



**2022
Sustainability
Report**



The background of the page features a vibrant, abstract design with colorful, translucent spheres and connecting lines, resembling a molecular or network structure. The colors include shades of red, orange, yellow, and blue, set against a dark, textured background. The central text is contained within a solid blue rectangular area.

About This Report

IN THIS, KETJEN'S FIRST SUSTAINABILITY REPORT SINCE BECOMING A NEW BRAND FOR THE CATALYSTS BUSINESS OF ALBEMARLE CORPORATION (ALBEMARLE), WE OUTLINE OUR COMPANY'S APPROACH TO SUSTAINABILITY AND DISCUSS OUR SUSTAINABILITY POLICIES, PROCEDURES AND INITIATIVES.

We have structured the report according to the aspects of environment, social and governance disclosure. The information presented covers the 2022 calendar year unless otherwise stated.

For any feedback on this report or questions about sustainability at Ketjen, please contact Sustainability@Ketjen.com.

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WELCOME MESSAGE

Mike Simmons, President

I am pleased to introduce Ketjen's first standalone sustainability report.

In January 2023 we announced Ketjen as a new brand for the Catalysts business of Albemarle. In doing so, we have created a distinct brand that reaffirms our commitment to our customers in the refinery and petrochemicals industry. That commitment also extends to supporting our customers in their sustainability ambitions. This report outlines how we are achieving that by building on Albemarle's strong sustainability record while moving forward with the development of our own unique sustainability strategy.

At Ketjen, we pride ourselves on developing and manufacturing products that help supply clean energy to the world and assist in the global energy transition. Our catalysts are the industry's gold standard, and our tailored solutions deliver ever-increasing performance and advanced technology. In 2023, we launched several groundbreaking solutions, including QUASAR™, ReNewFine™ and ReNewFCC™, designed to maximize our customers' refining assets and support their sustainability goals by improving efficiency, reducing energy use and contributing to the supply of renewable fuels to their end markets.



Mike Simmons
President

We support the goals of the [Paris Agreement](#) to limit global warming to well below 2°C (WB2C). Our ambition is to achieve net zero carbon emissions by 2050 and we are taking steps towards powering our facilities with renewable electricity. We are also leveraging Ketjen's industry-leading expertise in product and process innovation to support the decarbonization of our operations and achieve GHG emissions reduction. I am pleased to share that in 2022, we remain on track with science-based targets to reduce our carbon emissions.

As a values-driven organization, Ketjen strives to create a diverse, equitable, inclusive and safe workplace that underscores our core value of care. This is particularly evident in our company's safety record. 2022 was a year without recordable injuries at our Bayport and Pasadena operations, and in June 2023, our Amsterdam operations marked over 1,000

days without a recordable injury. We are honored to have received the 2023 Responsible Care® Facility Safety Award for our Texas manufacturing sites from the American Chemistry Council in recognition of our efforts in this area.

We still have much work to accomplish as we advance on our sustainability journey. In 2024, we will continue to focus on our sustainability initiatives and goals, and I look forward to sharing our progress with you in future reports.

Sincerely,
Mike Simmons

“

Our catalysts are the industry's gold standard, and our tailored solutions deliver ever-increasing performance and advanced technology.”



IN CONVERSATION WITH

Bob Leliveld, Chief Technology Officer



Bob Leliveld
Chief Technology Officer

How do you define sustainability at Ketjen?

We take a holistic approach to sustainability to encompass environmental, social and governance aspects of our business. We strive to be responsible stewards of the environment by monitoring and managing the environmental impacts of our operations, with a particular emphasis on reducing our carbon emissions. Our social responsibility revolves around creating a safe and inclusive workplace for our employees who are involved in our communities through volunteering and philanthropic initiatives. And Ketjen's strong governance practices help us operate our business effectively, which benefits our stakeholders and the communities in which we operate.

Why is sustainability important to Ketjen?

Sustainability is in our DNA. Through our history as the Catalysts business of Albemarle, we have a long track record of taking sustainability into consideration in our business practices and how we engage with our stakeholders. We know it's the right thing to do, and it's good for business as Ketjen's customers are very much interested in improving their own sustainability performance through increased efficiency of their processes and their products. For over 50 years, they've trusted us to develop, manufacture and optimize their catalysts and additives to support them in achieving their sustainability goals.

How does Ketjen work with industry partners to advance sustainability?

We know that to advance sustainability in a significant way, we must collaborate with our key customers and other industry players to develop innovative products and solutions. Indeed, collaboration is one of our core values, so we work closely with innovators and cleantech pioneers to find synergies that can help increase the availability of sustainable fuels. As we highlight in our [Product & Process Innovation](#) section of the report, our long-standing partnership with Neste, a global front-runner in the field of renewable diesel since the early 2000s is a good example of the types of relationships we have forged that are contributing significantly to sustainability.

Looking to the future, what can we expect from Ketjen?

Ketjen is well-positioned to unleash the potential of advanced chemistry to enable a safer and more sustainable world. As such, we will continue to build on Albemarle's rich history while forging our own unique path forward. Our commitment to sustainability remains steadfast. Through continuous improvement efforts and investment in research and development (R&D), we will drive positive change within our business and across the industries we serve.



About Ketjen

KETJEN IS A MANUFACTURER OF ADVANCED CATALYST SOLUTIONS FOR LEADING PRODUCERS IN THE PETROCHEMICAL AND REFINING INDUSTRIES.

Through our portfolio of products, we offer tailored, safe and reliable solutions that increase production performance, provide business value and promote sustainability. Ketjen is headquartered in Houston, Texas, U.S. and serves global customers through operations in 27 markets and through joint ventures in France, Germany, Brazil, Japan and the United States.

