

# **Albemarle Corporation**

## **Sustainability, Safety & Public Policy Committee Charter**

### **I. Scope and Purpose**

The Board of Directors (the "Board") of Albemarle Corporation (the "Company") established the Sustainability, Safety & Public Policy Committee (the "Committee") for the purpose of (a) assessing the Company's sustainability and safety programs and initiatives related to those areas included in this charter; (b) overseeing matters relating to protecting and enhancing the Company's global reputation of responsible corporate stewardship, conscientious corporate social responsibility, and product sustainability; and (c) 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 conduct or call for investigations into any matter within the scope of its responsibilities.

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 sustainability:**

1. Review and oversee annual and long-term goals and targets for the Company's environmental programs and emissions and sustainability initiatives related to those areas included in this charter.
2. Oversee periodic updates to the sustainability materiality assessment and the potential impact those issues may have on the Company.

3. Oversee product stewardship programs and practices and responsible sourcing initiatives.
4. Review and oversee the impacts of accessing the resources required to create long-term stakeholder value, including minerals, energy, and water.

B. With respect to safety:

1. Review and oversee annual and long-term goals and targets for the Company's safety 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.

C. With respect to public policy:

1. Review and oversee the Company's global public policy and advocacy development strategies relating to sustainability, environmental and safety issues.
2. Review and oversee the Company's policies and approach to human rights and rights of indigenous people.
3. Review and oversee the Company's philanthropic and political contributions.

D. 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 two or more members, who will be members of the Board, 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.

## **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 and restated on October 23, 2023, and was last reviewed on October 23, 2023.