



COMMUNITY IMPACT REPORT

Gutes tun • Cultiva el bienestar • 行善致远 • Samen voor de Gemeenschap • Nous semons les graines de l'entraide

Grow the Good

2020







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-Information provided in this report includes the business unit Fine Chemistry Services. Albemarle Corporation divested the business in June 2021.

-Some photos in this report were taken before COVID-19. Albemarle Foundation and Albemarle Corporation continue to support all appropriate safety protocols to include but not limited to, face coverings and social distancing.



Letter from the Executive Director

It's an understatement to say that 2020 was a year like none other. The impact of the global pandemic was felt in almost every aspect of our lives. At the same time, headline-making events put racial injustice and inequality under a glaring spotlight.

Opportunities emerge from disruption. Our employees, retirees, and board members rallied to meet the extraordinary challenges head on and in alignment with our core values of care, collaboration, and courage.

In this Community Impact Report, the first-ever from the Albemarle Foundation (the "Foundation"), we showcase the remarkable efforts of our employees and partner agencies and tell the Foundation's story with examples of how our mission translated into impactful action.

In addition to showcasing some of the Foundation's work, we want to express our gratitude for the resourcefulness and resilience that our employees showed in an extremely challenging year. Despite the hardships, obstacles, and uncertainties, YOU stayed engaged at work and in your communities. You made a difference. And you enabled the Foundation to keep making a difference as well. Thank you for Growing the Good!

*Sandra Holub
The Albemarle Foundation & Albemarle Foundation Global,
Executive Director*

Albemarle Care Fund, President



ALBEMARLE
FOUNDATION

Grow the Good



ALBEMARLE
CARE FUND



ALBEMARLE
FOUNDATION

GLOBAL
Grow the Good

Our Core Values

The Albemarle Foundation has adopted the core values of Albemarle and here is how they apply to our work:



CURIOSITY

We are **CURIIOUS** about the unique needs of our communities across the globe and strive to empower them in a positive, sustainable direction.



CARE

We truly **CARE** about the well-being of each other and the communities where we live and work.



COURAGE

We have the **COURAGE** to take action and make a difference every day.



HUMILITY

We are **HUMBLE** and take the time and attention necessary to understand and appreciate the value we all bring to creating sustainable communities.



INTEGRITY & TRANSPARENCY

We have the **INTEGRITY** to do things consistent with our mission, for the right reasons, and in alignment with our corporate compliance strategy and guidelines. We are **TRANSPARENT** in the way we distribute grants.



COLLABORATION

We **COLLABORATE** with each other and other community partners to leverage opportunities.

A Message from Albemarle's CEO



"Through the work of the Albemarle Foundation, we live our core values with a particular focus on Care. This was abundantly evident in 2020. As we faced uncertainty with the pandemic, our employees, retirees, and board members showed great care for each other and our communities. I appreciate your dedication to making a difference and am proud of your efforts. You give us hope and confidence that by doing the right things the right way, we can help create a safer and more sustainable world."

J. Kent Masters
Albemarle Corporation
Chairman, President and Chief Executive Officer



Albemarle Foundation

Over the years, Albemarle Corporation (“Albemarle”) employees, retirees, and board members have planted the seeds for positive change in the communities in which we operate. In 2007, we formalized these efforts – and implemented processes to optimize, leverage, and maximize them – by creating the Albemarle Foundation.

A private endowed 501(c)(3) entity, the Foundation serves as the primary mechanism for Albemarle’s philanthropic giving and volunteerism and expanded globally in 2020. Together with the Albemarle Care Fund, the Foundation strives to use our resources to enrich our communities and support volunteerism and community engagement.

What It Means to Grow the Good

Grow the Good. It’s more than a tagline or slogan. It’s the basis of the Albemarle Foundation’s existence and the driving force behind all we do. By controlling where our grants will make the biggest impact, we leverage our gifts, and create a strong platform for employee engagement. We focus on the key cornerstones of vibrant communities – education, health and social services, and cultural Initiatives. We cultivate opportunities to continually enhance the quality of life where we live and work and to help create a safer, more sustainable world.

Together, we’re striving to power the giving POTENTIAL of our employees to make our communities more prosperous, healthy, and vibrant. Simply put, we strive to Grow the Good!

Our Structure

The Foundation is governed by a Board of Directors, Foundation team, and employee-led councils at each of Albemarle's U.S. locations, with a global expansion in progress.

Albemarle's employees – across all locations, disciplines, departments, and levels – are the true heart of the Foundation. It's their countless volunteer hours, contributions to the Foundation's annual campaign, and ongoing support, dedication, and compassion that fuel our work. Our employees enable the Foundation to have a positive, far-reaching impact.

Our Foundation Site Councils are comprised of employees who serve as the local eyes and ears of the Foundation.

They identify needs in their communities, research and screen opportunities for employee volunteer efforts, and distribute Community Grants. The Councils are free to work with and provide grants to qualified nonprofit organizations in their communities.

Albemarle, our employees, and retirees have invested millions of dollars and countless volunteer hours. By utilizing the tools and resources of the Albemarle Foundation, Albemarle Foundation Global, and the Albemarle Care Fund – employees are empowered to Grow the Good in their own communities, and beyond.

Albemarle Foundation Global

In 2019, the Foundation initiated Albemarle Foundation Global, formalizing global efforts and providing resources and guidance to optimize them. Throughout 2020, the Foundation began setting up and working with existing Community Outreach Councils at our international sites.



To help ensure funds get to where they can have the greatest impact, the Foundation also works through Charities Aid Foundation America, a global grantmaking organization that helps direct grants to validated charities and projects outside the U.S.

