

Community Advisory Panel 2023 Year in Review

Kings Mountain Mine Project

2023



Meeting Information

The Albemarle Kings Mountain Community Advisory Panel (CAP) meets on the third Thursday of the month; in 2023 the CAP met ten times. Kristi Moore, Environmental Resources Management, Inc. (ERM; third-party support) facilitated the meetings which took place at Trackview Hall in Kings Mountain, North Carolina.

2023 Meeting Dates

Meeting Date
January 26, 2023
February 23, 2023
March 16, 2023
April 20, 2023
May 18, 2023
June 15, 2023
August 17, 2023
September 21, 2023
October 26, 2023
November 16, 2023

Member Organizations

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

CONTENTS

1. Introduction	1
1.1. Forward-Looking Statements	1
2. Orders of Business	2
2.1. 2023 Agenda Items	2
2.1.1. Determining Agenda Topics	4
2.1.2. 2023 Most Commonly Asked Questions	4
3. 2023 Accomplishments	6
4. Fostering Two-Way Dialogue	7

List of Tables

Table 1: Agenda Topics	2
Table 2: CAP Members Frequently Asked Questions in 2023	4

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 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. 2023 AGENDA ITEMS

Table 1 outlines the topics discussed during the 2023 Albemarle Kings Mountain Community Advisory Panel (CAP) meetings. Five guest speakers and eight Albemarle subject matter experts presented to the CAP over the course of the year.

Table 1: Agenda Topics

Topic	Speaker
January	
Water Study <ul style="list-style-type: none">• Groundwater Monitoring	Joey Dean,* Albemarle, Group Hydrogeologist
Concentrator <ul style="list-style-type: none">• Mineral Processing	Fernando Rodriguez, Albemarle, Kings Mountain Project Director
February	
Mining 101 <ul style="list-style-type: none">• Drilling and Blasting• Loading and Hauling	David Thompson,* Albemarle, Senior Mine Engineer
End Land Use	Kristi Moore, ERM, Facilitator
March	
Geochemistry	Morgan Warren,* Albemarle, Group Geochemist
End Land Use	Kristi Moore, ERM, Facilitator
April	
Environmental and Social Impact Assessment (ESIA)	Lindsey Bungartz,** ERM
Socioeconomic Baseline Study	Lindsey Bungartz** and Audrew Ward, ** ERM
Cleveland County Economic and Workforce Development	Brandon Ruppe,** Cleveland County Economic Development
Community Affairs Update and Feedback Mechanism	Sarah Degnan, Albemarle, Community Affairs Specialist
End Land Use: Blue Sky Thinking (workshop overview)	Kristi Moore, ERM, Facilitator

Topic	Speaker
May	
Drilling Program	Kwame Frempong,* Albemarle, Senior Resource Geologist and Brad Ulry,** Dahrouge Geological Consulting Ltd., Chief Operating Officer
Hydrology Study Updates	Joey Dean,* Albemarle, Group Hydrogeologist
June	
End Land Use and Community Closure Workshops Update	Kristi Moore, ERM, Facilitator
Communications Update	Sarah Degnan, Albemarle, Community Affairs Specialist
Benefits Sharing Discussion	Caitlin Purdy, ** ERM
August	
Pit Dewatering	Joey Dean,* Albemarle, Group Hydrogeologist
Interactive Mapping Tool Brainstorm	Kristi Moore, ERM, Facilitator
Community Affairs Update	Sarah Degnan, Albemarle, Community Affairs Specialist
ESIA Update	Sarah Degnan, Albemarle, Community Affairs Specialist
September	
Permitting	Erik Carlson,* Albemarle, Mining and Permit Manager
ESIA	Sarah Degnan, Albemarle, Community Affairs Specialist
Waste Rock and Tailings	Ryan McCluskey,* Albemarle, Lead Mining Engineer and Josh Montenegro,* Albemarle, Lead Metallurgist
Partnering with Cleveland Community College	Jon Fleisher,** Cleveland Community College, Project Director
Interactive Mapping Tool Update	Kristi Moore, ERM, Facilitator
October	
CAP 1-Year Anniversary and 2023 Recap	Kristi Moore, ERM Facilitator

Topic	Speaker
November	
Lithium Ecosystem Evolution <ul style="list-style-type: none"> • EV Demand and the Battery Value Chain • Supply Chain and Drive for Regionalization • Albemarle and Our Role in Energy Transition <ul style="list-style-type: none"> – Lithium Pricing – Complexity of Developing New Lithium Sources 	Ellen Lenny-Pessagno,* Albemarle, Global Vice President External Affairs and Sustainability, Energy Storage

*Indicates Albemarle subject matter expert

**Indicates guest speaker

Albemarle = Albemarle U.S., Inc.; CAP = Albemarle Kings Mountain Community Advisory Panel;
ERM = Environmental Resources Management, Inc.; EV = electronic vehicle

2.1.1. Determining Agenda Topics

In late 2022, CAP members were asked to brainstorm and vote on topics they would like to discuss in 2023. The topics that received the most votes were:

- Education, workforce development, partnerships and community investment;
- Business plan, economic impact of site, end-product, global impact and macroeconomics of the site; and,
- Mine development, land acquisition, Wellman property, site size and buffer zone, and waste rock.

