

Community Advisory Panel 2025 July to December Review

Kings Mountain Mine Project

December 2025



Meeting Information

The Albemarle Kings Mountain Community Advisory Panel (CAP) is scheduled to meet monthly, except for July and December which are designated off months. The meetings are scheduled for the third Thursday of the month unless otherwise approved by members. The CAP met three times during the second half of 2025 for a total of eight meetings during the year. Due to various conflicts the second half of the year's meetings took place on the second Thursday of the month instead of the third. All meetings were facilitated by Kristi Moore, Environmental Resources Management, Inc. (ERM; third-party support). All three CAP meetings were held at Trackview Hall in Kings Mountain, North Carolina.

2025 Meeting Dates

Meeting Date	Location
January 23, 2025	Trackview Hall, Kings Mountain, North Carolina
March 20, 2025	The Skillet, Kings Mountain, North Carolina
April 24, 2025	Albemarle Technology Center for Research and Development, Kings Mountain, North Carolina
May 15, 2025	Earl Scruggs Center, Shelby, North Carolina
June 19, 2025	Bethlehem Volunteer Fire Department, Kings Mountain, North Carolina
August 14, 2025	Trackview Hall, Kings Mountain, North Carolina
October 9, 2025	Trackview Hall, Kings Mountain, North Carolina
November 13, 2025	Trackview Hall, Kings Mountain, North Carolina

Member Organizations

Organization
Albemarle Employees
Catawba Nation
City of Kings Mountain Elected Officials
City of Kings Mountain Emergency Responders
Cleveland Community College
Cleveland County Elected Officials
Cleveland County Public Health Department
Cleveland County School District
Cleveland County YMCA
Community Member(s) Adjacent to Albemarle Property
Davidson Association
Faith-based Organization
Kings Mountain Gateway Trails Inc.
Kings Mountain Small Business Owner(s)
Southern Arts Society
Young Professionals

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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 Albemarle has 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 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 prices; potential production volume shortfalls; increased competition; changes in product demand; availability and cost of raw materials and energy; technological changes and developments; fluctuations in foreign currencies; changes in laws and government regulations; 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. 2025 AGENDA ITEMS

Table 1 outlines the topics discussed at the Albemarle Kings Mountain Community Advisory Panel (CAP) meetings from August through November 2025. Over this period, three Albemarle subject matter experts presented to the CAP.

Table 1: Agenda Topics

Topic	Speaker
August	
Project Update <ul style="list-style-type: none">• Pit Dewatering• Demolition• Drilling	*Henry Walqui, Sr. Project Director
Emergency Response Team at Albemarle	*Gabe Merritt, Safety, Emergency Response Security Manager *Cale McDaniel, Emergency Response Team Coordinator
Community Affairs Update	Cindy Estridge, Community Affairs Manager
October	
Project Update <ul style="list-style-type: none">• Permitting• Demolition• Drilling• Pit Dewatering	*Henry Walqui, Sr. Project Director
Year-in-Review	Kristi Moore, ERM
Community Affairs Update	Ryan Dean, U.S. Public Affairs Manager Cindy Estridge, Community Affairs Manager
November	
Appreciation Dinner (No formal presentation)	*Brayden Beaver, Mechanical Project Engineer Cindy Estridge, Community Affairs Operations Specialist *Erik Carlson, Sr. Permitting and Sustainability Manager *Gabe Merritt, Safety, Emergency Response and Security Manager *Henry Walqui, Sr. Project Director *John Kuhn, Environmental Permitting Lead Margot Plonk, Community Education Specialist Ryan Dean, U.S. Public Affairs Manager *Sam Saltman, Responsible Mining Lead *Scott Hutchins, Manager Resource Development Vega Weston, Community Relations

*Indicates Albemarle U.S., Inc. subject matter expert
Albemarle = Albemarle U.S., Inc.; ERM = Environmental Resources Management, Inc.

2.1.1. 2025 Most Commonly Asked Questions

Table 2 lists CAP members' most frequently asked questions from August through November 2025 (sourced from previous meeting summary reports), along with the Albemarle team's responses as recorded at the time.