WORKFORCE DISTRIBUTION:



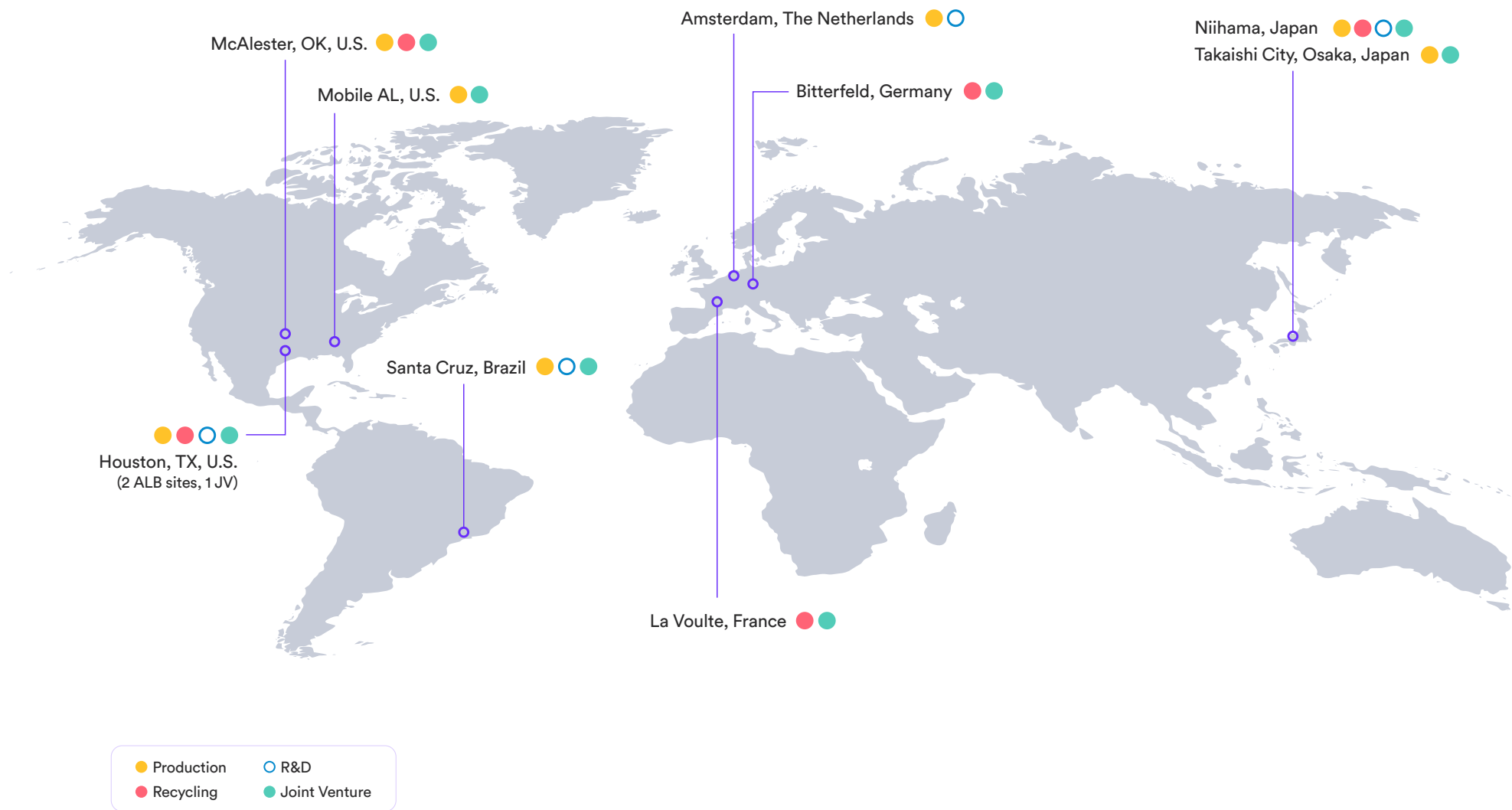
1,100
Employees

27
Markets

350+
Products
Manufactured

3
Production
Facilities

Ketjen Global Snapshot



Our History

OUR COMPANY IS ROOTED IN A LONG HISTORY WITH A STRONG ENTREPRENEURIAL HERITAGE.

The Ketjen name derives from our company's founding family that established a chemicals business in Amsterdam, the Netherlands, in 1835. Throughout our history, our company has seen many changes. In response, we have pivoted to adjust to market conditions but have kept our customers and their needs at the core of our business purpose and mission.

Ketjen unleashes the potential of advanced chemistry for industries that power the world today and tomorrow.

1835		Ketjen is founded as a chemicals business
1923		General Motors and Standard Oil create Ethyl Corporation
1950's		Ketjen enters into the catalyst business and becomes Ketjen Catalyst
1962		Albemarle Paper purchases Ethyl and retains the Ethyl name
1967		Ketjen becomes part of Koninklijke Zout Organon (KZO), which becomes AKZO and later AkzoNobel
1990's		Albemarle begins to produce organometallics, curatives and herbicide, creating the company's PCS business
1994		Ethyl spins off the chemical business to create an independent, publicly traded company named Albemarle Corporation
2004		Albemarle acquires the refinery catalyst business of Akzo Nobel N.V.
2022		Albemarle announces decision to retain its Catalysts business as a wholly owned subsidiary
2023		Ketjen is announced as a new brand for the Catalysts business of Albemarle



Our Purpose & Values

Like our parent company, Ketjen is a values-driven organization. Our values guide us in our work and in our interactions with our stakeholders.

Care

We improve the safety, and support the well-being and resilience, of our communities, employees and environment.

Collaboration

We work together, value each other and encourage diverse thought to drive better outcomes.

Accountability

We act with courage to take ownership for what matters and responsibly deliver results.

Curiosity

We continuously learn and are comfortable taking informed risks to innovate.

Humility

We share the credit and value the ideas of others to achieve goals together.

Integrity

We do what we say with honesty and transparency for the benefit of all.