FOUNDATION TEAM

Sandra Holub — Executive Director
Archana Thumar — Financial Analyst
Simone Quirk — Program Manager
Jessica Stewart — Events Liaison

U.S. COUNCIL LEADS

Kimberly Jones — Magnolia, Arkansas
Benjamin Caire — Baton Rouge, Louisiana
Jackie Loikits — South Haven, Michigan
Jessica Stewart — Charlotte, North Carolina
Jon Arnsen — Kings Mountain, North Carolina
Robin Latchford — Tyrone, Pennsylvania
Joe Craven — New Johnsonville, Tennessee
Brian Robb — Bayport & Clearlake, Texas
Ryan Moore — Pasadena, Texas
Gloria Robison — Silver Peak, Nevada



2020 BOARD OF DIRECTORS

Sandra Holub — Executive Director
Kent Masters — Chairman, President and CEO
Jim LaBauve — Chief Financial Officer, Lithium
Netha Johnson — President, Bromine Specialties
Melissa Anderson (2021) — Senior Vice President, CHRO
Stefanie Holland — Vice President, Deputy General Counsel, Corporate & Assistant Secretary

EMPLOYEES

Our employees across all locations, disciplines, departments, and levels are the true heart of the Foundation.

Employees and retirees have invested millions of dollars and countless volunteer hours in support of our communities.



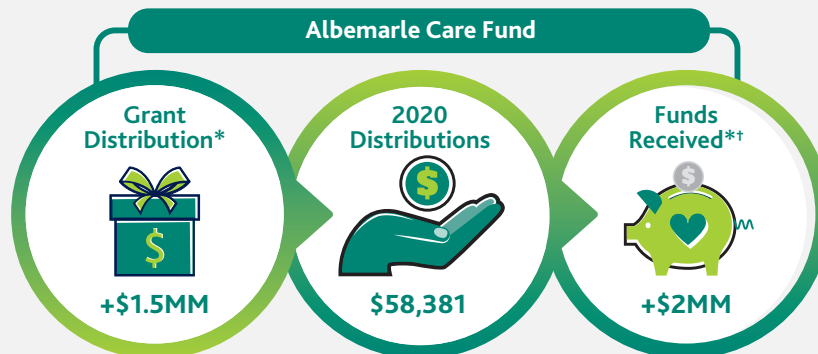
Albemarle Care Fund

Time and time again, the Albemarle Care Fund ("ACF") has been initiated by employees who seek to help one another during distressing events and difficult times. This program exemplifies the true power of our people who have utilized this resource to provide overwhelming support to colleagues in need.

A public 501(c)3 organization, the ACF helps Albemarle employees and retirees who experience financial hardship due to natural disasters, life-threatening illnesses or injuries, death, or other catastrophic or extreme circumstance beyond their control.

The organization is financed through ACF golf tournaments and disaster relief campaigns, as well as funds transferred from Albemarle Corporation and Albemarle Foundation within allowable IRS limits. Employees at sites raise money through fundraising events on behalf of the impacted employees and retirees, with the funds raised matched by the ACF up to \$10,000.

ACF has its own Board of Directors that oversees the transparent and appropriate allocation of employee donations.



†Funding Sources: Albemarle Foundation \$1MM, Golf Tournaments \$805,000, other sources (National Disaster Relief Campaigns) \$212,000.

*Since Inception.

Supporting a Colleague and His Family

Employees in China learned of a packer in the production department at the Xinyu plant who serves as the only financial resource for his family. For many years, this colleague has taken care of his wife, who suffers from an eye disease, his young son, and his elderly parents. After putting together a plan, an employee committee in China hosted fundraisers at Albemarle sites in Beijing, Chengdu, Dalian, Shanghai, Weifan, and Xinyu. They raised CNY 48,190 (~ \$7,151) in one week. The Albemarle Care Fund matched their donations for a total of CNY 96,380 (~ \$14,302) raised for the colleague and his family.

Providing a Service Dog to Keller

A service dog can assist children with autism and adults in profound ways. For Bayport Plant Manager Chase Chicola's son Keller, a service dog can act as a social companion, help regulate behaviors and emotions, and can distract Keller from engaging in self-injurious behaviors. A service dog was the perfect fit for Keller but was beyond the family's budget. That's where Chase's colleagues and the Albemarle Care Fund stepped up by raising over \$25,000. Keller and his service dog Gaston are now best buds!

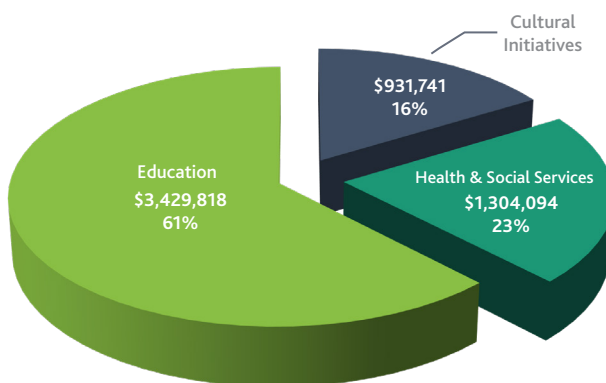


Focus for Growing the Good

The Foundation focuses its efforts in areas we believe are essential to fostering vibrant communities and unlimited potential for the people who live in them. Our giving areas also align with Albemarle Corporation's purpose statement – making the world safe and sustainable by powering the potential of people. They include:

- **Education**, with an emphasis on STEM and future workforce development.
- **Health and social services**, with a focus on mental and physical wellness and initiatives to combat food and housing insecurity.
- **Cultural initiatives** that bring people together, particularly activities and events with an educational focus or that address issues such as sustainability or social equity.

2020 Grant Distributions



Spotlight on Education: Hotspots Keep Students Connected

When COVID-19 forced schools to take classroom learning online, students were in danger of missing out because they lacked internet access. The Foundation helped remedy the situation by holding a matching gift campaign to raise funds for internet hotspots and other school supplies needed for remote learning. Albemarle employees raised over \$12,000. When matched by the Foundation, that meant \$24,000 to help keep students connected and learning.

Spotlight on Health and Social Services: Albemarle Goes Red

In February 2020, Albemarle employees around the world donned their red attire and accessories to support the American Heart Association's Go Red for Women campaign. The initiative is designed to increase women's heart health

awareness and serve as a catalyst for improving the lives of women globally. To further the impact, for each colleague that participated, the Foundation made a donation to the American Heart Association. To date, the Foundation has donated over \$1 million dollars to the Go Red for Women campaign.

