Albemarle®

Q4 and FY 2024 Earnings

February 13, 2025
8:00am ET

Forward-Looking Statements

This presentation, conference call and discussions that follow contain statements concerning our expectations, anticipations and beliefs regarding the future, which constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements, which are based on assumptions that we have made as of the date hereof and are subject to known and unknown risks and uncertainties, often contain words such as “anticipate,” “believe,” “estimate,” “expect,” “guidance,” “intend,” “may,” “outlook,” “scenario,” “should,” “would,” and “will”. Forward-looking statements may include statements regarding: our 2025 company and segment outlooks, including expected market pricing of lithium and spodumene and other underlying assumptions and outlook considerations; expected capital expenditure amounts and the corresponding impact on cash flow; actual market pricing of lithium carbonate equivalent and spodumene; plans and expectations regarding other projects and activities, cost reductions and accounting charges, and all other information relating to matters that are not historical facts. Factors that could cause Albemarle’s actual results to differ materially from the outlook expressed or implied in any forward-looking statement include: changes in economic and business conditions; financial and operating performance of customers; timing and magnitude of customer orders; fluctuations in market pricing of lithium carbonate equivalent and spodumene; production volume shortfalls; increased competition and pressure to renegotiate contract terms; changes in product demand; availability and cost of raw materials and energy; technological change and development; fluctuations in foreign currencies; changes in laws and government regulation; regulatory actions, proceedings, claims or litigation; cyber-security breaches, terrorist attacks, industrial accidents or natural disasters; political unrest affecting global trade, the global economy and clean energy initiatives; changes in inflation or interest rates; volatility in the debt and equity markets; acquisition and divestiture transactions; timing and success of projects; expected benefits and expenses from new operating structure and asset optimization activities; performance of Albemarle’s partners in joint ventures and other projects; changes in credit ratings; and the other factors detailed from time to time in the reports Albemarle files with the SEC, including those described under “Risk Factors” in Albemarle’s most recent Annual Report on Form 10-K and any subsequently filed Quarterly Reports on Form 10-Q, which are filed with the SEC and available on the investor section of Albemarle’s website (investors.albemarle.com) and on the SEC’s website at www.sec.gov. These forward-looking statements speak only as of the date of this press release. Albemarle assumes no obligation to provide any revisions to any forward-looking statements should circumstances change, except as otherwise required by securities and other applicable laws.

Non-GAAP Measures

It should be noted that adjusted net income (loss) attributable to Albemarle Corporation, adjusted net income (loss) attributable to Albemarle Corporation common shareholders, adjusted diluted (loss) earnings per share attributable to common shareholders, non-operating pension and other post-employment benefit ("OPEB") items per diluted share, non-recurring and other unusual items per diluted share, adjusted effective income tax rates, EBITDA, adjusted EBITDA (on a consolidated basis), EBITDA margin and adjusted EBITDA margin, and operating cash flow conversion are financial measures that are not required by, or presented in accordance with, accounting principles generally accepted in the United States, or GAAP. These non-GAAP measures should not be considered as alternatives to Net income (loss) attributable to Albemarle Corporation ("earnings") or other comparable measures calculated and reported in accordance with GAAP. These measures are presented here to provide additional useful measurements to review the company's operations, provide transparency to investors and enable period-to-period comparability of financial performance. The company's chief operating decision maker uses these measures to assess the ongoing performance of the company and its segments, as well as for business and enterprise planning purposes.

A description of other non-GAAP financial measures that Albemarle uses to evaluate its operations and financial performance, and reconciliation of these non-GAAP financial measures to the most directly comparable financial measures calculated and reported in accordance with GAAP can be found on the following pages of this press release, which is also is available on Albemarle's website at https://investors.albemarle.com. The company does not provide a reconciliation of forward-looking non-GAAP financial measures to the most directly comparable financial measures calculated and reported in accordance with GAAP, as the company is unable to estimate significant non-recurring or unusual items without unreasonable effort. The amounts and timing of these items are uncertain and could be material to the company's results calculated in accordance with GAAP.

Maintaining Long-term Competitiveness and Driving Cost Efficiencies

Solid operational execution, demonstrated by Q4 2024 results:

- Net sales of $1.2B; record production at La Negra and Meishan
- Adj. EBITDA[1] of $251M; up Y/Y in all businesses (Energy Storage +$290M, Specialties +$43M, Ketjen +$4M)
- Net debt to adjusted EBITDA of 2.6x, well below Q4 covenant limit of 4.0x[2]

FY 2024 adj. EBITDA[1] of $1.1B, in-line with outlook considerations, due to productivity and cost improvements, higher volumes, and contract performance

- Energy Storage LCE sales volume growth of +26% Y/Y, above expected range
- Cash from operations of $702M; operating cash conversion of >60%[3]

Executing actions following comprehensive review of cost and operating structure:

- Achieved >50% run-rate vs. cost and productivity improvement target of $300-400M
- Continuing to optimize conversion network: placing Chengdu site into care and maintenance by mid-2025; shifting a portion of Qinzhou production from hydroxide to carbonate

Introducing new FY 2025 outlook considerations, including ranges based on lithium market price scenarios and providing updated cash flow considerations

- Further decreasing FY 2025E capital expenditures to $700-$800M, down >50% Y/Y
- Line of sight to breakeven free cash flow in 2025

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1 See appendix for non-GAAP reconciliations
2 As defined in amended credit agreement, dated October 2024, see Appendix
3 Defined as Operating Cash Flow divided by Adj. EBITDA, which is a non-GAAP measure. See Non-GAAP Reconciliations for further details.

Q4 and FY 2024 Financial Summary

(in millions, except per share amounts)	Q4 2024	Q4 2023	Variance	FY 2024	FY 2023	Variance
Net Sales	$1,232	$2,356	-48%	$5,368	$9,617	-44%
Net Income (Loss) Attributable to Albemarle Corporation	$75	($618)	NM	($1,179)	$1,573	-175%
Adjusted EBITDA[1]	$251	($135)	NM	$1,140	$3,546	-68%
Adjusted EBITDA Margin[1]	20%	(6%)	+2600 bps	21%	37%	-1600 bps
Diluted EPS Attributable to Common Shareholders[2]	$0.29	($5.26)	NM	($11.20)	$13.36	-184%
Non-Operating Pension and OPEB Items	($0.07)	($0.07)	NM	$0.08	$0.06	NM
Non-Recurring and Other Unusual Items	($1.31)	$0.14	NM	$8.92	$1.92	NM
Adjusted Diluted EPS Attributable to Common Shareholders[1]	($1.09)	($5.19)	NM	($2.34)	$15.22	-115%