Our Portfolio

AT KETJEN, WE DELIVER FLEXIBLE, PERFORMANCE-BASED CATALYSTS, TECHNOLOGIES AND RELATED SERVICES THROUGH THREE PRODUCT DIVISIONS:

FLUIDIZED CATALYTIC CRACKING (FCC) SOLUTIONS

Our portfolio of fluid cracking catalysts and additives allows our customers to increase their unit operating window and achieve the flexibility to process heavier, less expensive feedstocks and maximize conversion. The catalysts are engineered to maximize efficiency, minimize waste, and improve the quality of the final products. They are designed to work with a wide range of feedstocks, including renewable and recycled materials, allowing our customers to enhance the sustainability of their products by increasing the use of renewable and recycled content.



Catalysts enable sustainable manufacturing of chemicals and fuels by increasing product yields, minimizing waste and efficiently converting raw materials derived from fossil and renewable sources to clean fuels. For over 50 years, Ketjen catalysts and additives have contributed to improved sustainability of essential transportation fuels and everyday products.



CLEAN FUELS SOLUTIONS

At Ketjen, we offer a wide range of hydrotreating and hydrocracking catalyst solutions designed to remove sulfur, nitrogen and other impurities from the lightest to the heaviest refinery feedstocks to improve the product properties. Our solutions allow our customers to convert feeds as heavy as vacuum gas oil (VGO) and deasphalted oil into transportation fuels, which is key for refiners around the world to meet their sustainability goals. Hydroprocessing catalysts (HPC) have played a critical role in contributing to a cleaner environment by enabling the production of clean fuels.

The acidification of crops and forests and smog produced by acid rain was addressed by the introduction of HPC catalysts, which reduced SO_x and NO_x emissions to minimal levels.

PERFORMANCE CATALYST SOLUTIONS (PCS)

We provide high-quality, critical catalyst solutions, primarily organometallics and curatives for the production of many everyday household goods. Organometallics are vital for the production of items such as polyethylene packaging, toys, pharmaceuticals and electronic devices. Ketjen also offers a diverse portfolio of high purity, liquid curatives that are easy to blend and handle. They are used to cure polyurethanes, epoxies and polyureas and allow formulators to easily adjust reaction times and eliminate dust exposure while improving product characteristics.

Sustainability at Ketjen

OUR APPROACH

Ketjen draws on the sustainability principles and practices of our parent company, Albemarle. We take a comprehensive approach to sustainability, which includes environmental, social and governance aspects of our business. We implement best practices and initiatives to achieve sector leading sustainability performance and help advance our customers' sustainability goals. In 2024, we intend to roll out a sustainability strategy unique to Ketjen with goals, targets and key performance indicators (KPIs) aligned to our business.

In 2023, we hired Ketjen's first Sustainability Manager who, together with our Sustainability Technology Director, oversees the development and implementation of Ketjen's sustainability strategy. In the coming years, we plan to continue to build and grow our sustainability team as we further embed sustainability into our organization. We also anticipate conducting a double materiality analysis to facilitate our understanding of what material and emerging issues are of importance to Ketjen's business and our stakeholders. This will help inform our sustainability activities and strategy going forward.

We support the United Nations Sustainable Development Goals (SDGs). The SDGs are a global framework for addressing environmental and social challenges, including poverty, inequality, climate change and environmental degradation. In 2020, Albemarle mapped nine goals against which our products, services and community engagement can contribute to the advancement of the SDGs.

Since 2021, we have also been a member of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative with over 17,000 participants globally. For more information, please see the [Albemarle 2022 Sustainability Report](#).



KETJEN SOLUTIONS CONTRIBUTE TO A MORE SUSTAINABLE WORLD

We offer comprehensive technical support to help our refining customers achieve their sustainability goals. HPC and FCC Co-processing are innovative processes that enable the conversion of plant and animal-based oils and waste streams, bio-oils, pyrolysis oils and residues together with crude oils into high-quality fuels and chemicals. At their core, HPC and FCC co-processing involve the use of a catalyst to help break down complex hydrocarbon molecules derived from biological and crude sources into simpler, more valuable products. This process is highly efficient, producing minimal waste and emissions, making it a good option for companies looking to reduce their carbon footprint and transition to more renewable feedstocks.

Our team of experts works closely with our customers to provide guidance and assistance at every stage of the process, from selecting the optimal catalyst to optimizing the co-processing process to meet their specific needs. We help customers meet standards to make International Sustainability and Carbon Certification (ISCC) certified products, which further supports their sustainability goals through a clear and transparent identification for their products.

Through our commitment to sustainability, innovative catalyst products, comprehensive customer support and strategic partnerships, Ketjen helps clients achieve their sustainability goals and drive positive change across industries.



Corporate Governance

GOOD CORPORATE GOVERNANCE AND ETHICAL BUSINESS PRACTICES ENSURE THAT WE ARE CONDUCTING OUR DAY-TO-DAY BUSINESS TRANSACTIONS WITH HONESTY, TRANSPARENCY AND ACCOUNTABILITY.

OUR LEADERSHIP

Ketjen's governance is tied to that of our parent company. Albemarle's Board of Directors has oversight of our sustainability program, while Ketjen's leadership team is responsible for setting the sustainability direction and strategic approach within our organization.



Mike Simmons
President



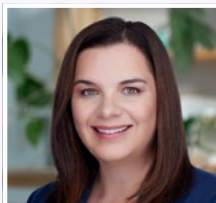
Tina Craft
Chief Commercial
Officer, Refining



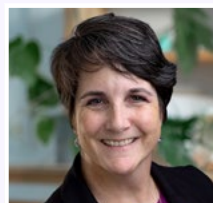
Atif Janjua
Chief Financial
Officer



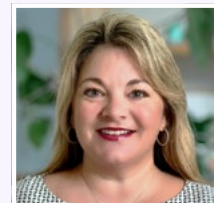
Bob Leliveld
Chief Technology
Officer



Beth Radtke
Chief Human
Resources Officer



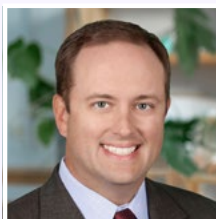
Justine Franchina
Chief Operations
Officer



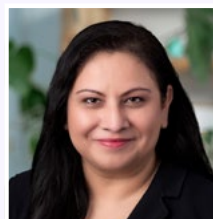
Jenny Hebert
VP of Business
Transformation



Rodrigo Pinto
VP, Performance
Catalyst Solutions



David Chromy
VP, Deputy
General Counsel



Romelia Hinojosa
Senior Communications
Director

Code of Conduct

OUR CODE OF CONDUCT SHAPES WHO WE ARE AND HOW WE WORK WITH OUR CUSTOMERS AND EACH OTHER.

