

ALBEMARLE CORP (ALB)

2026 DEF 14A · filed 2026-03-24 · CIK 0000915913

Headline facts

CEO TOTAL PAY

\$15,513,654

J. Kent Masters, Jr. · 2025 · + 8% YoY

CEO PAY RATIO ITEM 402(U)

216 to 1

Median employee: \$71,667

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation & Talent Development Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from ALB's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
EMN	—	179 to 1	\$109,024	Compensation Committee
EASTMAN CHEMI-				
CAL CO				

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
J. Kent Masters, Jr. Chairman and Chief Executive Officer	\$1,400,000	\$7,949,640	\$3,247,618	\$416,379	\$15,513,654
Netha N. Johnson, Jr. Former Executive Vice President, Chief Operations Officer	\$459,330	\$1,963,949	—	\$2,264,470	\$5,312,779
Eric W. Norris Executive Vice President, Chief Commercial Officer	\$653,933	\$1,963,949	\$810,076	\$159,218	\$4,212,206
Neal R. Sheorey Executive Vice President and Chief Financial Officer	\$621,923	\$1,963,949	\$771,090	\$143,947	\$4,125,939
Melissa H. Anderson Executive Vice President, Chief Busi- ness Transformation Officer	\$571,529	\$1,382,978	\$708,619	\$127,771	\$3,228,404
Mark R. Mummert Executive Vice President, Chief Op- erations Officer	\$510,577	\$1,012,871.49	\$635,881	\$118,097	\$2,477,454

CEO pay mix (latest year)

Base salary	9%
Cash incentive	21%
Equity	67%
Other	3%
At-risk	88%

Every fact above, traced back to filing text

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CEO pay ratio = 216 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“total compensation was \$71,667 for the year ended December 31, 2025 (calculated in accordance with Item 402(c)(2)(x) of Regulation S-K). On the same basis, the total annualized compensation for our CEO for the year ended December 31, 2025 was \$15,513,654. Accordingly, for the year ended December 31, 2025, the ratio of our CEO’s total compensation to that of our median employee is 216:1. The ratio is reflective of the majority of our workforce being employed in countries with significantly lower wages than the US, where the CEO resides. The pay ratio is a reasonable estimate calculated in a man...”

Median employee compensation = \$71,667

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“paid this median base cash compensation amount. For each of these employees, we determined total compensation paid for the year-ended December 31, 2025 (calculated in accordance with Item 402(c)(2)(x) of Regulation S-K) and selected the median employee of this employee subset as our median employee for 2025. That median employee’s total compensation was \$71,667 for the year ended December 31, 2025 (calculated in accordance with Item 402(c)(2)(x) of Regulation S-K). On the same basis, the total annualized compensation for our CEO for the year ended December 31, 2025 was \$15,513,654. Accordingly...”

Compensation committee = Compensation & Talent Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Executive Compensation & Talent Development Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy that covers both time and performance-based awards made under our incentive plansMaintain Strong Governance Practices”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No hedging, pledging, or short selling of Company stock”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our insider trading policy prohibits, among other things, Directors, officers, and employees of the Company from engaging in short sales, put options or call options; purchasing on margin or holding in margin accounts; pledging, hypothecating, or otherwise encumbering as collateral for indebtedness”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive Stock Ownership Guidelines”