



Albemarle Corporation

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J. Kent Masters

Chief Executive Officer
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April 2, 2021

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Albemarle Corporation supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of our corporate strategy, our culture, and the way we do business. We will engage in collaborative projects to advance the broader development goals of the United Nations, in particular the Sustainable Development Goals. Albemarle will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and we commit to report on our progress within one year of joining the UN Global Compact, and annually thereafter. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles, separate from our initial letter of commitment.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

A handwritten signature in black ink, appearing to read "JK Masters", written in a cursive style.

J. Kent Masters
ALBEMARLE CORPORATION
Chief Executive Officer