It demonstrates how we live our values and defines how we lead, serve and collaborate in our business interactions and with the communities in which we operate. All employees, officers and directors of the company are required to sign and adhere to the Code. It is intended to deter improper actions, encourage honest, ethical and responsible conduct, promote compliance with applicable laws and regulations, and prompt internal reporting of violations.

We have updated the Code to incorporate sustainability-related amendments relating to human rights and responsible sourcing. Our interactive eCode is accessible to all employees on their computers, tablets and smartphones. We encourage employees to report any activity that may be in violation of our Code, without fear of retaliation. Employees have access to an anonymous helpline available 24 hours a day, seven days a week in multiple languages. The helpline is operated by an independent third-party in accordance with the laws of the countries where we do business.

AWARDS AND RECOGNITION¹



TWO 2023 Facility Safety Awards:
Bayport, Texas; Pasadena, Texas



First year scored
Climate (B) and Water (C)

¹ The CDP ratings and Chemistry Council awards were awarded to Albemarle. Ketjen data was included in the overall assessments.

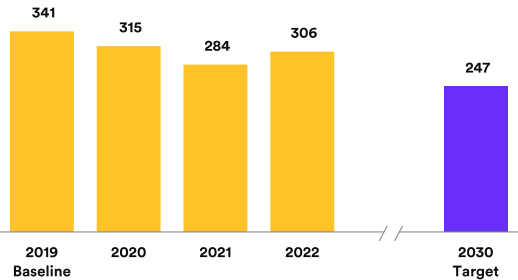
Environment

AT KETJEN, WE AIM TO BE RESPONSIBLE STEWARDS OF THE ENVIRONMENT BY MONITORING, MEASURING AND MANAGING OUR ENVIRONMENTAL IMPACTS.

Energy and Emissions

We support the goals of the Paris Agreement and are pursuing efforts to help limit global warming to well-below 2°C (WB2C). We believe this is the right thing to do and strengthens our competitive position, improves our operational efficiency and creates value for our stakeholders. Our carbon reduction efforts are guided by the Albemarle Climate Strategy developed in 2021.

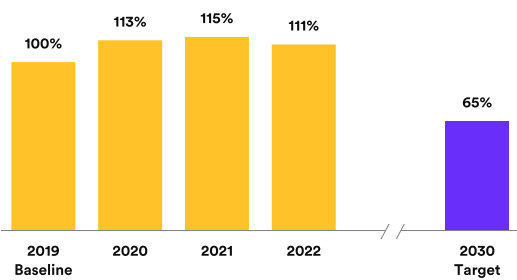
Progress Toward Target - Absolute
(kt CO₂e)



Using our 2019 baseline and in alignment with science-based targets, Ketjen is targeting a 35% reduction of scope 1 and 2 carbon intensity by 2030. To help us achieve our goal, we are developing a decarbonization roadmap with a focus on process efficiencies and a transition to renewable electricity use in our facilities.

Albemarle reported at a consolidated level certain sustainability metrics including energy consumed, scope 1 and scope 2 GHG emissions, as well as water withdrawal, water consumed, and percentage of freshwater consumed in regions with high and extremely high overall water risk areas for the year ending December 31, 2022. The full report is available at [Albemarle's 2022 Sustainability Report](#).

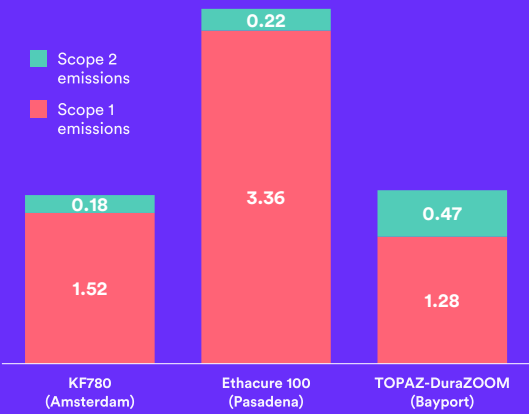
Progress Toward Target - Intensity
(relative intensity)



Life Cycle Assessments

In response to customer requests, we have begun to conduct simplified life cycle assessments (LCAs). Our initial focus is on gate-to-gate GHG emissions, which are related to the manufacturing of our products within our operations. We completed nine LCAs in 2022, and we plan to conduct more comprehensive assessments in the future. We also aim to expand our system boundaries to cradle-to-gate by working closely with our suppliers to obtain necessary data and determine our scope 3 emissions. By doing so, we can support our customers and partners in estimating the carbon footprint along the value chain.

GHG Emissions (kg CO₂e/kg of product)¹



1. Based on a gate-to-gate Product Carbon Footprint

Biodiversity

WE ARE COMMITTED TO OPERATING KETJEN FACILITIES IN A RESPONSIBLE MANNER BY PREVENTING AND MITIGATING THE POTENTIAL IMPACTS OF OUR MANUFACTURING ACTIVITIES AND PROTECTING AND CONSERVING BIODIVERSITY AND SENSITIVE ECOSYSTEMS WITHIN AND SURROUNDING THE AREAS OF OUR OPERATIONS.