Spotlight on Cultural Initiatives: Hot Ideas for a Cooler Planet

In 2020, the Foundation joined other local companies in Charlotte, North Carolina, to sponsor "Cool Globes: Hot Ideas for a Cooler Planet." The free outdoor public art exhibition featured 35 five-foot diameter fiberglass relief globes. Each offered simple ways that individuals or businesses could make a difference and reduce negative effects on the climate. The exhibition has traveled worldwide. With Albemarle's focus on sustainability, supporting Cool Globes was a great partnership.



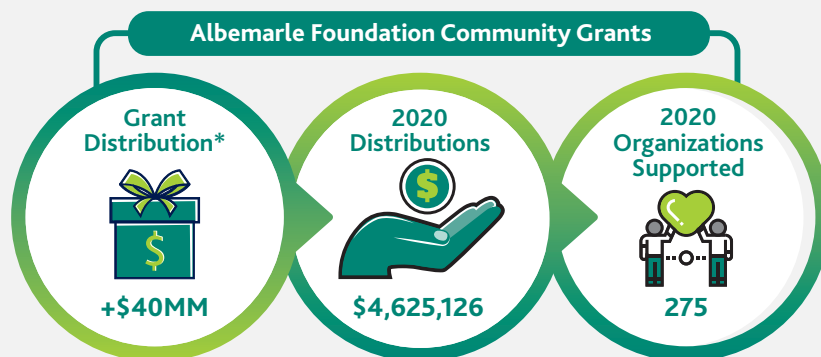
Albemarle Foundation Grant Programs

The Foundation uses community grants, matching grants, volunteer grants, and a scholarship program to distribute funds that make significant, sustainable, and profound impact.



Nonprofit organizations are on the frontlines of advancing and enhancing our communities. From large-scale health initiatives to providing children with school supplies, our partnerships with nonprofits are instrumental in the Foundation's efforts to invest in and give back to the communities in which Albemarle operates and we call home.

Both the Foundation Board, from a budgetary perspective, and local Foundation Site Councils are responsible for reviewing and approving community grants. As partners of the Foundation, select nonprofit organizations receive multi-year grants to help support larger initiatives or ongoing programs.



*Since Inception.


Educating Future Engineers



Our site in Magnolia, Arkansas, helped create the Albemarle Endowed Professorship for the Southern Arkansas University to support professors in their efforts to create opportunities for future workforce and STEM initiatives. In 2018, Albemarle Corporation and Albemarle Foundation made a multi-year commitment to the College of Science and Engineering totaling \$100,000, providing annual resources for equipment, technology, and instruction. Since inception, the Foundation has provided over \$200,000 in support of community engagement grants and employee matching donations to the University.

Partnering for Sustainability

Albemarle is helping to grow the next generation of environmental stewards through our partnership with Discovery Place Nature. As our communities find themselves living in an increasingly urban environment with green spaces vanishing by the day, the importance of providing opportunities for adults and children to spend time in a natural environment is critical. To help counter this trend and improve science and environmental literacy, the Foundation is investing in the creation of a nature center in our headquarters, Charlotte, North Carolina. The new museum is designed to effectively serve Charlotte's fast-growing, quickly diversifying population and provide citizens of all ages the opportunity to safely explore the outdoors, create a connection to the environment, and learn sustainable practices implementable in their daily lives.



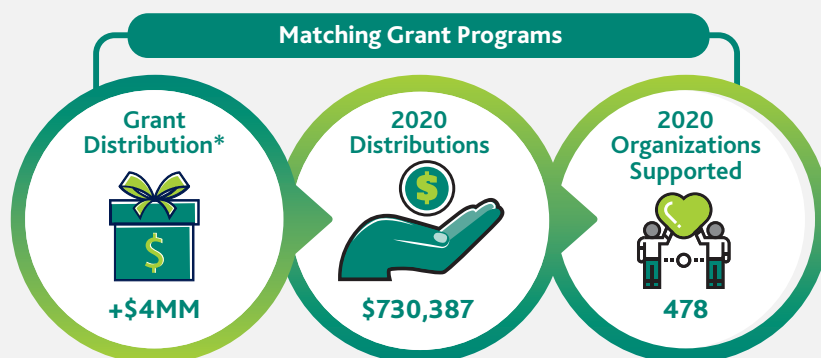
Matching Grant Program

The Foundation's matching gift program provides all eligible employees, retirees, and board members the flexibility to support organizations they are passionate about, and Albemarle Foundation matches those individual donations on a one-to-one basis.

Typically, matches are made for up to \$2,500 per eligible contributor each year. For 2020, the cap was increased to \$25,000 to help provide additional support to nonprofits as they dealt with the challenges of COVID-19 and racial equity and social justice issues, while still managing their primary missions and outreach.

Whether employees are supporting their alma maters, local food banks and schools, or nationally recognized nonprofit organizations, the Foundation is pleased to support employees' commitments to their communities.

The Foundation also champions special matching gift initiatives at our sites around the globe, furthering the impact sites make through their fundraising campaigns.



*Since Inception.

Raising Funds and Awareness for Cancer

The Kemerton Operations and Projects team joined forces to raise funds and awareness for Australian Movember. The mission of Movember is to increase early cancer detection, diagnosis, and effective treatments, and ultimately reduce the number of preventable deaths. One of the ways people raise awareness and money is by growing a mustache. The team held fundraising activities across our Australian locations.

An Operations team member shared his personal and powerful health experiences and highlighted the importance of regular health checks and checking on your work colleagues.



The team raised \$6,049, nearly doubling what they raised in the prior year. With matching dollars from the Foundation, over \$12,000 was donated to Movember.

Supporting Food Banks After a Storm

The Greater Baton Rouge Food Bank is a longtime community partner to our Baton Rouge site. After southwestern Louisiana was hit hard by Hurricane Laura, employees participated in a special matching grant program with the Foundation. With a community grant and the special matching grant, the Greater Baton Rouge Food Bank received over \$24,000 from the Foundation to support food banks throughout Louisiana.

Volunteer Grant Program

From tutoring children to rescuing and rehoming companion animals, Albemarle employees, retirees, and board members regularly donate their time to a variety of causes.