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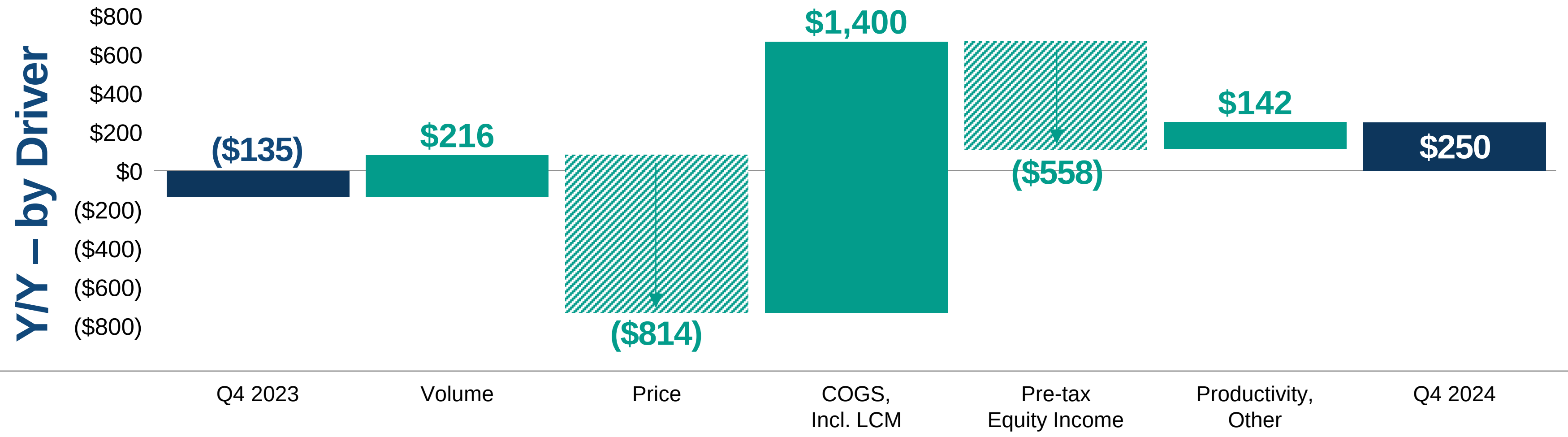
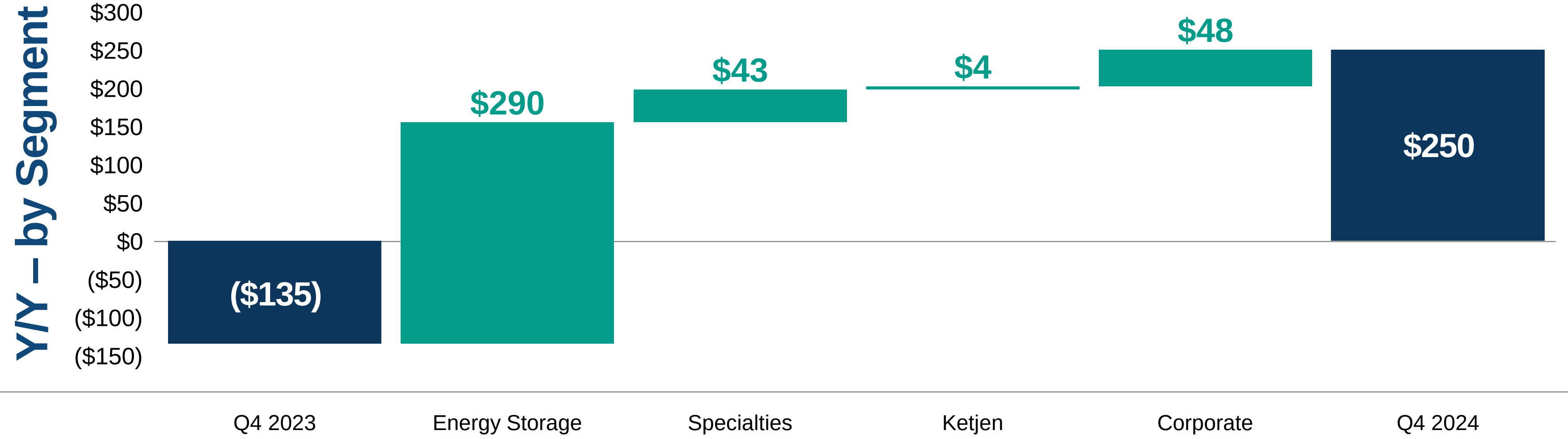
1 See appendix for non-GAAP reconciliations. For comparability, 2023 figures presented under adjusted EBITDA definition adopted by the company beginning in 2024
2 After mandatory convertible preferred stock dividends

Q4 Y/Y Adjusted EBITDA[1] Bridges ($ in millions)





Q4 2024 vs 2023

- Favorable volumes, productivity, and lower COGS more than offset lower prices and reduced equity earnings driven by ongoing soft market fundamentals, particularly in the lithium value chain
- Volume benefit driven by higher volumes in Specialties (+3%) and completion of MARBL JV marketing agreement in 2023
- COGS benefit includes lower spodumene cost and LCM charges in 2023 and 2024
- Improved Y/Y profitability across all businesses

Note: Numbers may not reconcile due to rounding. [1] See appendix for non-GAAP reconciliations.

Introducing FY 2025E
Energy Storage Market Price Scenarios[1]

Observed Lithium Market Price Scenarios:
(US$/kg LCE)[2]

	FY 2024A	YE 2024	H1 2024 range	Q4 2023 avg.
	$12	**$9**	**$12-15**	**$20**
	FY 2024A	**FY 2025E**		
Net Sales	$3.0B	$2.5B - $2.6B	$2.9B - $3.5B	$4.2B - $4.5B
Adj. EBITDA[3]	$0.8B	$0.6B - $0.7B	$1.0B - $1.5B	$2.2B - $2.4B
Equity Income (net of tax)[4]	$0.7B	$0.2B - $0.3B	$0.3B - $0.5B	$0.6B - $0.7B
Adj. EBITDA Margin[3]	25%	Mid-20%	Mid-30% to Mid-40%	Mid-50%

Albemarle does not provide forecasts of lithium price

Scenarios based on recent observed lithium market pricing

FY 2025E Assumptions:
Energy Storage ranges based on projected Y/Y volume increase of **0% to 10%**

Flat pricing flowing through current Energy Storage contract book[1]

Spodumene market pricing averages 10% of LCE price; all other costs are constant

Full Talison sales volumes

1 As of February 12, 2025
2 Price represents blend of relevant market pricing including spot and regional indices for the periods referenced.
3 The company does not provide the GAAP measures of net income, gross margin, or diluted earnings per share on a forward-looking basis, or a reconciliation of adjusted EBITDA or adjusted diluted earnings per share to such measure, respectively, because it is unable to estimate significant non-recurring or unusual items without unreasonable effort. See “Non-GAAP Measures” for more information.
4 Equity in net income of unconsolidated investments (net of tax), included in adjusted EBITDA on a pre-tax basis.