At our Amsterdam facility, we have planted shrubs and flowers to support pollination and promote biodiversity of a variety of plants, insects and animal species. The vegetation creates a natural transition zone to the Vliegenbos, an elm-rich, deciduous forest close to our facility. Ketjen also provides an annual financial contribution to support the conservation of this 20-hectare forest, which is a habitat for birds, insects, small mammals and a variety of native plant species. We have placed cameras around our facility for the purpose of observing local fauna to better understand their habitats. Initial findings include sightings of foxes that are feeding on fish, which may derive from a local river.

For more than 10 years, Ketjen employees at our Pasadena, Texas site have supported [The Texas Conservation Fund](#) by participating in the annual [Trash Bash](#), which takes place every March. Through this event, Ketjen volunteers participate in river, lake and bayou clean-up initiatives throughout the Houston area, contributing to the preservation of local plant and wildlife habitats.



Advancing Sustainability Through Product and Process Innovation

KETJEN'S ABILITY TO CONSISTENTLY DELIVER INNOVATIVE SOLUTIONS TO OUR CUSTOMERS RELIES ON OUR DEEP CHEMISTRY KNOWLEDGE AND OUR COMMITMENT TO INVEST IN STATE-OF-THE-ART TECHNOLOGY.

We also rely on partnerships and collaboration with other industry leaders to bring to market cutting-edge products and services. Our Chief Technology Officer leads our R&D efforts, which include product and process improvements and innovation to reduce our energy consumption and

support our customers' sustainability ambitions. We carefully balance making investments in capital projects that will help us reduce energy use and GHG emissions with consideration for return on investment (ROI). In 2022, we boosted our catalysts spray dryer production to improve

efficiency by optimizing the dryer's operating temperature and increasing solids in the slurry. We are evaluating the installation of heat pump systems to reduce overall energy consumption.

QUASAR™

In 2023, we launched our next generation QUASAR™ platform with diverse hydrotreating applications to produce clean transportation fuels. QUASAR™ was developed by applying high-throughput experimentation and characterization together with machine learning and computational chemistry. This innovative technology helped identify relationships between catalyst preparation, metal active phase and performance, leading to our highest activity supported NiMo catalysts to date: KF 882 QUASAR™ designed to maximize refiners' asset utilization.



Case Study: Amsterdam

IN 2021, WE REPLACED AN OUTDATED STEAM BOILER AND INEFFICIENT AND OBSOLETE AIR COMPRESSOR UNIT AT OUR AMSTERDAM SITE WITH A NEW, STATE-OF-THE-ART UNIT WITH HEAT RECOVERY AND INTEGRATION.

The new system is located in a more strategic location that minimizes heat loss while creating steam for the powering of our plant. This initiative, which we dubbed the “Heartbeat Project”, has resulted in a 3% reduction in our energy consumption.

Also in Amsterdam, and thanks to innovative process controls, we have optimized one of our drying units. This process requires the use of large quantities of natural gas to evaporate water. As a result, we have been able to improve the energy efficiency of this unit by more than 10%.

We dry and calcine a lot of our materials at high temperatures, so we are working on introducing processes to recover the heat, which is currently released into the environment, for use in our production activities. These and other projects we have planned over the coming years put our Amsterdam production site on track to achieve a 40% reduction in CO₂ per ton of catalysts.



PARTNERSHIPS

At Ketjen, we understand the power and value of partnerships. It is in these partnerships that our deep expertise in chemistry and catalysts can be combined with the required know-how and ability to build and operate new and improved processes. Often this combination is essential to the development of innovative products and helps us access new markets and advance sustainability.



RENEWFINE™

In 2023, we launched our groundbreaking ReNewFine™ catalyst offering for renewable diesel and sustainable aviation fuel (SAF) production. This technology was developed in our 20-year relationship with Neste, a leading producer and innovator in the field, and complements our offering for hydrogenated vegetable oil (HVO) production via co-processing. The renewable fuels produced through this process are a drop-in solution to replace fossil fuels and can reduce CO₂ emissions up to 90%. Since 2007, the application of ReNewFine™ catalysts in Neste's NEXBTL process has facilitated the production of 25 billion liters of renewable diesel. Over this period, continuous improvements have enabled Neste to pivot their feedstock from virgin vegetable oils to over 90% waste and residue streams. Our ReNewFine™ portfolio for 100% HVO technology is now commercially available to all customers who operate 100% HVO units.

“We are grateful for more than two decades of partnership with Ketjen and look forward to this next chapter in our collaboration.”

Carl Nyberg
Executive Vice President, Neste Renewables Platform

RENEWFCC™

ReNewFCC™ is Ketjen's portfolio of dedicated catalysts and services designed to enable our customers to process more renewable feedstocks. As new feedstocks such as oils obtained from waste and biomass streams are introduced, new challenges have appeared through the variable content of metals and higher oxygen content in these feedstocks. Successful processing requires catalyst technologies with high accessibility and metals resistance to help decrease GHG emissions and produce renewable fuels and chemicals. Our ReNewFCC™ addresses these issues to help drive our customers' performance and maximize returns.

Case Study

A PROJECT PARTNERSHIP WITH NESTE AND TRANSPORTATION COMPANY BEETS BV DEMONSTRATES OUR SUPPORT AND COMMITMENT TO FINDING COLLABORATIVE WAYS TO INCREASE OUR SUSTAINABILITY EFFORTS.