To honor those who give of themselves and their time, and to increase their impact, the Foundation awards volunteer grants of up to \$1,000 per calendar

year. All eligible participants may request \$200 for 15-plus hours of service, \$500 for 35-plus hours of service, or \$1,000 for 70-plus hours of service, payable to the same or different organizations.

Site-wide volunteer projects at Albemarle locations are eligible for grants up to \$5,000 based on the number of employees participating. In addition, the Foundation collaborates with Albemarle's sites and departments to conduct a variety of community service projects throughout the year.



Protecting Their Community

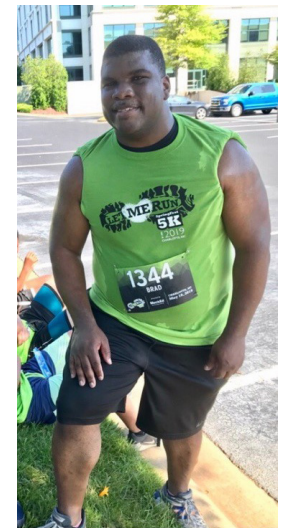
The entire volunteer firefighting crew in Silver Peak, Nevada, where Albemarle operates a site, is comprised of current and former Albemarle employees. Rural communities like Silver Peak rely on volunteer firefighters to help during urgent times of need. These volunteers are trained to be the first on the scene during emergencies.

In addition to volunteering, the employees use the Foundation's Volunteer Grant Program to support the volunteer fire department. Since 2017, the Foundation has donated \$40,000 to the department. The money has been used to purchase state-of-art tools like extrication equipment..

Coaching for a Cause

Let Me Run is a nonprofit wellness program that inspires boys to be themselves, be active, and belong. With a comprehensive curriculum that applies the power of running, the program encourages boys to develop their psychological, emotional, and social health, in addition to their physical health.

Talent Acquisition Lead Brad Baldwin, based at our corporate headquarters, has served as a Let Me Run coach for four years. Twice a week for seven weeks, volunteer coaches like Brad lead their teams through practice. Each Let me Run season culminates in a 5k race festival that celebrates the boys' personal growth.




Through the Volunteer Grant program, Brad was able to make a donation that covered the registration fee for the boys on his team.

Volunteer Grant Program



*Since Inception.

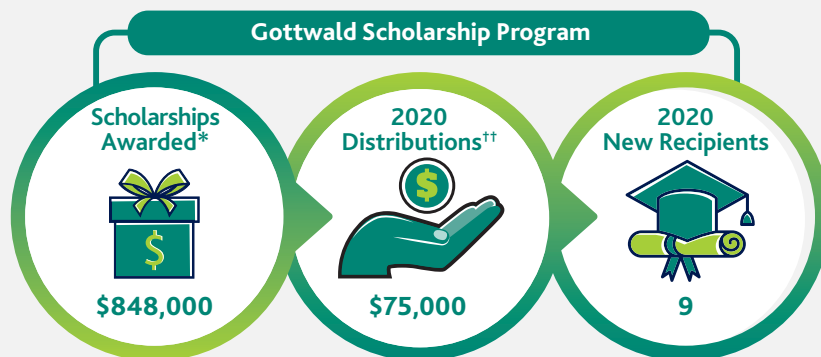


Scholarship Program

The Gottwald Scholarship Program

The Albemarle Foundation Scholarship program provides scholarships to qualified candidates for full-time study toward a degree. The scholarships are granted for a total of four years based on continuing eligibility. The program is open to dependent children of any regular employee or retiree of Albemarle Corporation and its subsidiaries who are high school seniors and eligible to graduate in the current year.

The program was initiated in 2007, awarding two \$2,500 scholarships to assist Albemarle dependents with the cost of college. In 2010, William Gottwald, former chairman of Albemarle Corporation, donated \$1 million to create an endowed fund to grow the Gottwald Scholarship Program, expand the number of \$2,500 scholarships awarded, and create the \$5,000 Floyd D. Gottwald Scholarship. Albemarle Foundation pays 50% of the annual scholarship amount. It is thrilling to see the students from the Albemarle Foundation Scholarship program excel in college and beyond.



*Since Inception; 90 Scholars.

**To 34 scholars total, currently in the program.

Class of 2020 Gottwald Scholarship Recipients



Logan Geisler
Floyd D. Gottwald Scholarship Recipient



Josie Lorenzo



Brandon Mitchell



Wesley Palmer



Vicky Quan



Erica Scott



Noah Weston



Caleb Wheeler



Emmaline Windsor

Where We Grow the Good

South Haven, Michigan

Employees in South Haven volunteered for the 7th annual Society of Women Engineers Corporate Engineering Challenge.

Silver Peak, Nevada

The entire volunteer firefighting crew in Silver Peak is comprised of current and former Albemarle employees. They use the Foundation's Volunteer Grant Program, which provides funds based on volunteer service hours, to support the volunteer fire department.

Magnolia, Arkansas

In Magnolia, employees donated food and funds to support Columbia County CAN Make a Difference, a program that provides meals to senior citizens.