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Specialties, Ketjen, and Corporate FY 2025E Outlook Considerations

Segments	FY 2024A	FY 2025E as of February 12, 2025
Specialties Net Sales	$1.3B	**$1.3B – $1.5B**
Specialties Adj. EBITDA	$228M	**$210M – $280M**
Ketjen Net Sales	$1.0B	**$1.0B – $1.1B**
Ketjen Adj. EBITDA	$131M	**$120M – $150M**
Other Corporate		
Capital Expenditures	$1.7B	**$700M – $800M**
Depreciation and Amortization	$589M	**$630M – $670M**
Adjusted Effective Tax Rate[1]	(39%)	**(40%) - 25%**
Corporate Costs Included in Adj. EBITDA (Incl. FX)[2]	($23M)	**$70M – $100M**
Interest and Financing Expenses	$166M	**$180M – $210M**
Weighted-Average Common Shares Outstanding (Diluted)	117.7M	**118M**

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1 Adjusted effective tax rate dependent on lithium market prices and geographic income mix
2 FY 2024A corporate costs includes $71M benefit related to FX; FY 2025E outlook does not include assumptions on FX

Total Company
2025E Outlook Considerations[1]

Observed Lithium Market Price Scenarios:
(US$/kg LCE)[2]

	FY 2024A	FY 2025E		
	FY 2024A $12	YE 2024 $9	H1 2024 range $12-15	Q4 2023 avg. $20
Net Sales	$5.4B	$4.9B - $5.2B	$5.3B - $6.1B	$6.5B - $7.0B
Adj. EBITDA[3]	$1.1B	$0.8B - $1.0B	$1.2B - $1.8B	$2.5B - $2.7B

Ranges driven by variation in sales volume and mix

FY 2024A includes adj. EBITDA benefit of ~$100M in Q2 from higher-than-normal Talison nomination, which is not expected to recur

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2025 Commentary by Segment[1]

ENERGY STORAGE

- Q4 2024 sales volumes of 49 kT LCE, FY 2024 sales volumes of 203 kT LCE[2]
- Volume growth expected between 0% and 10% Y/Y; decreased reliance on tolling and absorbing fixed costs with ramp of Meishan, Kemerton
- Majority of sales are on contracts, with ~50% of 2025E salts volumes sold on long-term agreements (LTAs)[3]
- LTAs are index referenced, variable priced contracts; average 2-5 years duration, 3-month price lag, all with floors, some with ceilings, specifics vary by contract

SPECIALTIES

- Modest volume growth expected Y/Y led by pharma, automotive, and oilfield; partially offset by weakness in building & construction
- Price impact is expected to be mixed Y/Y

KETJEN

- Slightly higher FY 2025 adjusted EBITDA expected Y/Y, primarily due to favorable product revenue mix, lower input costs and continued execution of turnaround plans

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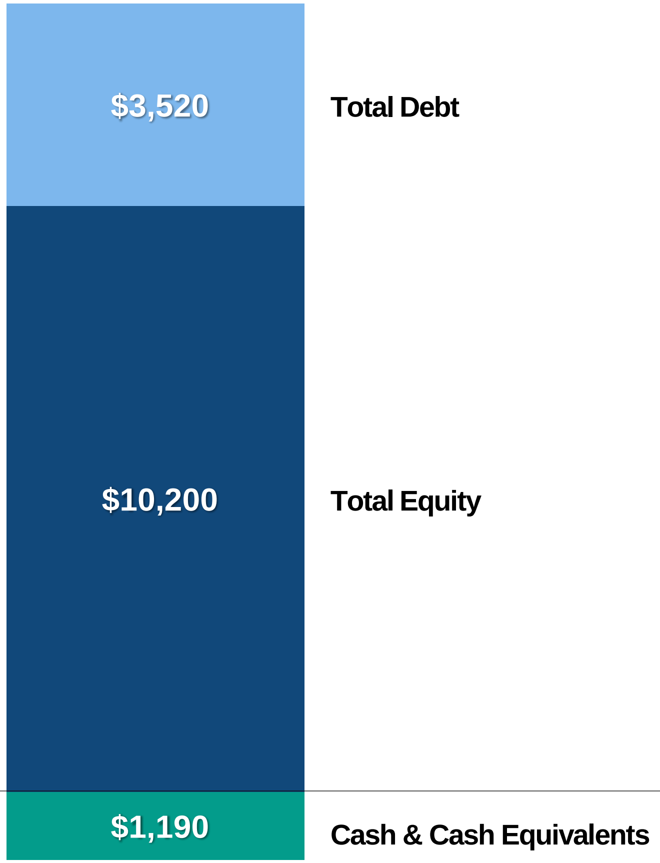
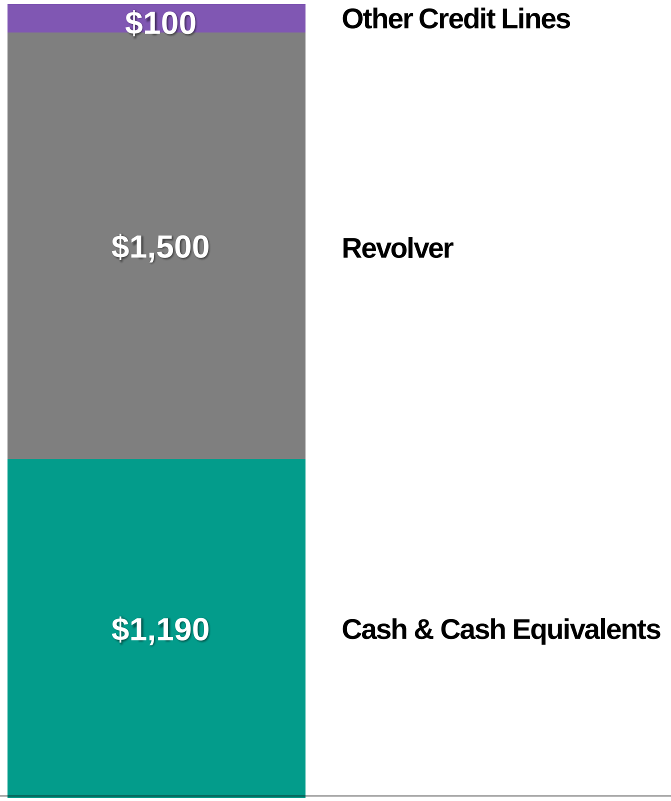
[1] As of February 12, 2025
[2] Includes consolidated lithium salts and spodumene sales
[3] Previous presentation of "~2/3% of 2024E salts volumes sold on index referenced, variable priced contracts" included both LTAs (with floors) and other contracts

Our Financial and Operational Actions Have Provided the Flexibility to Navigate Dynamic Business Conditions

Capital Structure[1]



Total Liquidity: $2.8B[1]