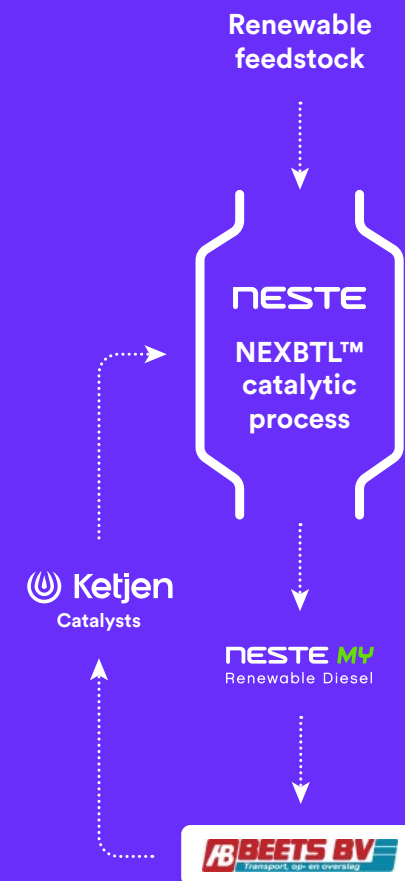
NEXBTL catalysts are transported from Ketjen's Amsterdam site to Neste's Rotterdam facilities via BEETS BV trucks fueled by renewable diesel generated by Neste. This initiative leads to a reduction of fleet emissions compared to fossil diesel.

Supporting the Recycling of Plastic Waste

In 2023, we signed a collaborative agreement with Clariter, a global cleantech pioneer. Through this partnership, Ketjen provides Clariter with leading-edge expertise in the catalytic conversion of waste plastics to help Clariter transform plastic waste into new, crude oil-free solvents, oils and waxes used in a wide range of industrial and consumer applications. The partnership has the potential to make an impactful environmental contribution through the recycling of waste plastic, thereby reducing the plastic waste problem and helping to decrease dependency on fossil-fuel based petrochemicals.

Digital Transformation

At Ketjen, we have begun our journey towards digital transformation and data analytics to support our operations, as well as our R&D ambitions. Working with Project Albemarle Intelligence (Project AI), we are building machine learning models to help us gather real time data on the productivity and energy efficiency of our Ketjen plants and take concrete steps to improve our performance. Project AI was rolled out at our Bayport facility in 2021 and is well underway at our Amsterdam facility. It contributes to our sustainability performance and continuous improvement efforts by allowing us to do detailed model analyses on how to run our plants in the most efficient way. As a result, we are able to improve quality, productivity, energy and raw material consumption. We are currently working on developing energy dashboards for each of our Ketjen plants for enhanced monitoring and reporting.



Safety

AT KETJEN, CREATING A SAFE WORK ENVIRONMENT FOR OUR EMPLOYEES, CONTRACTORS, SUPPLIERS, AND BUSINESS PARTNERS IS A TOP PRIORITY.

Ketjen's senior leadership is responsible for ensuring a safe work environment. Through Albemarle's safety management system, we encourage a strong culture of safety, which emphasizes looking out for one another and keeping safety top of mind. We have put in place robust global and country-specific safety standards, policies and procedures, and we provide safety training and workflows to ensure conscious hazard recognition. Each of our sites employs a health, safety and environment (HS&E) manager or safety manager equivalent who, along with their team, implements country-specific safety policies and procedures and provides local safety resources. Regular meetings throughout the week include a safety moment for employees to discuss incidents that have occurred, pose questions to encourage employees to reflect on safety, and to share best practices in accident prevention and corrective action plans.

In October 2022, our Pasadena facility celebrated three years without a recordable injury, and our Bayport facility celebrated two years without a recordable injury in May 2023. Unfortunately, these notable streaks ended in September 2023 with two recordable incidents, one at each manufacturing site.

Contractor Safety

We expect all Ketjen contractors to adhere to our safety rules and guidelines while working at our sites. Contractors are provided with Ketjen's Contractor Safety Expectations Agreement, which outlines our safety requirements and which contractors are expected to sign before working with us.

In 2022, Ketjen's Bayport facility rolled out the Contractor Management Portal that houses contractor safety training materials and provides employees with increased transparency on contractor performance. A contractor's safety performance, their International Suppliers Network® (ISN) Rating and other items are reviewed by our site contractor management coordinator for site access approval. The



In June 2023, our Amsterdam operations marked 1,000 days without a recordable injury.

portal provides information on which contractors have been vetted on safety requirements and insight into which contractors are onsite at any given time. It also serves as a repository for contractor evaluations for review when researching an appropriate contractor for a job and allows Ketjen employees to choose contractors based on their safety track record. Contractor performance, including their safety record, is evaluated quarterly to provide awareness of any potential gaps in communicating our safety expectations and to drive continuous improvement.

Product Safety

We are committed to the responsible care and use of our products, which is why we help and equip our customers to achieve a certain safety level to use our products. This includes ensuring customer facilities are equipped to safely operate and handle our products, conducting safety audits of customer unloading facilities prior to product delivery, providing training in the handling of our products, offering ongoing technical support and activating emergency response teams as needed.

Ketjen is proud to have received the 2023 Responsible Care® Facility Safety Award from the American Chemistry Council for no recordable injuries in 2022 at our Bayport and Pasadena plants.



Case Study

INVESTING IN CONTINUOUS IMPROVEMENT

At Ketjen, we strive to continuously improve our safety practices. For the past several years, we have been designing and fabricating an upgraded safety relief system at our Pasadena, Texas site. This complex, multi-year and multi-million-dollar upgrade will replace two outdated blow-down pits used for emergency relief capture from various parts of Ketjen's organometallics production unit. The new system is intended to enhance our safety and reduce the environmental impacts of relief discharge by re-routing relief scenarios from our ground pits to the site flare system.

Social

SOCIAL RESPONSIBILITY IS AT THE CORE OF HOW WE DO BUSINESS AT KETJEN. FOR OUR EMPLOYEES, WE AIM TO CREATE A DIVERSE AND SAFE WORKPLACE WHERE EVERYONE FEELS THAT THEY BELONG AND UNDERSTANDS HOW THEY CONTRIBUTE TO THE SUCCESS OF OUR COMPANY.

For the communities in which we operate, we strive to minimize the impacts of our business activities on those communities and support them through charitable and volunteering initiatives.