Bayport & Clear Lake, Texas

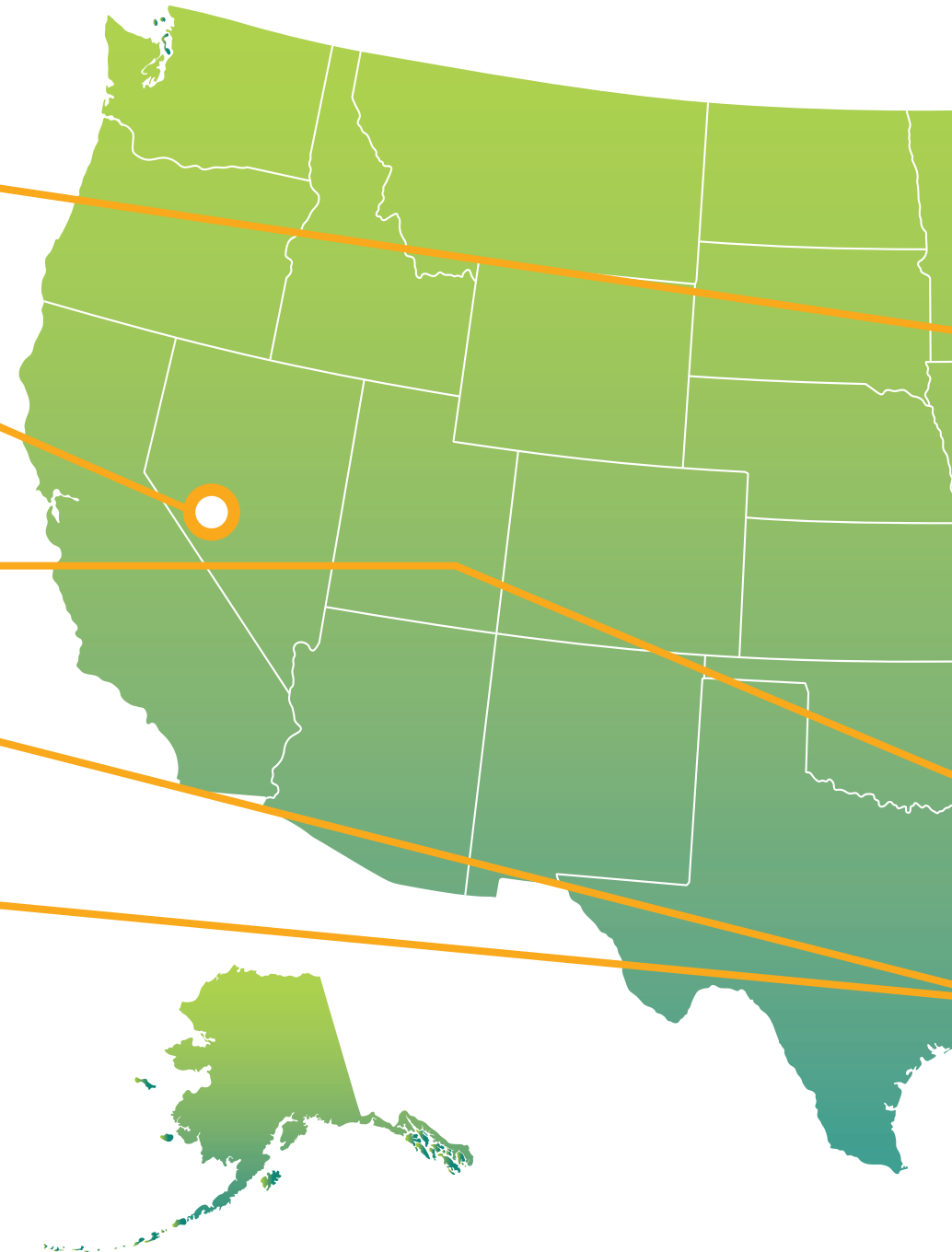
The Bayport and Clear Lake Site Councils held school supply drives to support Fill the Bus, a community-wide effort to benefit the Pasadena Independent School District.

Pasadena, Texas

Pasadena donated \$5,000 to sponsor the tenth annual Keep Kids in School Golf Tournament benefitting Communities in Schools - Bay Area.



For even more stories on how our employees Grow the Good across the globe, visit [albemarle.com](https://www.albemarle.com).





Where We Grow the Good



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Amsterdam, Netherlands

Albemarle's Amsterdam site donated \$5,000 to their local food bank to help with increased needs during the COVID-19 pandemic.

Louvain-la-Neuve, Belgium

Employees have collaborated for years to support a local nonprofit called Pinocchio, which helps children who have sustained burns. In addition to raising funds for the nonprofit, employees have helped by organizing creative activities such as prevention games for children and holiday decorating.

Santiago, Chile

In Chile, Albemarle sponsored a program to help promote English proficiency of future leaders, particularly in the STEM field. The English Access Program was supported by the U.S. Embassy in collaboration with Albemarle and the Municipal Corporation for Social Development of Antofagasta.

Langelsheim, Germany

The Langelsheim site has donated remuneration for hours worked to benefit local youth. The amount donated by employees was matched and distributed to multiple local nonprofits.

Budapest, Hungary

Our Budapest team organized a photoshoot event to express their empathy and solidarity towards people who ever suffered due to discrimination or racism. For each photo taken, the Albemarle Foundation donated \$25. Through this effort, they were able to support the Carolina Youth Coalition with \$700.

Tokyo, Japan

Employees joined the "Clean Campaign" by Minato-ku to help the local community. Minato-ku is one of Tokyo's 23 wards, and their campaign aims to help with cleanup efforts by removing left behind bicycles and motorcycles and reducing trash like garbage and cigarette debris.

Singapore

Employees volunteered for Willing Hearts, a charity that provides meals to those in need. The group helped prepare lunch boxes to be distributed to community members.

