitalization and delivered material cost reductions
- 2018 – 2019 | VICE PRESIDENT TECHNOLOGY - GLOBAL TRANSFORMATION
Led technology transformation initiatives and operating model improvements
- 2015 – 2018 | ASSET PRESIDENT BHP MITSUBISHI ALLIANCE (BMA) – COAL
Oversaw seven coal mines of one of the world’s largest metallurgical coal joint ventures, with approximately 10,000 employees and \$6.5 billion in EBITDA contribution

Led a multi-year turnaround, restoring profitability and strengthening stakeholder, union and government relationships
- 2006 – 2015 | IRON ORE LEADERSHIP ROLES ACROSS LOGISTICS, INFRASTRUCTURE, RAIL AND CONTRACT MINING
- 1997 – 2006 | EARLY MINING OPERATIONS ROLES ACROSS COAL AND MANGANESE

PRIOR TO BHP: HELD ROLES IN THE BASE METALS INDUSTRY

EDUCATION

Bachelor of Applied Science

Master of Engineering

Master of Business Administration