

Our Commitment to *Responsible Mining*

Albemarle is evaluating the redevelopment of the Kings Mountain Mine, one of the few known hard rock lithium deposits in the U.S. As part of our commitment to responsible mining, Albemarle intends to develop the mine in line with the Initiative for Responsible Mining Assurance's (IRMA) Standard for Responsible Mining.

IRMA STANDARD FOR RESPONSIBLE MINING

IRMA has developed a Standard for Responsible Mining which is a comprehensive and rigorous set of expectations that independent auditors can use to benchmark mining operators' practices to:

- Reduce adverse environmental and social impacts that may stem from this redevelopment and create benefits for local communities
- Engage potentially affected communities
- Increase transparency and accountability

As we plan for and develop the Kings Mountain Mine, we intend to align with the IRMA standard. Guided by international best practices, we expect to implement robust environmental, social and governance management systems to understand the potential impacts the man may have on the surrounding community. We anticipate developing management measures to enhance positive impacts and minimize negative impacts.

STAKEHOLDER PARTICIPATION

We are committed to transparent and meaningful stakeholder participation throughout the life of the mine. We intend to consistently share information about the Kings Mountain Mine with our stakeholders as it becomes available and invite feedback on the proposed project and our performance.



IRMA's 400+ standards represent *the most comprehensive definition of responsible mining.*



In 2023, Albemarle's Salar de Atacama in Chile became the first lithium mine in the world to complete an independent audit under the IRMA standard.

ASSESSMENT OF PERFORMANCE

Once operational, the Kings Mountain Mine may request a full third-party verification assessment, conducted by an IRMA-approved certification body. During the assessment, auditors will measure Albemarle's performance against the IRMA standard and invite members of the community to participate and provide commentary on whether they believe Albemarle is acting as a responsible mining company. Stakeholder input will be considered in the assessment findings.

After an initial IRMA assessment, the Kings Mountain Mine can anticipate receiving an achievement level that reflects the mine's performance against the standard and the assessment outcomes will be shared publicly by IRMA. The IRMA standard makes provision for a three-year assessment cycle designed to encourage continuous improvement. The Kings Mountain Mine can expect go through a re-assessment every three years, with an interim assessment to be required within 18 months of each verification assessment.



Comments or questions related to IRMA and the IRMA assessment can be provided by email, phone, in person or online:

✉ kmcommunity@albemarle.com

☎ 704-734-2775

📍 129 West Mountain Street, Kings Mountain, NC 28086

🌐 albemarlekingmountain.com



Further information is available in Spanish upon request or at albemarlekingmountain.com

For more information or to provide community feedback on the project:
Email: kmcommunity@albemarle.com | Phone: 704-734-2775 | Website: albemarlekingmountain.com
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Albemarle leads the world in transforming essential resources into critical ingredients for mobility, energy, connectivity and health. We partner to pioneer new ways to move, power, connect and protect with people and planet in mind, enabling a more resilient world. Our global headquarters is approximately 35 miles from Kings Mountain in Charlotte, NC.