- ~$1.2B of cash & cash equivalents[1]
- Full commercial paper capacity available for liquidity ($1.5B)
- Q4 2024 net debt to adjusted EBITDA was 2.6x[2], well below covenant limit of 4.0x
- Amended financial covenants in revolving credit facility in Oct; covenant limit rises to 5.75x in Q2 2025, normalizing to 3.5x in 2H 2026[3]
- Long-term debt has weighted average interest rate of 3.6% (100% fixed); no major maturities due until late-2025

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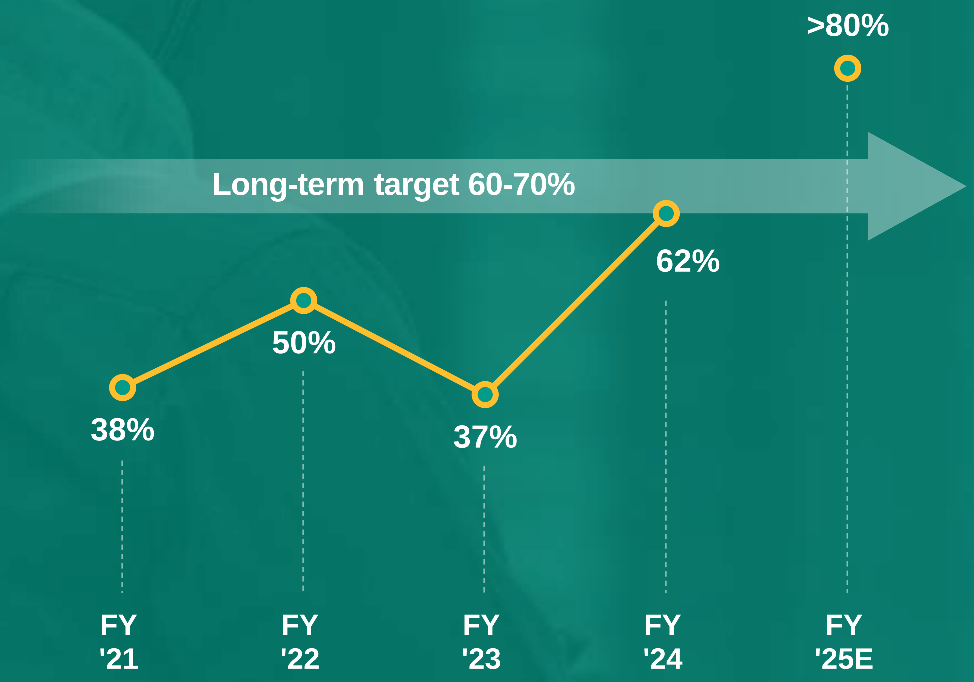
1 As of December 31, 2024
2 As defined in amended credit agreement, dated October 2024, see Appendix
3 See Appendix

Strong Focus on Cash Improvements Yielding Results

- **FY 2025E operating cash conversion expected to be >80%,** well above historical average[1], driven by:
    1. $350M customer prepayment in Energy Storage secured in January
    2. Ongoing working capital improvements, including inventory management
- **Talison JV cash dividends will be highly constrained in 2025** due to growth capital spending and lower spodumene prices
- **Cost and productivity actions improve long-term cash** conversion despite short-term implementation cash costs
- **Enhancing cash conversion** by optimizing capacity, managing inventory, and opportunistic bidding events and spodumene sales
- **Line of sight to breakeven FCF in 2025 at current prices** assuming execution of cost and productivity improvements, continued cash conversion improvements, and reduced CapEx spend

Operating Cash Flow Conversion[1]



[1] Defined as Operating Cash Flow divided by Adj. EBITDA, which is a non-GAAP measure. See Non-GAAP Reconciliations for further details; historical average represents the average operating cash flow conversion over 2021-2024; for comparability, 2023 figures presented under adjusted EBITDA definition adopted by the company beginning in 2024; 2025E target includes customer prepayment

Near-Term Market Is Dynamic, Long-Term Lithium Demand Drivers Intact

Demand

- Lithium remains critical to the energy transition
- EV registrations up 25% Y/Y in 2024[1]; strong growth in China partly offset by slower expansion in W. Europe
- Battery costs below $100/kWh pack average, supporting EV affordability
- PHEVs stronger, moderating battery size growth
- Grid demand outperforming, up 49% Y/Y in 2024[2], driven by installations in US and China

Supply

- Recent additional supply curtailments both upstream and downstream
- Non-integrated hard rock conversion unprofitable, integrated producers likely under pressure
- ~25% of global resource cost curve estimated to be unprofitable, with costs above current market prices

Will provide updated long-term supply and demand views with Q1 2025 results, incorporating our views of recent market developments

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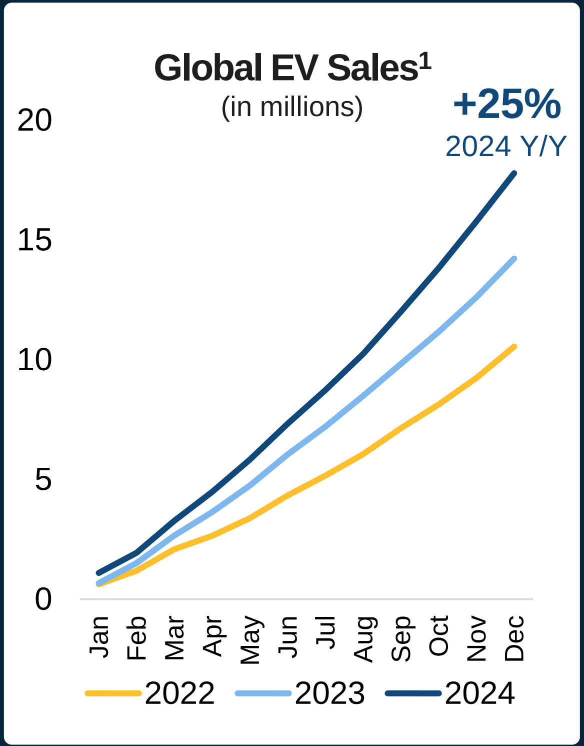
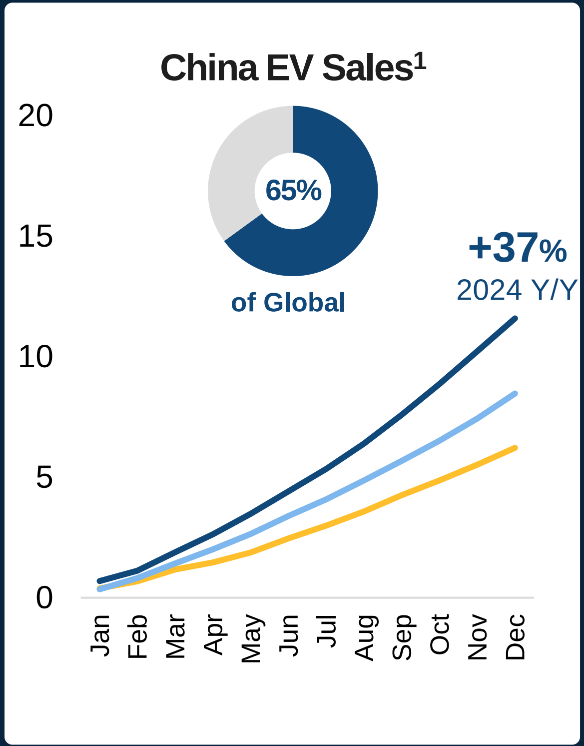
[1] Source: EV Volumes registrations data as of February 11, 2025
[2] Source: ICC ESS battery production data through December 31, 2024