2.1.2. 2023 Most Commonly Asked Questions

Table 2 lists the questions most frequently asked by CAP members in 2023 (sourced from previous meeting summary records), along with the Albemarle team's responses as recorded at the time. See below.

Table 2: CAP Members Frequently Asked Questions in 2023

Questions from CAP Members	Responses from the Presenters
Is the water from the mine pit lake going to be filtered before being pumped into Kings Creek?	Yes, Albemarle will remove sediment as part of the process.
How long will it take to pump all the water out of the mine pit?	Albemarle estimates it will take 12–18 months. This may be impacted by weather events.
What will the blasting schedule be?	Blasting is currently planned for weekdays during business hours.
Is there a way to mitigate the dust being thrown into the air during blasting?	The technology for managing blasts has evolved such that there should be minimal dust from the blasts.
Will any chemicals be released into the air around the mine?	No, no chemicals will be released into the air.

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

3. 2023 ACCOMPLISHMENTS

In 2023 the CAP was successful in sharing information, establishing 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:

- Albemarle launched the Kings Mountain Interactive Mapping Tool website in October 2023. Key features of the mapping tool include the ability to show where current activity is taking place, the number of drill rigs onsite and upcoming site activities.
- The Albemarle Community Affairs Team conducted morning and afternoon sessions of the Student End Land Use and Closure Workshop on May 18, 2023. A total of 32 students attended.
- A CAP member noted the lack of social media posts regarding project activities as a result of Albemarle's engagement processes and efforts in the community; considered a significant success.

4. FOSTERING TWO-WAY DIALOGUE

At the conclusion of 2023, Kristi Moore, CAP facilitator, asked CAP members and Albemarle staff what they learned at CAP meetings and what resonated with them most. Below is a list of responses from CAP members and Albemarle staff.

What resonated most with CAP members:

- “It was the educational piece. The efforts, studies, SMEs [subject matter experts], data gathering, planning, and learning the process has been a great educational experience.”
- “The value in the creation of ownership in the project for the CAP; the CAP is a community within the community.”
- “The clarification on rumors and addressing concerns has been the best impact to hear.”
- “I feel like I’m a part of something bigger than it is. The integrity of Albemarle to send people over and seek feedback and work toward a common goal.”
- “I’ve noticed how much the community cares and seeing the youth wanting more greenspace rather than industrial or commercial development.”
- “The City needs very broad-based information to be able to support and lead City staff in participating in the discussions. The CAP has enabled me to be able to do my job as a council member. It has also been helpful to have the relationships and contacts to refer community members to, based upon questions received, knowing they will get real answers.”
- “I’ve enjoyed learning about the geology and hydrology of the area. I feel they need more of this (mining, geology, hydrology, etc.) in the school system so kids will understand what’s out their back door.”
- “It’s been so valuable to learn more about the mining process, and to see the pit since you can’t see it otherwise. It helped me discuss it with other people.”
- “The best realization has been how regulated mining is, which has helped me assure others who have expressed concerns.”
- “I’ve seen more spodumene in the last year than I have in my whole life. I appreciate Albemarle’s transparency.”
- “The most surprising thing has been the human impact of what Albemarle has done in the last year. I’ve seen Albemarle supporting local groups, assisting with distribution of medications, and installing smoke detectors for people and catching a gas leak in someone’s home. The way the CAP has impacted the community. The more Albemarle can have a positive impact day to day, the less fearful the community will be.”
- “I grew up with mining, as my dad was a mine engineer. This project has driven a deeper interest in lithium for me, and I’ve researched how it’s being mined globally. Why is this mine opening when there is an incredible resource in South America?”

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- “I understand the desire for a local, safer, more secure supply, but I still have reservations about the project.”
 - “I have spoken with Fernando about women in mining and the need to include this in workforce development.”

What resonated the most with Albemarle team members:

- The Kings Mountain Mine Director shared that he was getting to know the community and build trust.
- The Kings Mountain Safety Manager echoed the mine director’s sentiments, adding that he has appreciated gaining a greater understanding of the degree to which his work and employer affect the lives of others.
- A Community Affairs Operations Specialist shared how she started as a member of the community and now works for Albemarle. She was so impressed with Albemarle’s approach; it made her want to work for the organization.
- A Community Education Specialist said that she was a former teacher at Kings Mountain High School and taught about mining, which she did not have a good opinion of at the time. She reached out to Albemarle and asked if someone from the Albemarle team would come to her class to speak about the impact the mine would have. Soon after Albemarle’s Community Affairs Manager responded and set up a meeting, she was recruited to be a part of the Albemarle Community Affairs Team. Now, she works to educate students and teachers about the Kings Mountain Mine.
- The Global Vice President of External Affairs and Sustainability, Energy Storage shared that Albemarle is developing this resource because of the need for the United States to have a local, safe, secure supply of this critical mineral. She loves what Albemarle enables in the community and is impressed by the ideas the group shares.
- The Community Affairs Manager shared that since she joined Albemarle in January 2023, the most impactful thing for her has been the attitude of everyone on the CAP and their approach to asking questions. The input and participation from the CAP have helped the Albemarle Community Affairs Team improve their efforts and work.
- The ERM Facilitator shared that the most impactful thing for her has been observing the CAP’s dedication, passion, and care for the community. Rarely do you see so many people attend every monthly meeting. This group is now viewed as an information resource for the community.