Our Workforce

As an Albemarle business, we leverage our parent company's Centers of Excellence that provide expertise in Total Rewards, organizational effectiveness, talent attraction, leadership development, performance management, and talent planning and culture. Ketjen's 1,100 employees can also access best-in-class learning and development programs through Albemarle University. This helps us attract and retain the top talent we need to operate in a highly competitive industry.

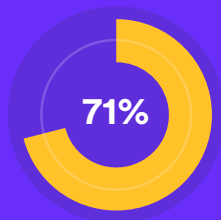
Our people are our most important asset, and at Ketjen, we are committed to employee well-being by helping our workforce thrive emotionally, physically and financially. We provide our employees with competitive wages, comprehensive health insurance and performance incentives through Albemarle's Total Rewards program. In 2022, many of our wellness initiatives focused on mental health in recognition of its critical importance to employee well-being. Moving forward, we are also incorporating additional Ketjen-specific learning and development programs.



EMPLOYEE ENGAGEMENT

At Ketjen, we believe in the importance of having a highly engaged workforce that is motivated to contribute to our organizational success. In 2022, Albemarle conducted the company's first global employee Empowerment Survey. Ketjen received an overall engagement score of 71% and an inclusion score of 80%. Of note, 88% of Ketjen employees felt their direct supervisor/manager treated people fairly. In addition, 80% of employees who participated in the survey feel like they belong, are treated with dignity, respect, and are comfortable voicing their ideas and opinions, even when different from others. Based on the results of the survey, and since our recent re-branding, we are focused on communicating our corporate strategy and future vision with our employees.

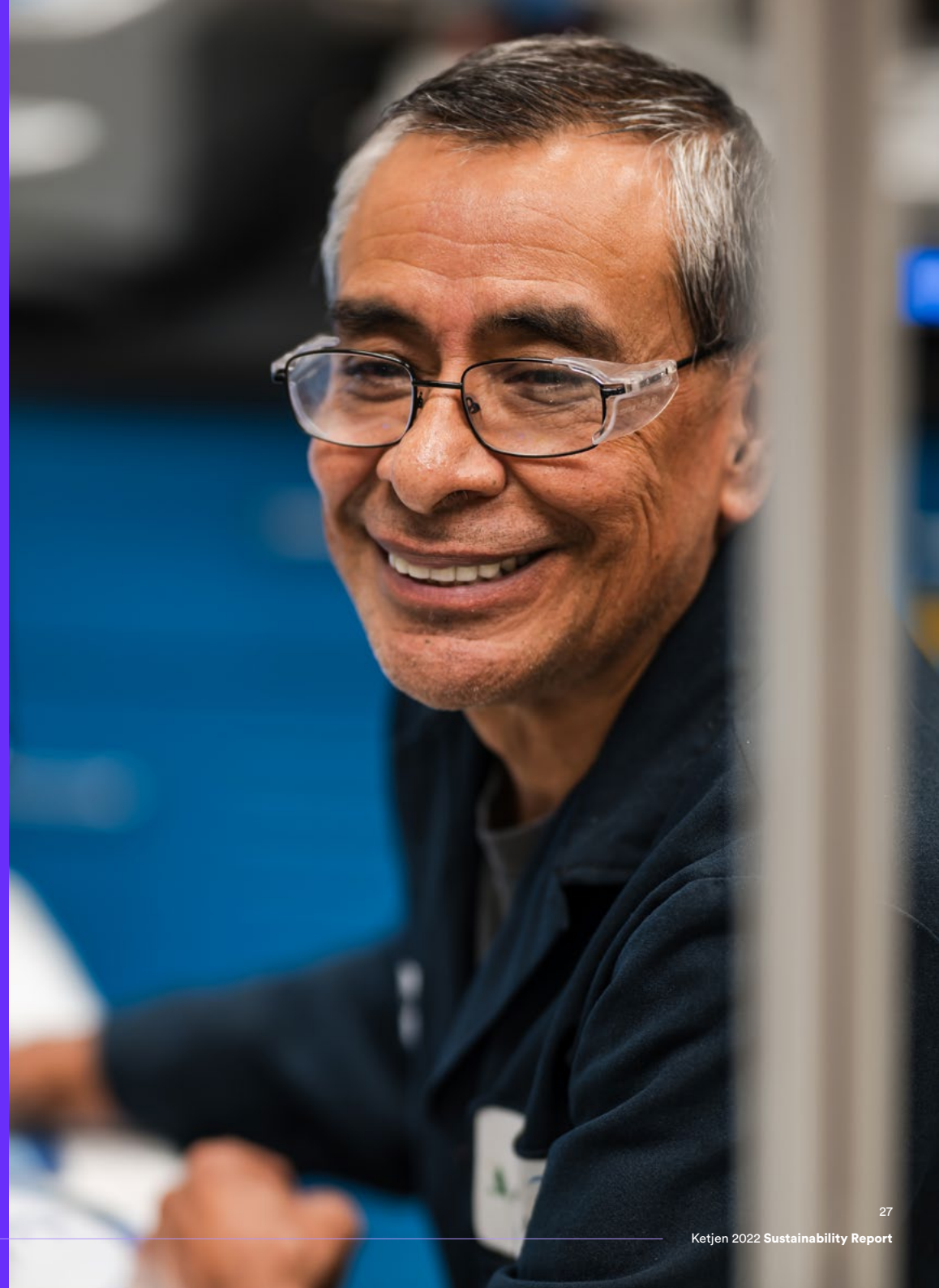
**Employee
Engagement**



**Employee
Inclusion**

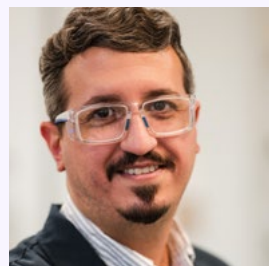


**Supervisor
Satisfaction**



Diversity, Equity and Inclusion

AT KETJEN, WE UNDERSTAND THAT COMPANIES THAT VALUE DIVERSITY IN GENDER, ETHNICITY, SEXUAL ORIENTATION, AGE, CULTURAL BACKGROUND, SKILLS AND THOUGHT ARE MORE INNOVATIVE AND COMPETITIVE.