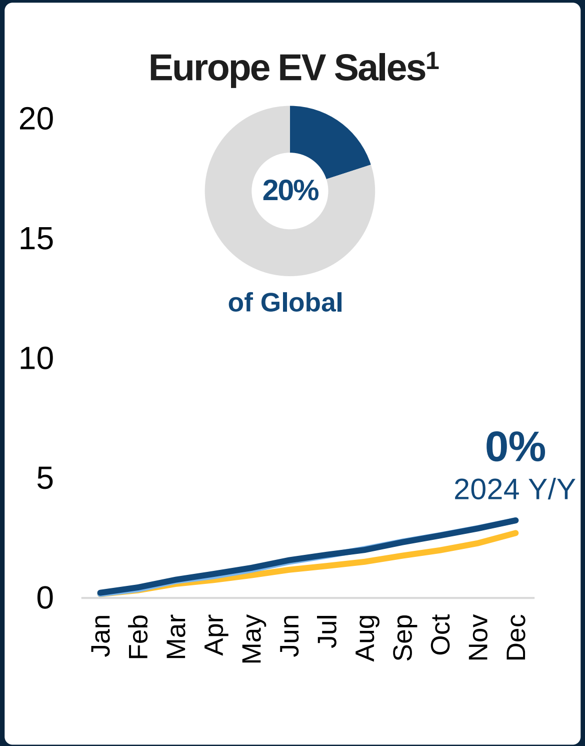
Global EV Demand Growth +25% Y/Y in 2024, Led by China



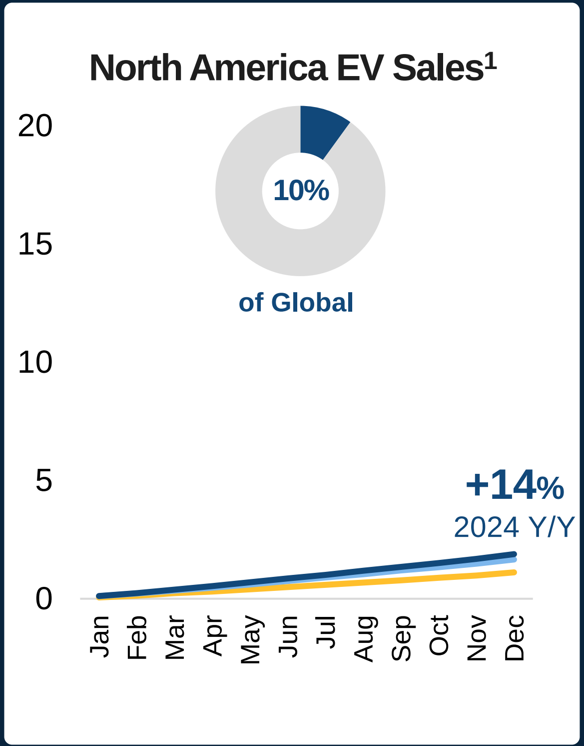
Global EV ends 2024 with strong growth



Strong China EV sales with increased incentives



Europe EV remains weak, EU emission targets a potential 2025 tailwind



US EV sales benefitting from model availability, affordability

China remains >60% of global electric vehicle market, with continued strong demand

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[1] Source: EV Volumes registrations data as of February 11, 2025

Q4 2024 EARNINGS

Executing Actions from *Comprehensive Review* of Our Cost and Operating Structure

Broad Set of Actions Underway to Maintain our Long-term Competitive Position

	Optimizing Conversion Network	Improving Costs and Efficiency	Reducing Capital Expenditures	Enhancing Financial Flexibility
Actions Taken in 2024	☑ Significantly reduced footprint at Kemerton (Trains 2, 3, 4) ☑ Meishan ramp progressing ahead of schedule	☑ Announced proactive measures to re-phase growth investments, optimize cost structure, unlock cash flow ☑ Streamlined org. structure, reducing management layers and non-manufacturing roles	☑ Re-phased capex to maintain growth while preserving cash ☑ Reduced sustaining capex ☑ FY 2024 capex decrease of >$450M Y/Y	☑ $2.3B preferred stock offering to fortify balance sheet ☑ Proactively amended credit agreement and extended waiver to navigate near-term dynamics ☑ Established A/R factoring program
2025 Actions	☑ Kemerton 1 continuing ramp and qualification ☑ Salar Yield Improvement Project continues to ramp to nameplate ☑ **Chengdu into care and maintenance + Qinzhou mix shift**	☑ **On track to achieve 100% run rate of cost and productivity improvements of $300M to $400M by YE 2025**	☑ Reduced sustaining capex; continue safety and critical maintenance projects ☑ **Estimated FY 2025E capex spend of $700M to $800M; down >50% Y/Y**	☑ Targeting FY 2025E op. cash conversion of >80%[1] ☑ **Line of sight to breakeven 2025 FCF**
Potential Upside or Mitigation Actions	☐ Maximize value of world-class resources ☐ Flexibly adjust product mix through conversion network ☐ Faster ramp of new assets	☐ Accelerate existing productivity programs	☐ Further reduce capital intensity ☐ High return, fast payback projects to debottleneck and/or lower costs	☐ Ongoing working capital reductions

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[1] Defined as Operating Cash Flow divided by Adj. EBITDA, which is a non-GAAP measure. See Non-GAAP Reconciliations for further details; 2025E target includes customer prepayment

Optimizing our Global Network

Project Developments

Optimizing Conversion Footprint

Record production at **La Negra** in FY 2024

Meishan achieved first commercial sales, ahead of schedule

Placing **Chengdu** into care and maintenance by mid-year 2025

Shifting a portion of **Qinzhou** production from hydroxide to carbonate

Kemerton 1 first BG commercial sales commenced in Q1 2025

Leveraging High Quality Resource Base

Preserving and maximizing the value of our advantaged, low-cost resources

Salar Yield Improvement Project achieved 50% operating rate milestone, ramping to nameplate capacity

Greenbushes CGP3 1st ore expected in Q4 2025; technical studies to optimize mine operations underway

Phased, multi-year investment at **JBC** to improve our bromine cost position

Flexible Global Portfolio of Conversion Assets

Extensive tolling network provides additional flexibility in terms of both operations and product mix