Kemerton, Australia

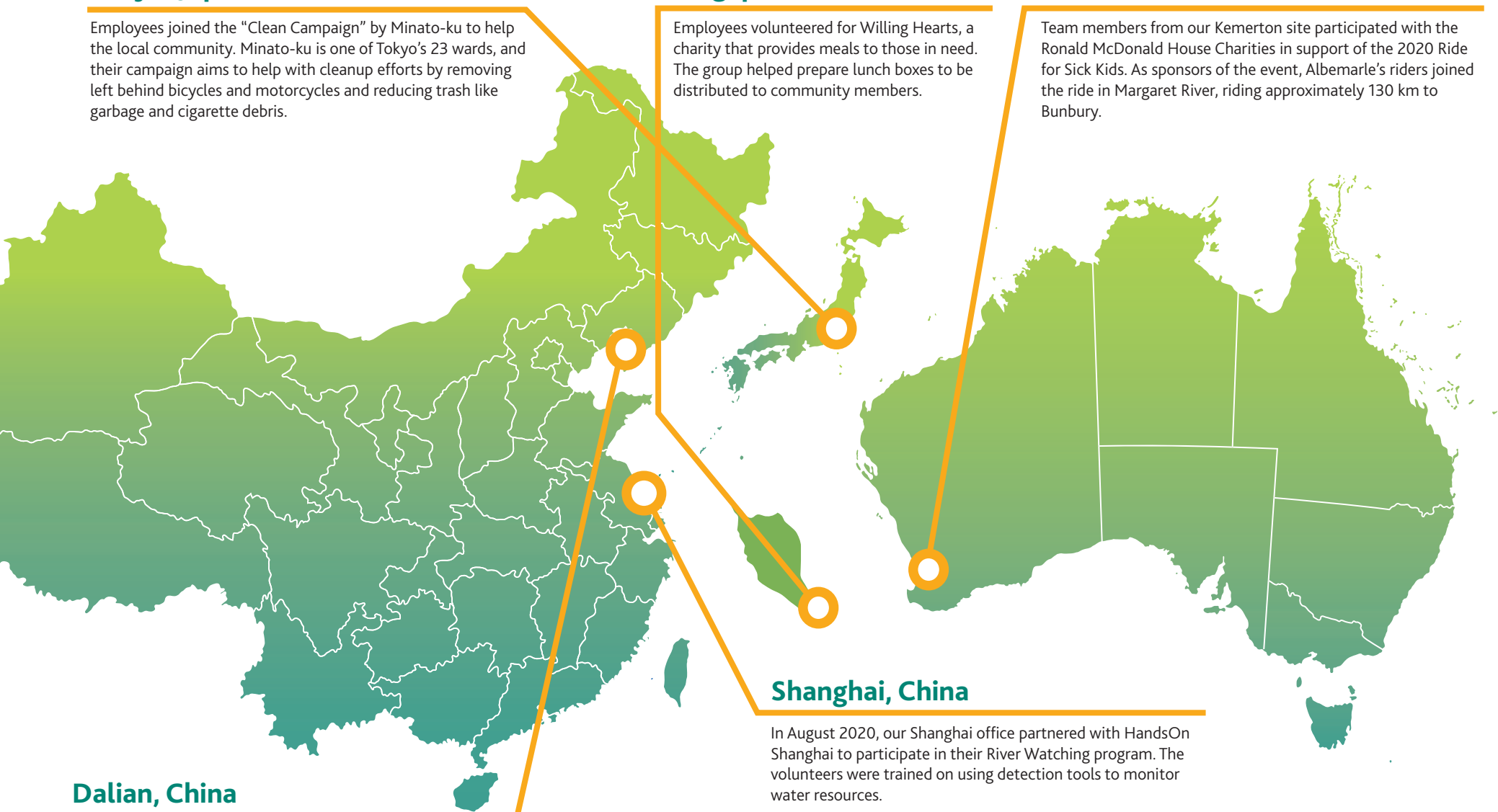
Team members from our Kemerton site participated with the Ronald McDonald House Charities in support of the 2020 Ride for Sick Kids. As sponsors of the event, Albemarle's riders joined the ride in Margaret River, riding approximately 130 km to Bunbury.

Shanghai, China

In August 2020, our Shanghai office partnered with HandsOn Shanghai to participate in their River Watching program. The volunteers were trained on using detection tools to monitor water resources.

Dalian, China

About 60 employees in Dalian, a popular tourist destination, worked together to clean 25,700 square meters beach, collecting 27 bags of garbage, including plastic cups and water bottles.





Using Education to Power Potential

In the fall of 2018, Albemarle Foundation announced a \$10 million educational initiative in Charlotte, North Carolina, our corporate headquarters. The Foundation's gift was matched by another \$10 million grant from Bank of America. Together, we're working to power nonprofits to address economic mobility.

A 2014 study from Harvard and the University of California at Berkeley ranked Charlotte last among 50 large metro areas for upward mobility. That is, a child born into poverty in Charlotte has very little chance of escaping it.

The \$10 million educational initiative, which funds come from a special gift approved by Albemarle's Board of Directors, is being distributed through the Foundation to carefully selected nonprofits over a five-year period.



**Total Educational Initiative Grant
Dollars Distributed Through 2020:**

\$5,775,000

Helping Students Access Higher Education

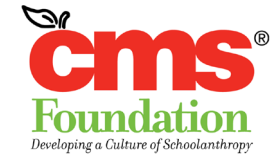
The Carolina Youth Coalition ("CYC") provides support for high-achieving, under-resourced high school students, or "Fellows," to access higher education. In January 2018, Albemarle Foundation gave the grant to launch the nonprofit in Charlotte, North Carolina, and in 2020 the Foundation donated \$1 million to CYC to help ensure the nonprofit's ongoing success.

CYC offers free out-of-school-time programming featuring personalized college application support, standardized test prep, writing coaching, college tours, 1:1 mentoring, connection to career exploration, scholarship opportunities, and social justice-based dialogue. The program begins with students as early as 10th grade and provides support to students throughout their time in college.

Since its founding, CYC Fellows have earned over \$20 million in scholarships and grants and have accepted a total of \$7.3 million. Most importantly, 57% of all Fellows who are attending four-year universities are attending debt-free. CYC Fellows are currently attending colleges and universities across the U.S. Of the CYC's Fellows 2019-2020 class, nearly all were first-generation college students.



These are some of our educational partners:



These organizations each focus on one of four key factors that impact economic mobility:

1. Early education
2. Closing the summer gap
3. Identify, support, and create lifelong learners and civically engaged leaders
4. "Infinity and beyond" with workforce and college readiness



A Commitment to Social and Racial Equity

Albemarle Foundation remains committed to being part of the solution for a truly equitable community, pursuing and granting dollars for efforts to improve the quality of life for everyone.

It's not just a matter of providing grants and volunteering, it's about equipping people with the tools and resources to take advantage of opportunities and achieve success. Through social capital efforts, mentoring, and dollars, the Foundation is working to make a difference.

One way the Foundation is committed to social and racial equity is through our \$10 million educational initiative. Over 70% of dollars donated through that initiative are distributed to minority-led organizations, and 100% of the dollars go to programs that support minority and under-resourced communities.

