

ALBEMARLE KINGS MOUNTAIN MINING PROJECT COMMUNITY ADVISORY PANEL



BYLAWS

ARTICLE I — NAME AND PURPOSE

Section 1: Name: The name of the organization shall be Albemarle Kings Mountain Community Advisory Panel.

Section 2: Purpose: The Albemarle Kings Mountain Community Advisory Panel serves as a forum for two-way dialog between company representatives and members of the host community. CAP discussions may focus on community issues and company health, safety, and environmental performance.

The purpose of Albemarle Kings Mountain Community Advisory Panel is: A Community Advisory Panel (CAP) offers Albemarle an opportunity to partner and engage with members of the community on matters that involve and impact residents, local businesses, and organizations.

ARTICLE II — MEMBERSHIP

Section 1 - Eligibility for membership: CAP membership is open to any current resident, property owner, public official, first responder, business owner, employee of Kings Mountain and Cleveland County and others who support the purpose statement in Article I, Section 2. Community members may request membership by notifying an Albemarle representative, current CAP member, or by requesting membership through the CAP facilitator. All membership requests will be reviewed by the CAP facilitator and Albemarle for consideration.

Section 2 - Rights of members: Each member shall be eligible to cast votes at CAP meetings.

Section 3 - Resignation and termination: Any member may resign by filing a written resignation to the CAP facilitator. A member can have their membership terminated by a majority vote of CAP members.

Section 4 – CAP membership size: The CAP shall have up to 20 active members.

Section 5 – The CAP shall have a dedicated facilitator, who has day-to-day responsibilities for the organization, including carrying out the organization's goals and policies. The facilitator will attend all CAP meetings and provide opportunities for meaningful dialogue among CAP members.

Duties include:

- The facilitator shall convene and facilitate regularly scheduled meetings. Be responsible for developing CAP meeting minutes or meeting summary, sending out meeting announcements, distributing copies of minutes and the agenda to each member.

ARTICLE III — MEETINGS

Section 1 – CAP meetings: Meetings shall take place in person at a cadence that is appropriate for the desired outcome of the CAP. Meeting date, time, and location of which should be determined based on consensus for optimal participation.

Section 2 - Notice of meetings: Notice of each meeting shall be given to each member no less than two weeks prior to the meeting.

Section 3 - Quorum: The members present at any properly announced meeting shall constitute a quorum. A quorum must be attended by at least fifty percent of members for business to take place and motions to pass.

Section 4 - Voting: All issues to be voted on shall be decided by a simple majority of those present at the meeting in which the vote takes place.

Section 5 - Special meetings: Special meetings shall be called upon at the request of the members or as deemed necessary by company representatives. Members shall be advised of special meetings as early as possible to address the need.

ALBEMARLE KINGS MOUNTAIN MINING PROJECT COMMUNITY ADVISORY PANEL



BYLAWS

Section 6 - Action without a meeting: An action may be taken at a regular or special meeting via direct or electronic mail to every member. Examples include meeting date, location, or time change.

ARTICLE IV — TERMS

Section 1 – CAP membership is voluntary; compensation shall not be provided for service.

Section 2- Vacancies: When a CAP member vacancy exists, members will be asked to recommend someone to fill the vacancy, based on the organization the vacant position represents. A CAP member vacancy shall be vetted by the CAP and agreed upon by consensus.

Section 4 – Resignation: Resignation from the CAP must be in writing and received by the CAP facilitator.

ARTICLE IV — COMMITTEES

Section 1 - Committee formation: The CAP may create ad hoc committees as needed, such as volunteering, education, etc.

ARTICLE V – AMENDMENTS

Section 1 - Amendments: These bylaws may be amended, when necessary, by two-thirds majority of the full CAP membership. Proposed amendments must be submitted to the CAP facilitator to be sent out with regular announcements.

Certification These bylaws were approved by the CAP by a two-thirds majority vote on July 17, 2025.

CAP Facilitator Kristi Moore Date July 17, 2025