Greater ability to pivot across both **carbonate and hydroxide products** as market develops and matures

Globally diverse portfolio with access to all major markets

Shifting market underscores need for globally diversified conversion with product flexibility

Focus on Executing Cost and Capital Reductions to Remain Competitive at the Bottom of the Cycle

On Track to Realize $300-400M Cost and Productivity Benefits

$150-250M in non-manufacturing cost opportunity:

- **Actions largely complete**, implementing new functional operating structure

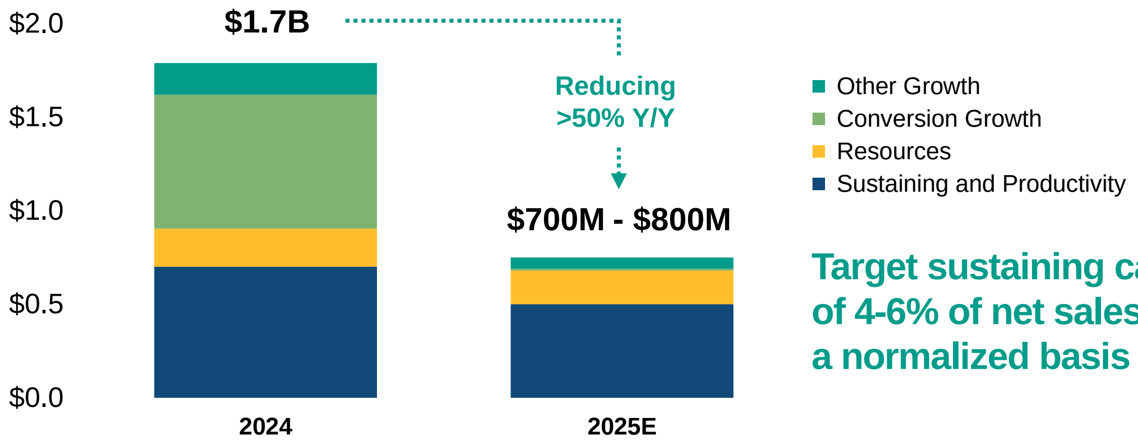
~$150M in manufacturing cost opportunity:

- **On track**; executing portfolio of short payback projects
- 50/50 cost reduction and productivity

Ended 2024 at >50% run-rate, on track to achieve 100% run-rate by YE 2025

Further $100M Reduction to 2025 Capital Expenditures

- Further optimization of 2025 after detailed project review
- Disciplined capital allocation; phased approach to preserve core assets and resources; prioritizing HSE, continuity, and cost reduction projects



Target sustaining capex of 4-6% of net sales on a normalized basis

Establishing culture of continuous cost and productivity focus

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Q4 2024 EARNINGS

Maintaining Our Competitive Position *and Driving Long-term Value Creation*

Albemarle's Strategic Framework

Albemarle leads the world in transforming essential resources into the critical ingredients for modern living with people and planet in mind.

Defining Our Performance Ambition

- Lead with Impact
- Purpose-Driven Growth
- Partner of Choice
- Stakeholder Value

Providing Essential Elements to Critical Impact Areas

- Mobility
- Energy
- Connectivity
- Health

Resilient Competitive Strengths to Navigate Market Conditions

- World-Class Resources
- Leading Process Chemistry
- High-Impact Innovation
- Customer-Centricity
- People & Planet Steward

Harnessing Our Resilient Competitive Strengths to Navigate Market Conditions

1 **World-Class Resources**	▪ Diverse global portfolio of world-class resources, with vertical integration ▪ Access to multiple large-scale, high-grade lithium and bromine resources
2 **Leading Process Chemistry**	▪ Deep technical and operational know-how to transform essential resources ▪ Key to achieving productivity improvements – safely and sustainably
3 **High-Impact Innovation**	▪ Advanced solutions tailored to customer and market needs ▪ Research, testing and piloting facilities in US and EU
4 **Customer-Centricity**	▪ Reliable and trusted partner with global expertise and local experience ▪ Partnerships to facilitate innovation and mutual growth
5 **People & Planet Steward**	▪ Responsible corporate citizen focused on sustainability, community engagement, and industry-leading best practices

Our Strategic Framework is Unchanged; Adapting Execution

Customer-Centric Innovation

- Developing next-generation polymeric flame retardants
- Optimizing conversion facilities to meet changing market needs at minimal capital expense

Preserve Resource Advantage

- Salar Yield Improvement Project achieved 50% operating rate milestone, ramping to nameplate capacity
- JBC's Project NEBO – incremental CapEx spend that recycles an existing waste stream to improve sales, costs, and sustainability
- Greenbushes CGP3 1st ore expected in Q4 2025

Improve Cost Competitiveness

- Leveraging continuous improvement and lean manufacturing principles to reduce waste and increase productivity
- Phased, multi-year investment at JBC to improve our bromine cost position

Reduce Capital Intensity

- Estimated FY 2025E capex of $700M to $800M, a >50% reduction Y/Y; prioritizing HSE, continuity, and cost reduction projects
- Ramp existing expansions at La Negra, Kemerton, Meishan, Qinzhou; continue to leverage tolling network

Adjusting cost structure to generate higher returns over time

Maintaining Long-term Competitiveness and Driving Cost Efficiencies

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FY 2024 adj. EBITDA[1] of $1.1B, in-line with outlook, due to productivity and cost improvements, higher volumes, and contract performance

Introduced FY 2025 total company outlook considerations and provided cash flow considerations; driving to **breakeven free cash flow in 2025**

Continuing proactive steps to preserve long-term growth and **maintain competitive position** through cycle

Capitalizing on **long-term secular growth opportunities** supporting the clean energy transition and enhanced mobility, connectivity, and health

A global leader with durable competitive strengths, including world-class assets, process chemistry expertise, deep innovation capabilities, a customer-centric market approach and responsible stewardship

[1] See appendix for non-GAAP reconciliations

Q1 2025 Investor Relations Events

Feb 24-25	**BMO Global Metals, Mining, & Critical Minerals Conference**
Feb 26	**BofA Global Agriculture & Materials Conference**
Mar 11	**JP Morgan Industrials Conference**
Mar 12	**East Coast NDR**

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Appendix

Illustrative Calculation of FY 2025E Adj. EPS at $9/kg Scenario

(in millions, except per share amounts)	FY 2025E $9/kg Scenario Low	FY 2025E $9/kg Scenario High	
Adjusted EBITDA[1]	**$800**	**$1,000**	
- Pre-Tax Equity Income	$290	$430	*Assuming 30% AU tax rate*
- Interest Expenses	$180	$210	
- Depreciation and Amortization	$630	$670	
Pre-Tax (Loss) Income Before Equity Income	**($300)**	**($310)**	
- Tax	$120	$120	*Assuming (40%) ETR*
After-Tax (Loss) Income Before Equity Income	**($420)**	**($430)**	
+ Equity Income	$200	$300	
Net (Loss) Income Attributable to ALB	**($220)**	**($130)**	
- Preferred Stock Dividends	$170M	$170M	*More dilutive to subtract preferred dividends*
÷ Weighted-Avg. Common Shares (Diluted)	118M	118M	
Adj. Diluted EPS	~($3.30)	~($2.50)	