The Foundation also works closely with Albemarle's CONNECT groups to identify organizations to partner with in our efforts to advance the call for equity. Our CONNECT Groups are employee-led groups that come together, voluntarily, to create awareness and visibility around common backgrounds, beliefs, and experiences. To ensure inclusivity, all CONNECT groups are open to all Albemarle employees.

As employee CONNECT groups continue to be formed at sites around the globe, the Foundation will work with each group to explore community opportunities and partnerships with nonprofits that are aligned with the CONNECT groups' missions.

BE CONNECT Holds Matching Gift Fundraiser for Heal Charlotte

In December 2020, our Black Employees CONNECT group (BE CONNECT) in Charlotte, North Carolina, organized a fundraiser to support Heal Charlotte, an organization that provides temporary housing for families facing homelessness as a result of employment loss, particularly due to the COVID-19 pandemic.

With funds matched by the Foundation, BE CONNECT more than doubled their original fundraising goal resulting in a \$12,150 donation to Heal Charlotte for their rapid rehousing program.





Showing Care During COVID-19

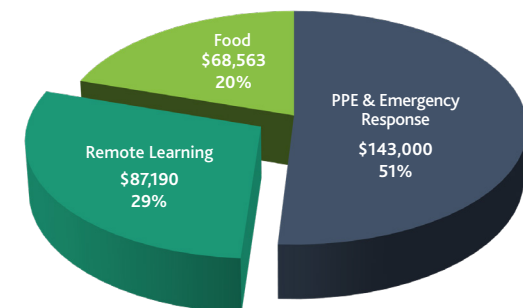
Albemarle's core value of care is a recognition of our concern for the safety and well-being of each other. In 2020, we had to show extra care to keep ourselves and others safe during the COVID-19 pandemic. The Foundation and Albemarle employees around the world rose to the occasion – going the extra mile to assist our communities in crisis while continuing to focus on business-critical tasks.

In 2020, Albemarle Foundation donated nearly \$300,000 in response to the virus, and over 10 times that amount in corporate outreach.

To help our communities successfully navigate the effects of the pandemic in 2020, the Foundation:

- Created a COVID-19 relief fund with an initial investment of \$200,000.
- Reallocated a portion of 2020 budgeted dollars specifically to support COVID-19 relief efforts.
- Identified and collaborated with local disaster relief funds, trade organizations, and local and national grantors to understand the current landscape and determine ongoing outreach efforts.
- Worked with Albemarle Corporation to acquire and distribute masks and PPE to frontline healthcare workers.

COVID-19 Community Outreach



While the initiatives and funding are impressive on their own, it is the stories from the frontlines that demonstrate both the practical and creative approaches that enabled the Foundation to provide life-impacting assistance.

Safety Delivered in Care Packages

Thanks to the Albemarle Care Fund, many employees and their families found it a little easier to stay safe during the pandemic. The ACF provided employees at Albemarle's U.S. sites with care packages that included face coverings, hand sanitizer, and a card with tips for staying safe. Employees working remotely were able to pick up their care packages at special drive-through events, where they could also receive their annual flu shot.



Special Recipe for the Frontline

Making masks was one of the ways people tried to help during the pandemic. Hardin Wells, an Engineering Fellow in Research and Development, didn't sew but he and friends could cook. Along with members of his LSU tailgating crew, the "Krewe of Old School," Hardin cooked and delivered 300 meals to frontline healthcare workers fighting against COVID-19.



Bringing Comfort to Healthcare Workers

COVID-19 kept many people from participating in on-site volunteer activities. But Jeff McCall, a member of the Research & Development team in Kings Mountain, North Carolina, found a way to make his contributions from home.

With the help of his 15-year-old daughters, he used his own 3D printer to create ear savers, small plastic bands with hooks that keep face mask straps from irritating the wearer's ears, and face shield frames. The items Jeff and his daughters created went to local hospitals and home health nurses. He also offered ear savers to colleagues at his site to help make wearing masks more comfortable.



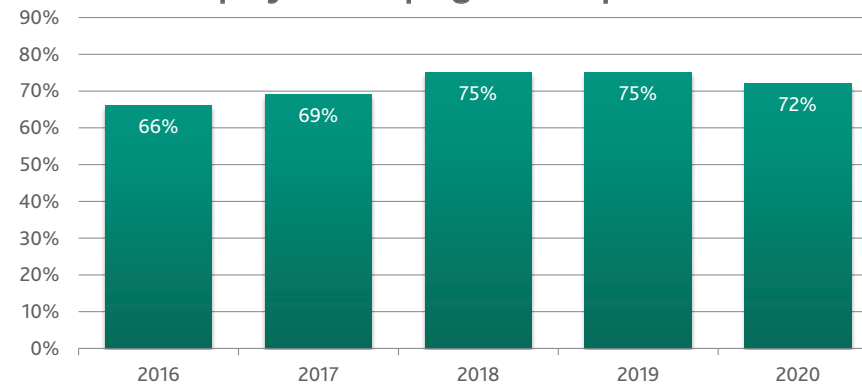
Community Campaign

In 2020, we conducted a virtual Albemarle Foundation Community Campaign Day across all our U.S. sites. Engagement was high with over 1,000 employees tuned in live plus hundreds of replays. The Foundation highlighted short videos of employees speaking about their personal giving and why the Foundation is important to our communities, as well as partner agencies thanking employees and the Foundation for contributions.

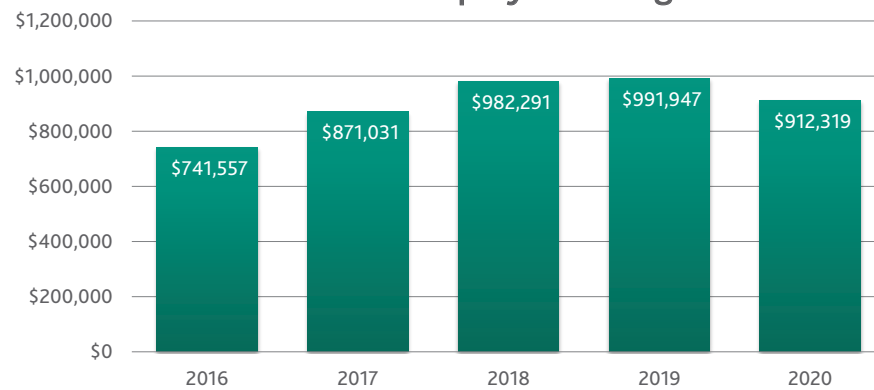


Thank you to the employees who contributed to the 2020 Foundation Campaign. The outstanding participation is a testimony of our employees' commitment to Growing the Good and exemplifying our core value of care!