Therefore, we pride ourselves on fostering a diverse workforce, an equitable workplace and an inclusive culture where everyone can bring their best self to work. We strive to integrate diversity, equity and inclusion (DE&I) into all our business practices and decision-making processes by drawing on Albemarle's DE&I Strategic Plan.

CONNECT

Our employee resource groups called CONNECT groups drive DE&I initiatives throughout Ketjen by raising awareness on issues of importance to our employees. Members of these groups organize awareness-raising and learning events and create mentoring and networking opportunities. CONNECT groups are executive-sponsored and funded by the company. Ketjen CONNECT groups include, Black Employees CONNECT in Houston and Women CONNECT in Houston and Amsterdam. Ketjen employees also actively participate in Albemarle CONNECT groups such as Pride CONNECT and LatinX. For more information, see the [Albemarle 2022 Sustainability Report](#).

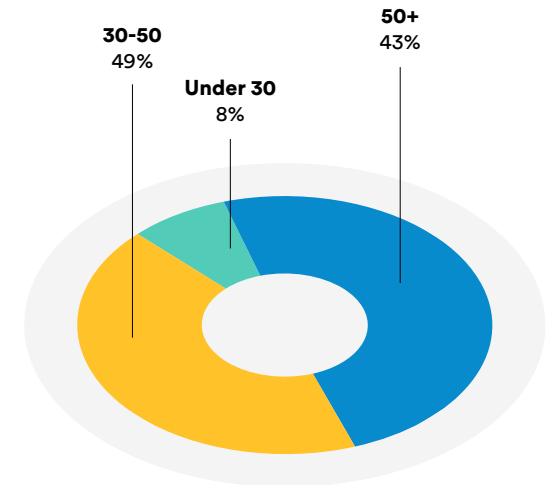




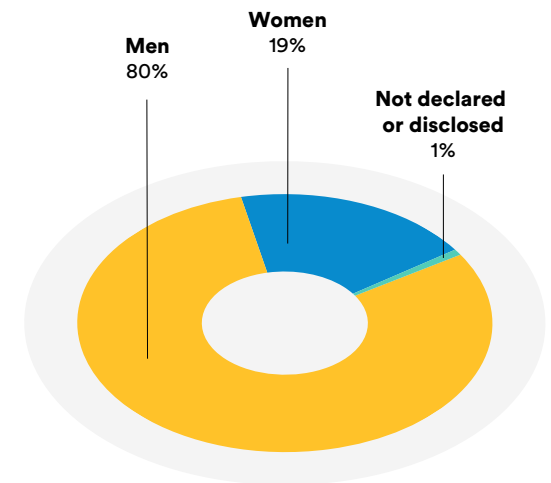
IN 2022, KETJEN CONNECT GROUPS IN HOUSTON CELEBRATED BLACK HISTORY MONTH WITH A FOCUS ON PEOPLE AND COMMUNITY.

Members of the Black Employees and LatinX CONNECT groups encouraged Ketjen employees to embrace Black culture by learning about Black historical locations in the city of Houston and sharing their own personal connection with some of the locations. Employees were provided with suggestions on sites to visit and were asked to take selfies and share their pictures and comments on what they had learned. The recommended sites included the historic Wheeler Avenue Baptist Church and George Floyd Park. Black Employees CONNECT also celebrated Juneteenth by honoring employees who graduated from historically Black colleges and universities (HBCUs).

GLOBAL WORKFORCE BY AGE



GLOBAL WORKFORCE BY GENDER



Community Engagement

KETJEN SUPPORTS LOCAL COMMUNITIES THROUGH CHARITABLE GIVING AND COMMUNITY ENGAGEMENT INITIATIVES IN ALIGNMENT WITH THE ALBEMARLE FOUNDATION.

The mission of the foundation is to strengthen the communities in which we operate by enhancing the quality of life for our employees, customers and neighbors through charitable giving and volunteerism.

Since inception of the Albemarle Foundation in 2007, Ketjen's employees at Pasadena, Texas have clocked over 6,000 hours of volunteering time for local charities and non-profit organizations, and nearly \$2.5 million has been distributed in community grants. In 2022, the Albemarle Foundation donated over \$155,000 to multiple charities in the greater Houston area through employee donations matched by the company.

Mentoring At Risk Youth

Our Pasadena and Bayport employees participate in a mentoring program at Jackson Intermediate School in Pasadena, Texas. The program connects mentors with at risk students to encourage them to stay in school, set goals for themselves and explore future career opportunities. Ketjen employees are matched with individual students who are chosen for participation in the program based on their academic performance and at-home situation. Mentoring sessions take place once a month over a pizza lunch sponsored by Ketjen. During these lunches, our employees and community members give presentations on a variety of career paths, and our employees work with the students to explore their career aspirations and share advice on how to reach their goals.



Building Bicycles for a Brighter Future

Our Bayport and Clear Lake employees volunteer their time with CYCLE (Changing Young Children's Lives through Education), a children's charity that rewards students with new bicycles for improving academic performance. In 2022, employees collectively contributed 144 volunteer hours to CYCLE, and the Albemarle Foundation donated \$20,000 to the bike building program.

Tools for Work

In November 2022, at our Amsterdam facility, a corporate meeting included a team-building component to support employee engagement after our return to the office post-pandemic. A team of 20 Ketjen employees participated in a bicycle building workshop organized by [Tools to Work](#), a non-profit organization that sends bicycles and tools to Africa. The team built and donated bicycles and funds to the Tools to Work Foundation.

Neighbor Days

As the city of Amsterdam has grown, our Amsterdam facility now finds itself adjacent to a residential neighborhood. In 2022, Ketjen hosted four "Neighbor Days" whereby local residents visited our plant to learn more about our company and our operations and to get answers to questions they had about our business. Collectively, the four events had over 200 people in attendance.





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