

Community Advisory Panel 2024 Year in Review

Kings Mountain Mine Project

2024



Meeting Information

The Albemarle Kings Mountain Community Advisory Panel (CAP) meets on the third Thursday of the month; in 2024 the CAP met nine times. All meetings were facilitated by Kristi Moore, Environmental Resources Management, Inc. (ERM; third-party support). The February 15 meeting was held at the Albemarle Global Technology Center for Research and Development in Kings Mountain, North Carolina. All other meetings took place at Trackview Hall in Kings Mountain, North Carolina.

2024 Meeting Dates

Meeting Date
January 18, 2024
February 15, 2024
March 21, 2024
April 25, 2024
May 23, 2024
June 13, 2024
August 15, 2024
October 17, 2024
November 21, 2024

Member Organizations

Organization
City of Kings Mountain Administration
City of Kings Mountain Elected Official
Cleveland Community College
Cleveland County Elected Official
Cleveland County Economic Development Partnership
Cleveland County Public Health Department
Cleveland County School District
Cleveland County YMCA
Community Member(s) Adjacent to Albemarle Property
Davidson Association
Kings Mountain Gateway Trails Inc.
Kings Mountain High School (student)
Kings Mountain Rotary
Kings Mountain Small Business Owner(s)
Kings Mountain Tourism Development Authority
Southern Arts Society

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1. INTRODUCTION

1.1. FORWARD-LOOKING STATEMENTS

This report and discussions that follow contain statements concerning Albemarle U.S., Inc.'s (Albemarle) 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 plans and expectations for the Kings Mountain Mine and activities, 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 lithium market supply, demand and prices; production volume shortfalls; increased competition; 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; changes in inflation or interest rates; volatility in the debt and equity markets; acquisition and divestiture transactions; timing and success of projects; 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 Securities and Exchange Commission (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 presentation. 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.

2. ORDERS OF BUSINESS

2.1. 2024 AGENDA ITEMS

Table 1 outlines the topics that were discussed during the 2024 Albemarle Kings Mountain Community Advisory Panel (CAP) meetings. Ten Albemarle subject matter experts presented to the CAP over the course of the year, and one tour of the temporary water treatment facility prior to the start of the February meeting.

Table 1: Agenda Topics

Topic	Speaker
January	
External Affairs Update	Ellen Lenny-Pessagno,* Albemarle, Global Vice President External Affairs and Sustainability, Energy Storage
Operations Update <ul style="list-style-type: none">• Pit Dewatering• Permitting and ESIA• Mining Lifecycle	Kim Hackney, Albemarle, Senior Project Director
Community Affairs	Sarah Degnan, Albemarle, Community Affairs Manager
February	
Showcase on Executive Leadership	Jac Fourie,* Albemarle, Chief Capital Projects Officer
Supplier Diversity	Patricia Brown,* Albemarle, Supplier Diversity Coordinator
Community Meetings	Sarah Degnan, Albemarle, Community Affairs Manager
Mine Plan Rollout, Strategy and Feedback	Sarah Degnan, Albemarle, Community Affairs Manager
Interactive Map Feedback	Kristi Moore, ERM, Facilitator
March	
Energy Storage Business Unit Update	Eric Norris,* Albemarle, President, Energy Storage
Kings Mountain Mine Project Update	Kim Hackney, Albemarle, Senior Project Director
Federal Grant Funding Overview	Valeri Mowers,* Albemarle, Government Compliance Director
Community Affairs Update	Margot Plonk, Albemarle, Community Affairs Specialist
Mine Rollout Plan Strategy	Kristi Moore, ERM, Facilitator