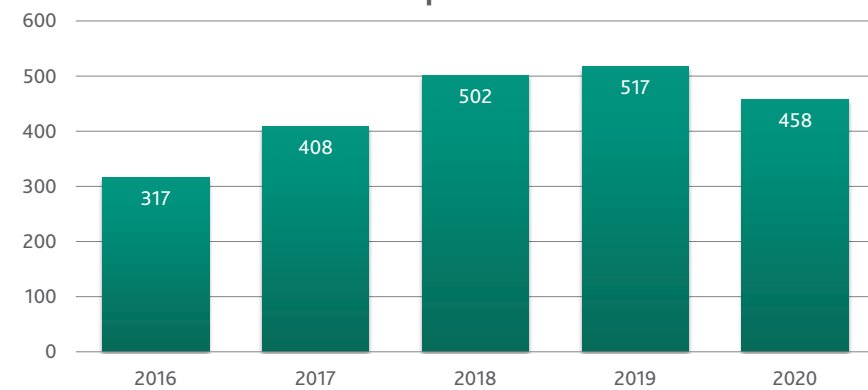
Employee Campaign Participation Rate



Total Employee Giving



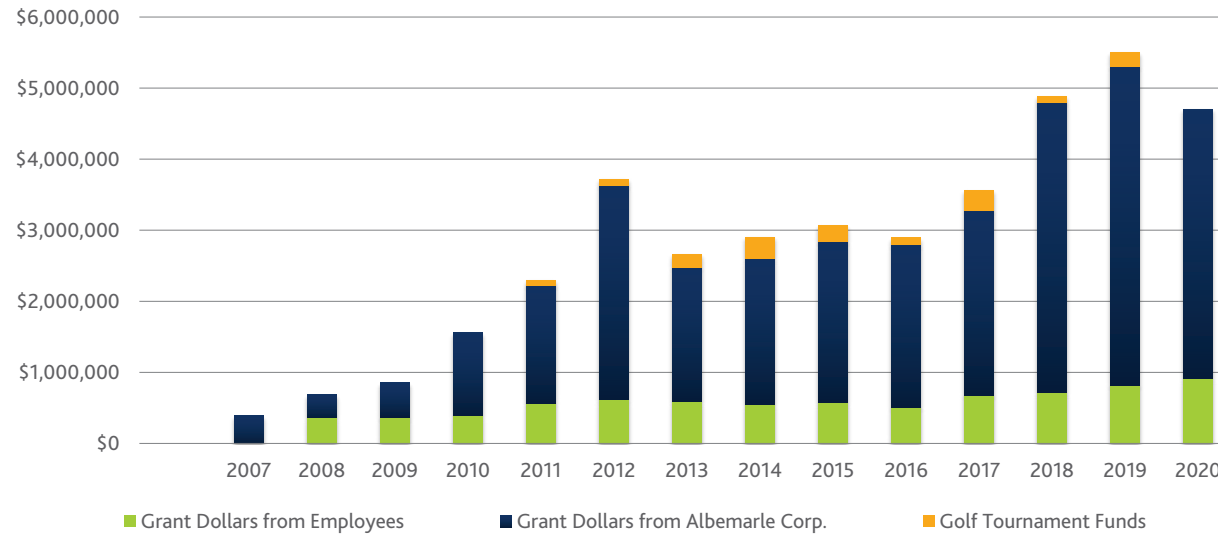
Leadership Level Givers ¹



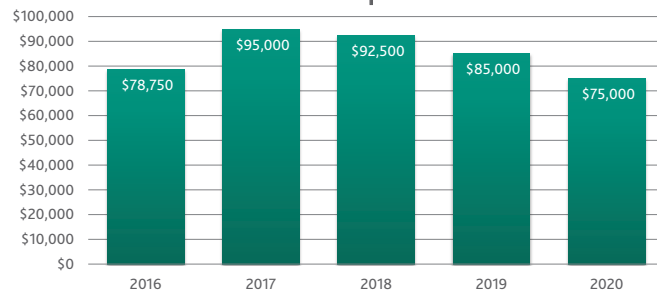
¹ Employees who contribute $\geq 1.0\%$ of salary or $\geq \$1,000$ annual contribution

Financials

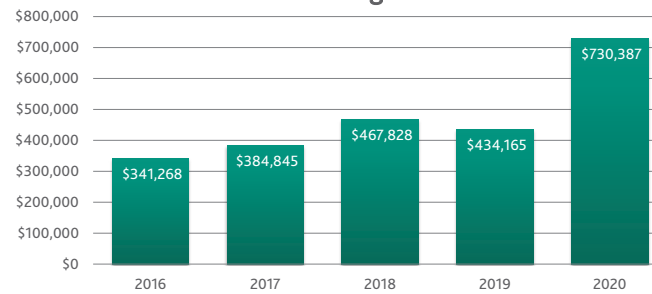
13-year Comparison



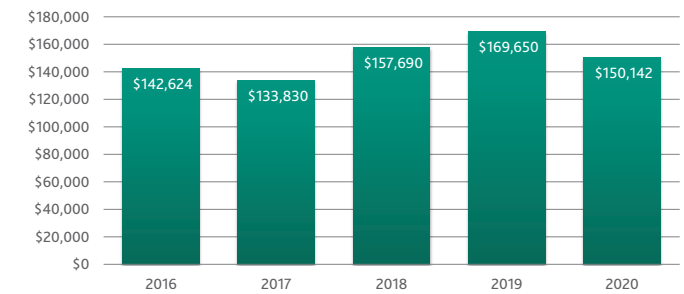
Scholarships Awarded



Matching Grants



Volunteer Grants







For more information on the Albemarle Foundation visit albemarle.com.