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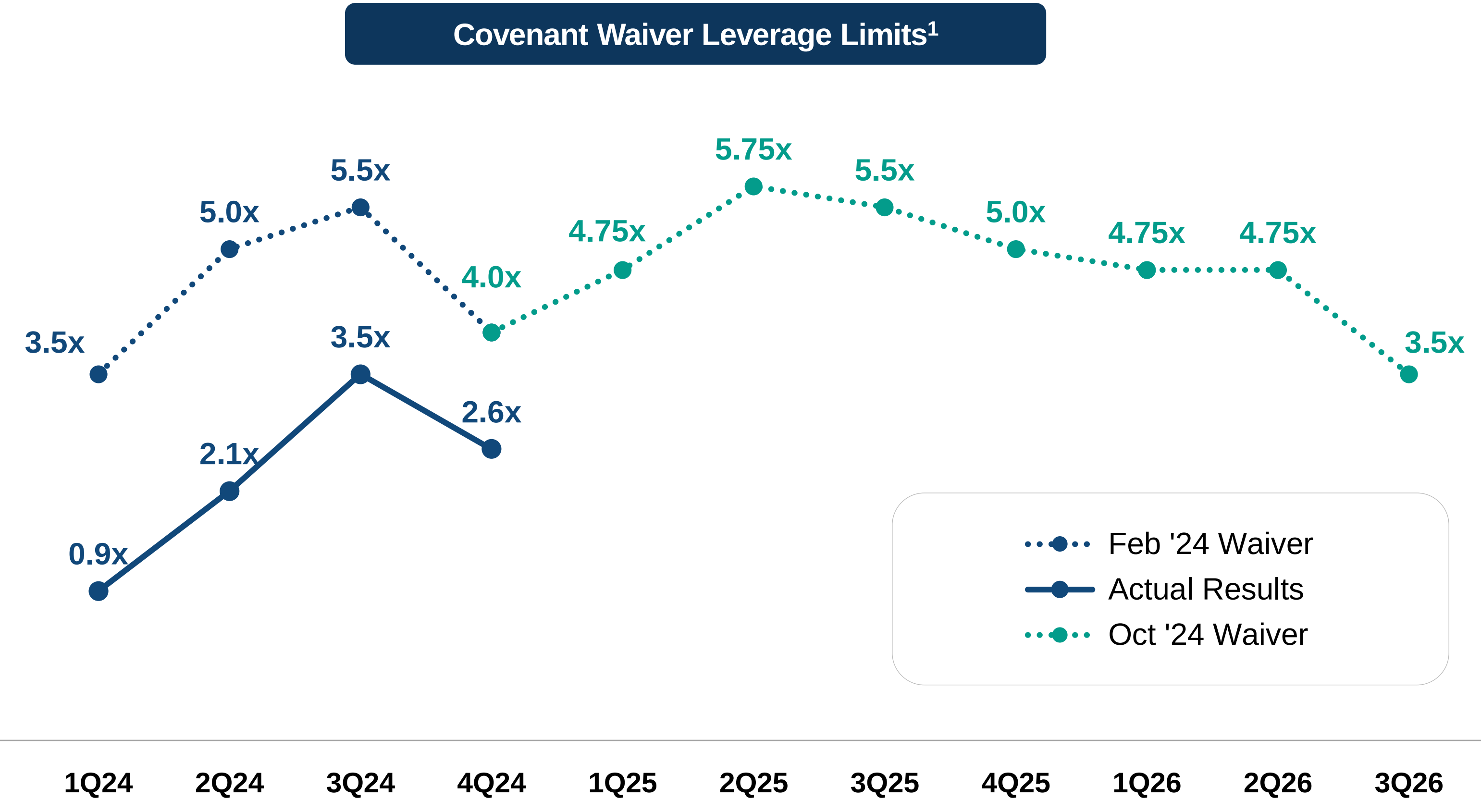
Proactively Extended & Re-Shaped Existing Covenant Waiver to Bolster Financial Flexibility



- FY 2024 leverage remained below waiver limits, even as lithium market prices decreased further, due to execution on operational and financial levers
- Financial covenants in revolving credit facility proactively amended in October to bolster financial flexibility as operating cost and structure changes are implemented and while navigating dynamic market conditions
- Remain committed to supporting dividends and maintaining investment grade credit rating

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[1] As defined in amended credit agreement, dated February 2024, see Appendix

Definitions of Non-GAAP Measures

NON-GAAP MEASURE	DESCRIPTION
Adjusted Net Income Attributable to Common Shareholders	Net income after mandatory convertible preferred stock dividends before non-recurring, other unusual and non-operating pension and OPEB.
Adjusted Diluted EPS Attributable to Common Shareholders	Diluted EPS before non-recurring, other unusual and non-operating pension and OPEB.
EBITDA	Net income attributable to Albemarle Corporation before interest and financing expenses, income taxes, and depreciation and amortization.
Adjusted EBITDA	EBITDA before non-recurring, other unusual and non-operating pension and OPEB.
Adjusted Effective Income Tax Rate	Reported effective income tax rate before the tax impact of non-recurring, other unusual and non-operating pension and OPEB items.

Adjusted Net Income

($ in thousands)	Three Months Ended December 31, 2024	Three Months Ended December 31, 2023	Year Ended December 31, 2024	Year Ended December 31, 2023
Net income (loss) attributable to Albemarle Corporation	$ 75,293	$ (617,680)	$ (1,179,449)	$ 1,573,476
Add back:				
Non-operating pension and OPEB items (net of tax)	(8,014)	(8,107)	(9,045)	(6,966)
Non-recurring and other unusual items (net of tax)	(153,490)	16,262	1,049,823	226,356
Adjusted net (loss) income attributable to Albemarle Corporation	(86,211)	(609,525)	(138,671)	1,792,866
Mandatory convertible preferred stock dividends	(41,688)	—	(136,647)	—
Adjusted net (loss) income attributable to Albemarle Corporation common shareholders	$ (127,899)	$ (609,525)	$ (275,318)	$ 1,792,866
Adjusted diluted (loss) earnings per share attributable to common shareholders	$ (1.09)	$ (5.19)	$ (2.34)	$ 15.22
Adjusted weighted-average common shares outstanding – diluted	117,549	117,354	117,516	117,766

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See above for a reconciliation of adjusted net income, the non-GAAP financial measure, to Net income attributable to Albemarle Corporation, the most directly comparable financial measure calculated and reported in accordance with GAAP.