Topic	Speaker
April	
Project Update	Kim Hackney, Albemarle, Senior Project Director
Open-Pit Mine Design and Ore Processing	Dave Thompson,* Albemarle, Senior Mining Engineer; Don Ackermann,* Albemarle, Senior Engineering Manager; and Joe Olivieri,* Albemarle, Electrical Engineer
Communication Materials in Development	Ryan Dean, Albemarle, Communications Manager, Energy Storage
May	
Kings Mountain Mine Project, Part II	Kirsten Martin, Albemarle, Community Affairs Manager
Rock and Material Storage Facilities	Dave Thompson,* Albemarle, Senior Mining Engineer
Tailings Storage Facility	Kirsten Martin, Albemarle, Community Affairs Manager
Mine Reclamation and Closure	Kirsten Martin, Albemarle, Community Affairs Manager
ESIA Reminder	Sam Saltman,* Albemarle, Environmental Specialist
Community Affairs Update	Sarah Degnan, Albemarle, Community Affairs Manager
Interactive Tool and Maps	Sarah Degnan, Albemarle, Community Affairs Manager
June	
Community Meetings Recap	Sarah Degnan, Albemarle, Community Affairs Manager
ESIA Update	Sam Saltman,* Albemarle, Environmental Specialist
Interactive Session: Are We Missing Anything in the ESIA?	Kristi Moore, ERM, Facilitator
August	
Pit Dewatering	Kim Hackney, Albemarle, Senior Project Director
ESIA Update	Sam Saltman,* Albemarle, Environmental Specialist
Permitting Update	Erik Carlson,* Albemarle, Senior Manager Environmental and Permitting
Community Investment— CAP Breakout Group Rubric	Sarah Degnan, Albemarle, Community Affairs Manager

Topic	Speaker
Baseline Studies: Intangible Cultural Heritage	Julie Huber, ERM, External Affairs
Community Affairs Update	Cindy Estridge, Albemarle, Community Affairs Specialist
October	
Project Update <ul style="list-style-type: none"> • Pit Dewatering • Permitting 	Kim Hackney, Albemarle, Senior Project Director
Digging for Project Truths: Debunking Myths	Ryan Dean, Albemarle, Communications Manager, Energy Storage
Community Affairs Update	Sarah Degnan, Albemarle, Community Affairs Manager
Year in Review	Kristi Moore, ERM, Facilitator
Mineral Processing: Hands-On Experiment	Margot Plonk, Albemarle, Community Affairs Specialist
November	
Appreciation Dinner	

*Indicates Albemarle subject matter expert

Albemarle = Albemarle U.S., Inc.; CAP = Albemarle Kings Mountain Community Advisory Panel;

ERM = Environmental Resources Management, Inc.; ESIA = Environmental and Social Impact Assessment

2.1.1. Determining Agenda Topics

In late 2023, CAP members were asked what topics they would like to hear more about in 2024; Table 2 indicates their responses.

Table 2: What Topics Would You Like to Cover in 2024?

Responses from CAP Members
More mine tours.
Business plan, end use and workforce post mine operation.
Business model, timeline on employment opportunities, pay ranges and impact.
Lithium market demands.
EV battery recycling opportunities.
Safety of hauling raw lithium from Kings Mountain to Richburg.
Assessments and plans for environmental impacts and emergency response in case there is a spill.
Dewatering and potential for downstream property erosion.
Communication of site activities (dewatering, etc.).

EV = electronic vehicle

2.1.2. 2024 Most Commonly Asked Questions

Table 3 lists the questions most frequently asked by CAP members in 2024 (sourced from previous meeting summary reports), along with the Albemarle team's responses as recorded at the time. See below.

