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Albemarle Corporation
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Charlotte, North Carolina 28209-4865
Telephone: 980-299-5578
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Karen G. Narwold
Executive Vice President,
Chief Administrative Officer,
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Karen.Narwold@albemarle.com

<<Date>>

<<FirstName>> <<LastName>>
<<Address1>>
<<Address2>>
<<City>>, <<State>> <<Zip Code>>

Notice of Data Security Incident

Dear <<FirstName>> <<LastName>>,

We are writing to tell you about a data security incident that may have exposed some of your personal information. We take the protection and proper use of your information very seriously. For this reason, we are contacting you directly to explain the circumstances of the incident.

What happened?

On or about March 31, 2021, Albemarle experienced a data security incident that potentially compromised certain corporate information and personal information of employees and other stakeholders.

What information was involved?

The information that may have been involved in this security incident includes social security numbers of personnel and other Albemarle stakeholders. Unauthorized access to such information, if any, may potentially lead to the misuse of this data.

What we are doing.

On or about March 31, upon detecting anomalies in its systems, Albemarle immediately launched an internal investigation. Albemarle was able to identify the source of the incident, contain and eradicate the source, determine how the incident occurred, and mitigate any vulnerabilities. Albemarle also notified applicable federal law enforcement authorities in the United States. As noted above, Albemarle then retained third-party cybersecurity and forensic consultants to further investigate the nature and scope of the incident, and engaged legal counsel to assist in analyzing the incident. Albemarle is also in the process of notifying the relevant regulatory authorities as required. In the aftermath of the incident and on an ongoing basis, Albemarle internal teams continue to work diligently with third-party cybersecurity consultants to further strengthen Albemarle systems.

Additionally, to help relieve concerns and restore confidence following this incident, Albemarle will cover the expense of an identity monitoring service for eighteen months of protection in an amount of up to \$175.00 through IdentityForce® UltraSecure. You may enroll by contacting IdentityForce directly, by going to www.identityforce.com or calling 1-800-295-0136. If you choose to enroll, please send a copy of your receipt to Albemarle using one of the following options:

Option 1: Email your receipt to HRServiceCenter@Albemarle.com by October 30, 2021.

Option 2: Mail your receipt to: Albemarle Corporation c/o Michael Lutgring, VP – Deputy General Counsel, 4250 Congress St., Suite 900, Charlotte, NC 28209 by October 30, 2021.

What you can do.

In addition to enrolling in an identity monitoring service of your choosing, please review the enclosed "Additional Resources" section included with this letter. This section describes additional steps you can take to help protect



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yourself, including recommendations by the Federal Trade Commission regarding identity theft protection and details on how to place a fraud alert or a free security freeze on your credit file *at no cost to you*.

For more information.

If you have any questions, please contact Michael.Lutgring@albemarle.com. Protecting your information is important to us. We trust that the services we are offering to you demonstrate our continued commitment to your security and satisfaction.

Sincerely,

A handwritten signature in black ink that reads "Karen G. Narwold". The signature is fluid and cursive, with a long horizontal stroke at the end.

Karen G. Narwold, Esq.
EVP, Chief Administrative Officer &
General Counsel
Albemarle Corporation

ADDITIONAL RESOURCES

Contact information for the three nationwide credit reporting agencies is:

Equifax, PO Box 740241, Atlanta, GA 30374, www.equifax.com, 1-800-685-1111

Experian, PO Box 2104, Allen, TX 75013, www.experian.com, 1-888-397-3742

TransUnion, PO Box 2000, Chester, PA 19022, www.transunion.com, 1-800-888-4213

Free Credit Report. It is recommended that you remain vigilant for incidents of fraud and identity theft by reviewing account statements and monitoring your credit report for unauthorized activity. You may obtain a copy of your credit report, free of charge, once every 12 months from each of the three nationwide credit reporting agencies.

To order your annual free credit report please visit www.annualcreditreport.com or call toll free at **1-877-322-8228**.

You can also order your annual free credit report by mailing a completed Annual Credit Report Request Form (available from the U.S. Federal Trade Commission's ("FTC") website at www.consumer.ftc.gov) to:

Annual Credit Report Request Service, P.O. Box 105281, Atlanta, GA 30348-5281.

For Colorado, Georgia, Maine, Maryland, Massachusetts, New Jersey, Puerto Rico, and Vermont residents: You may obtain one or more (depending on the state) additional copies of your credit report, free of charge. You must contact each of the credit reporting agencies directly to obtain such additional report(s).

Fraud Alert. You may place a fraud alert in your file by calling one of the three nationwide credit reporting agencies above. A fraud alert tells creditors to follow certain procedures, including contacting you before they open any new accounts or change your existing accounts. For that reason, placing a fraud alert can protect you, but also may delay you when you seek to obtain credit.

Security Freeze. You have the ability to place a security freeze on your credit report.

A security freeze is intended to prevent credit, loans and services from being approved in your name without your consent. To place a security freeze on your credit report, you may be able to use an online process, an automated telephone line, or a written request to any of the three credit reporting agencies listed above. The following information must be included when requesting a security freeze (note that if you are requesting a credit report for your spouse, this information must be provided for him/her as well): (1) full name, with middle initial and any suffixes; (2) Social Security number; (3) date of birth; (4) current address and any previous addresses for the past five years; and (5) any applicable incident report or complaint with a law enforcement agency or the Registry of Motor Vehicles. The request must also include a copy of a government-issued identification card and a copy of a recent utility bill or bank or insurance statement. It is essential that each copy be legible, display your name and current mailing address, and the date of issue.

Federal Trade Commission and State Attorneys General Offices. If you believe you are the victim of identity theft or have reason to believe your personal information has been misused, you should immediately contact the Federal Trade Commission and/or the Attorney General's office in your home state. You may also contact these agencies for information on how to prevent or avoid identity theft.

You may contact the **Federal Trade Commission**, Consumer Response Center, 600 Pennsylvania Avenue, NW, Washington, DC 20580, www.ftc.gov/bcp/edu/microsites/idtheft/, 1-877-IDTHEFT (438-4338).

For Maryland residents: You may contact the Maryland Office of the Attorney General, Consumer Protection Division, 200 St. Paul Place, Baltimore, MD 21202, www.oag.state.md.us, 1-888-743-0023.

For North Carolina residents: You may contact the North Carolina Office of the Attorney General, Consumer Protection Division, 9001 Mail Service Center, Raleigh, NC 27699-9001, www.ncdoj.gov, 1-877-566-7226.

Reporting of identity theft and obtaining a police report.

For Iowa residents: You are advised to report any suspected identity theft to law enforcement or to the Iowa Attorney General.

For Massachusetts residents: You have the right to obtain a police report if you are a victim of identity theft.

For Oregon residents: You are advised to report any suspected identity theft to law enforcement, the Federal Trade Commission, and the Oregon Attorney General.