EBITDA and Adjusted EBITDA

($ in thousands)	Three Months Ended December 31, 2024	Three Months Ended December 31, 2023	Year Ended December 31, 2024	Year Ended December 31, 2023
Net income (loss) attributable to Albemarle Corporation	$ 75,293	$ (617,680)	$ (1,179,449)	$ 1,573,476
Add back:				
Interest and financing expenses	44,703	34,386	165,619	116,072
Income tax expense	10,613	118,878	87,085	430,277
Depreciation and amortization	163,106	144,143	588,638	429,944
EBITDA	293,715	(320,273)	(338,107)	2,549,769
Proportionate share of Windfield income tax expense	6,201	180,057	299,193	779,703
Non-operating pension and OPEB items	(10,342)	(9,804)	(11,335)	(7,971)
Non-recurring and other unusual items	(38,890)	15,090	1,190,027	224,487
Adjusted EBITDA	$ 250,684	$ (134,930)	$ 1,139,778	$ 3,545,988
Net sales	$ 1,231,713	$ 2,356,165	$ 5,377,526	$ 9,617,203
EBITDA margin	23.8 %	(13.6)%	(6.3)%	26.5 %
Adjusted EBITDA margin	20.4 %	(5.7)%	21.2 %	36.9 %
Net cash provided by operating activities			$ 702,068	$ 1,325,321
Operating cash flow conversion [a]			61.6 %	37.4 %

(a) Operating cash flow conversion is defined as Net cash provided by operating activities divided by adjusted EBITDA.

See above for a reconciliation of EBITDA and adjusted EBITDA, the non-GAAP financial measures, to Net income attributable to Albemarle Corporation, the most directly comparable financial measure calculated and reported in accordance with GAAP.

Adjusted EBITDA supplemental[1]

Amended Credit Agreement

($ in thousands)	Twelve Months Ended	Three Months Ended			
	Dec 31, 2024	**Dec 31, 2024**	**Sep 30, 2024**	**Jun 30, 2024**	**Mar 31, 2024**
Adjusted EBITDA	**$ 1,139,778**	**$ 250,684**	**$ 211,498**	**$ 386,360**	**$ 291,236**
Equity in net income of unconsolidated investments (net of tax)	(22,468)	(4,972)	(1,792)	(7,883)	(7,821)
Dividends received from non -Windfield Holdings unconsolidated investments	24,264	10,576	2,462	9,470	1,756
Consolidated Windfield -Adjusted EBITDA	**$ 1,141,574**	**$ 256,288**	**$ 212,168**	**$ 387,947**	**$ 285,171**
Total ALB Long Term Debt (as reported)	**$ 3,516,165**				
49% Windfield Holdings debt	613,721				
Off balance sheet obligations and other	115,700				
Consolidated Windfield -Adjusted Funded Debt	**$ 4,245,586**				
Less ALB Cash	1,192,230				
Less 49% Windfield Holdings cash	119,198				
Consolidated Windfield -Adjusted Funded Net Debt	**$ 2,934,158**				
Consolidated Leverage Ratio	**2.6**				

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[1] This supplemental is for net-debt-to-adjusted EBITDA ratio based on the bank covenant definition.

Diluted EPS

	Three Months Ended December 31,				Year Ended December 31,			
	2024		2023		2024		2023	
Diluted earnings (loss) per share	$	0.29	$	(5.26)	$	(11.20)	$	13.36
Add back:								
Non-operating pension and OPEB items (net of tax)		(0.07)		(0.07)		(0.08)		(0.06)
Non-recurring and other unusual items (net of tax)								
Acquisition and integration related costs		0.01		0.03		0.04		0.18
Goodwill impairment		—		0.05		—		0.05
Gain on change in interest in properties, net		—		(0.40)		—		(0.40)
Mark-to-market loss on public equity securities		0.03		0.51		0.53		0.29
Legal accrual		—		—		—		1.82
Other		(0.19)		(0.04)		(0.42)		(0.07)
Discrete tax items		(0.95)		(0.01)		(1.00)		(0.01)
Total non-recurring and other unusual items		(1.31)		0.14		8.92		1.92
Adjusted diluted (loss) earnings per share [1]	$	(1.09)	$	(5.19)	$	(2.34)	$	15.22

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[1]Totals may not add due to rounding.

Effective Tax Rate

($ in thousands)	Income (loss) before income taxes and equity in net income of unconsolidated investments	Income tax expense (benefit)	Effective income tax rate
Three months ended December 31, 2024:			
As reported	$ 76,727	$ 10,613	13.8 %
Non-recurring, other unusual and non -operating pension and OPEB items	(49,232)	112,272	
As adjusted	$ 27,495	$ 122,885	446.9 %
Three months ended December 31, 2023:			
As reported	$ (920,951)	$ 118,878	(12.9)%
Non-recurring, other unusual and non -operating pension and OPEB items	5,286	(2,869)	
As adjusted	$ (915,665)	$ 116,009	(12.7)%
Year ended December 31, 2024:			
As reported	$ (1,763,825)	$ 87,085	(4.9)%
Non-recurring, other unusual and non -operating pension and OPEB items	1,178,692	137,914	
As adjusted	$ (585,133)	$ 224,999	(38.5)%
Year ended December 31, 2023:			
As reported	$ 246,738	$ 430,277	174.4 %
Non-recurring, other unusual and non -operating pension and OPEB items	216,516	(2,874)	
As adjusted	$ 463,254	$ 427,403	92.3 %

See above for a reconciliation of the adjusted effective income tax rate, the non-GAAP financial measure, to the effective income tax rate, the most directly comparable financial measure calculated and reporting in accordance with GAAP.

Equity Income and Noncontrolling Interest

($ in thousands)	Three Months Ended December 31, 2024 Equity Income	Three Months Ended December 31, 2024 Noncontrolling Interest	Three Months Ended December 31, 2023 Equity Income	Three Months Ended December 31, 2023 Noncontrolling Interest	Year Ended December 31, 2024 Equity Income	Year Ended December 31, 2024 Noncontrolling Interest	Year Ended December 31, 2023 Equity Income	Year Ended December 31, 2023 Noncontrolling Interest
Energy Storage	$ 45,128	$ —	$ 441,446	$ —	$ 705,378	$ —	$ 1,822,620	$ —
Specialties	—	(9,775)	—	(14,111)	—	(43,253)	—	(96,850)
Ketjen	4,972	—	2,121	—	22,468	—	20,469	—
Corporate	(31,103)	(43)	(7,030)	(277)	(12,413)	(719)	10,993	(217)
Total Company	$ 18,997	$ (9,818)	$ 436,537	$ (14,388)	$ 715,433	$ (43,972)	$ 1,854,082	$ (97,067)

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Note: Corporate equity income relates to foreign exchange gains or losses of our Windfield Holdings joint venture.

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