Table 3: Frequently Asked Questions from CAP Members in 2024

Questions from CAP Members	Responses from the Presenters
In 2022 Albemarle was awarded a DOE grant, will the community of Kings Mountain be affected by the reduction in expenditures, market, etc.?	Albemarle has a 5-year period to implement the project with a provision to extend the time period if necessary. Investments in Cleveland Community College and Kings Mountain are not anticipated to be affected.
What is the permitting timeline?	The timeline for the permitting process is determined by regulators, but federal and state permit approval is anticipated to take at least 2 years.
Will the recent news of lower lithium prices have an impact on the timeframe at Kings Mountain, or will the company be unable to predict until lithium prices rise?	The market could potentially impact Albemarle's timeline.
Will mined material be processed onsite?	Processing, crushing, flotation, and dense medium separation is expected to be done at the Kings Mountain site.
What are Albemarle's plans after rocks are blasted for lithium? Where will Albemarle haul the lithium and what is the plan for how the company will handle leftover mining materials, crushing, hauling, etc.?	Albemarle has a crushing circuit along with a processing station to extract lithium.
Who holds the money that may be necessary to ensure closure of the mine site?	Albemarle plans to put money into a bond so the company cannot touch it.
Are there requirements for contractors to hire subcontractors?	Albemarle is working with contractors to encourage hiring local companies.
What is the status of the Gateway Trail?	Albemarle is working with the City of Kings Mountain on the Master Parks and Recreation Plan. Albemarle anticipates having the master plan by summer/fall and will be working with the board to figure out what makes sense to weave into a bigger community plan.
What will you do with the watery mud at the bottom (of the mine pit) once it has been dewatered?	Albemarle is still working on the details. The mix of water and sediment will need to be transported offsite. The material is expected to be tested and then taken offsite. The timeframe includes 4 months to remove the material.
Will the R&D Technology Center stay or are you demolishing?	Currently, Albemarle intends to leave the Technology Center where it is located.
When will blasting occur?	Albemarle intends to meet federal standards for blasting that say blasting should occur Monday to Friday during normal daytime hours. No blasting is anticipated for evenings or weekends.

Questions from CAP Members	Responses from the Presenters
Will mined material be stored south of I-85 on or near the Wellman Property?	No material is expected to be stored on the south side of I-85.
How much horizontal blasting will occur?	Anywhere from 200 ft by 100 ft, to 500 ft by 200 ft.
How deep do you anticipate the mine pit will be when finished?	The pit is expected to be approximately 800 ft deep; it is approximately 300 ft deep now.
You have a deal with Martin Marietta, are you still looking for business-to-business contacts?	Albemarle is still looking for partnerships and recently started working with the State of North Carolina.
Are you going to be using electric trucks?	Albemarle is not there yet; however, Albemarle has a partnership with Caterpillar that is more traditional.
Where can we find permits after they are submitted?	<p>Most permit information will be put on the permitting agency's websites; however, local governments typically do not include specific permit information on their websites.</p> <p>Albemarle is working on ways to display permit information on the Albemarle Kings Mountain website.</p>

Albemarle = Albemarle U.S., Inc.; CAP = Albemarle Kings Mountain Community Advisory Panel; DOE = United States Department of Energy; ft = feet; Gateway Trail = Kings Mountain Gateway Trail; I-85 = Interstate 85; R&D Tech Center / Tech Center = Albemarle Global Technology Center for Research and Development

3. 2024 ACCOMPLISHMENTS

In 2024, the CAP was successful in sharing information, continuing a channel for two-way dialogue between the Albemarle team and CAP members and fostering meaningful engagement. As a result of feedback from the CAP, Albemarle was able to accomplish the following:

- Helping shape the rubric used to determine how the available \$150,000 for “Celebrating Kings Mountain” grant money was distributed.
- Identifying gaps in the Environmental and Social Impact Assessment (ESIA) Scoping Report and the Intangible Cultural Heritage section of the ESIA.
- Providing feedback on collateral materials used at the mine rollout meeting held in June so they were more relatable.

4. FOSTERING TWO-WAY DIALOGUE

At the conclusion of 2024, Kristi Moore, CAP facilitator, asked CAP members what they learned during CAP meetings and what resonated with them most. Below is a list of responses from CAP members.

What resonated most with CAP members:

- “Mining operations—it was all new knowledge for me. I didn’t know the importance of lithium batteries and the connection to electric vehicles.”
- “Learned who Albemarle is and what you do.”
- “Water, water, everywhere—learned about dewatering. We got to tour the dewatering facility; it was so cool to see it and learn how it will work.”
- “Stuff we can’t see. Thousands of bore holes and wells; now we have 3D [3 dimensional] renderings, and it really gave me a better understanding of why you need this property and not that one. Learned about geology of the pit; it is helpful to understand that essentially the pit is impervious. You can’t see below the surface, but Albemarle has done a lot of work.”
- “The End Land Use process—so interesting to see what people would like to see happen after the pit closes.”
- “When you talked about the stock drop and its drivers. Would like to go beyond that, how is it continuing?”
- “That Kings Mountain has one of the largest lithium deposits in the world.”