Table 2: Frequently Asked Questions by CAP Members in 2025

Questions from CAP Members	Responses from the Presenters
Once permits are approved, are there expiration dates?	Technically, no; however, every permit deals with a different area and has conditions that Albemarle is expected to comply with and maintain. For example, if a regulatory agency requires Albemarle to report the amount of rainfall each month, Albemarle will have to start submitting that information to the appropriate agency.
It looks like you will have all your permits in June of 2026, is that correct?	There is a strong probability that Albemarle will have received approval for the project permits submitted to date by June of 2026. Permit approvals can be received later than June, this timeframe is just an estimate. Albemarle estimates the time they expect to have all permits in place based on benchmarks from past experiences and other permitting processes.
Do you have a way to track your permits?	Yes, Albemarle has a permitting team that tracks all our permits.
Does the permitting process seem to be moving along at the progress you anticipated? Have there been any hitches?	Yes, Albemarle anticipated a 2-year permitting process, and that is what we are seeing.
Are you going to continue dewatering once you start drilling?	Water management never stops. Albemarle will need to continue to remove water as it gathers at the bottom of the pit.
Will you be able to tell how much water will accumulate in the pit from one inch of rainfall?	Albemarle has the ability to predict how much water an inch of rain will add to the pit and will adjust response for removal.
Is there a timeline for demolition? Why is it taking so long?	Albemarle anticipates completing most of the current demolition needs by the end of the year (2025). Demolition is not a simple process. A number of permits are needed, and Albemarle needs to evaluate each property, which takes time. Each property is checked for asbestos, and if asbestos is found an abatement process needs to happen. It is a time-consuming process that has multiple steps.
When are you going to start demolition on Battleground?	It is coming; depending on weather and permits, Albemarle is planning for the first structure to be demolished next week (third week of August 2025).
How many hours of emergency training (internal) are you doing?	Albemarle runs (internal) training on the first four Thursdays of the month for 6 to 10 hours. It amounts to about 40 hours of training per month.

Questions from CAP Members	Responses from the Presenters
Onsite, how do you make lithium metal? And how do you put out fires since you are not supposed to use water on lithium?	Albemarle does not make lithium metal; we process and filter and extrude lithium. Albemarle teaches techniques to extinguish lithium metal fires that does not use foam. We use a graphite powder, and train with it as well. Albemarle stores lithium metal onsite in dry rooms. Albemarle does not take the safety of lithium metal lightly.
The city's fire department would most likely be unfamiliar with extinguishing a lithium metal fire. Do you bring the fire departments onsite to train? Are you under city or county jurisdiction?	The site is under the city fire department's jurisdiction. Albemarle typically has city and county fire departments out for training.
How do you handle the processing plant? How do you shift to an outdoor process?	The emergency response process is the same, with different pinch points. Albemarle's Emergency Response Team will grow in size and number as we go into mining. About 15 to 20% of the Albemarle site staff is on the Emergency Response Team. Some are volunteers, and for some, it is part of their job duties.
Are you making lithium onsite (with the lithium ore that will be mined in Kings Mountain)?	The lithium-bearing spodumene concentrate that the Kings Mountain Mine will produce is expected to be shipped off-site for further processing. The current onsite conversion facility processes brine-derived lithium carbonate sourced from Nevada and Chile and does not have the capacity to handle the mine's expected production.
I have a friend that received a letter about extending the buffer zone, is that why you are interested in their property?	Albemarle's Land Department is always looking for opportunities to build more space between our operations and the community to serve as a buffer. Right now, Albemarle is planning for a 10-year mine; however, we are figuring out what it would look like to extend to a 20 or 30-year plan and looking for opportunities to make that happen.
Is Albemarle willing to branch out sponsorships to other events?	Albemarle is always looking for sponsorship opportunities and will happily talk with people about other events.

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

3. 2025 ACCOMPLISHMENTS

In the second half of 2025, the CAP was successful in sharing information, continuing to provide 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 during the second half of the year (2025):

- Adjusted meeting cadence to every other month; during off months, an informal meeting will take place at the Albemarle Project Center located in downtown Kings Mountain.

4. FOSTERING A TWO-WAY DIALOGUE

CAP meetings will continue in 2026 to help foster a two-way dialogue between Albemarle and the Kings Mountain community. At the October 2025 meeting, the CAP voted to change the structure and cadence of meetings to better meet objectives. In 2026 there will be formal meetings held every other month beginning in January and informal meetings held on the off months beginning in February.

Additionally, during the October CAP meeting members were asked to brainstorm topics of interest to be covered in 2026. Topics suggested for discussion included:

- Development of infrastructure to support mining
- What comes after pit dewatering
- End land use/closure and reclamation
- Tour of facility post dewatering
- Employment opportunities/workforce development
- Drill/blast plan
- Global value of lithium/economy
- Grid storage
- Future of lithium