

The Element

November/December 2023



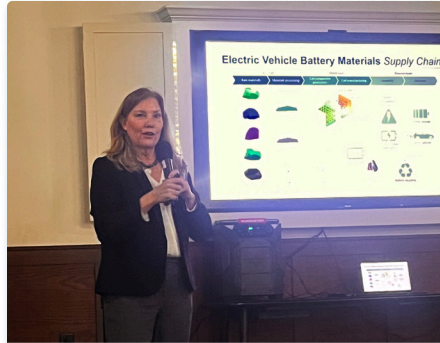
Building a more resilient world through diversity, equity and inclusion

2023 Diversity, Equity and Inclusion Report



ALBEMARLE RELEASES 2023 DE&I REPORT ►

Albemarle's inaugural Diversity, Equity and Inclusion (DE&I) report reflects its DE&I strategic pillars and provides an overview of programming and initiatives dedicated to promoting belonging and inclusion. To that end, Albemarle has set aspirational targets in their workforce and expanded their diversity recruitment efforts.



DRIVING THE ENERGY TRANSITION ►

At the November 16 Community Advisory Panel meeting, Ellen Lenny-Pessango, Global VP of External Affairs and Sustainability, Energy Storage at Albemarle, gave a thought-provoking overview of what we can expect to see—domestically and globally—in the lithium market.



FROM THE KINGS MOUNTAIN MINE DIRECTOR ►

As 2023 comes to a close, Fernando Rodriguez, Albemarle's Mine Director, provides a year-end update on the proposed mine project and thanks community members for attending the four town halls, 10 Community Advisory Panels and four end land use workshops held this year.



Angel Tree Brings Holiday Joy

This holiday season, Albemarle sponsored an Angel Tree to support the Communities in Schools at Kings Mountain H.S. and the Children of Cleveland County Rescue Mission residents. Albemarle employees who participated chose an angel from the tree with a child's age and wish list. After purchasing items, the gifts were given anonymously with the angel attached. Albemarle is pleased to help children in and around the Kings Mountain area share in the holiday joy and the spirit of giving.

We wish all of you a happy holiday season and new year! The Element will be back in 2024!



Upcoming Events *Calendar* ►



Scan the QR code to read more news!

[Albemarle Kings Mountain Website ►](#)

Albemarle Releases 2023 Diversity, Equity and Inclusion (DE&I) Report

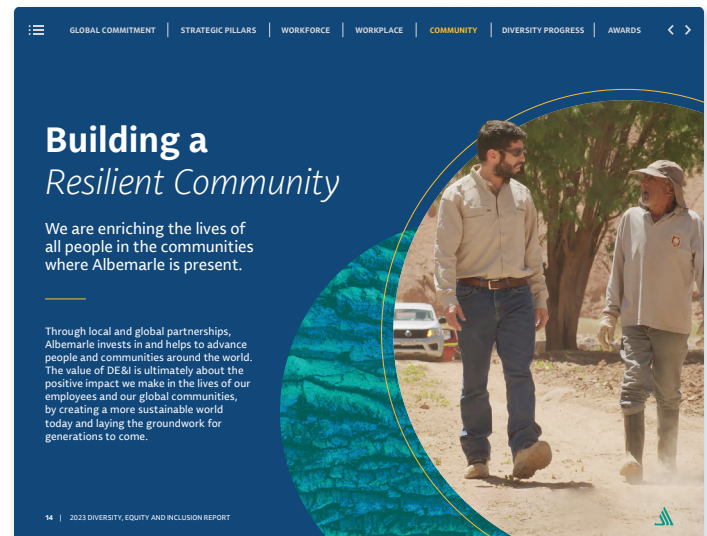
Albemarle is proud to share its inaugural DE&I report. This report reflects Albemarle's DE&I strategic pillars and provides an overview of our programming and initiatives dedicated to promoting belonging and inclusion.

Albemarle aims to create an inclusive, values-driven work environment that fosters open communication and innovation, and we established our DE&I strategy with this vision in mind. Today, DE&I is vital to how we foster a sense of belonging and strengthen our partnerships.

OUR DE&I STRATEGY FOCUSES ON THREE KEY PILLARS:

- **Workforce:** Building and maintaining a highly engaged workforce that reflects global diversity
- **Workplace:** Cultivating an inclusive and equitable culture where all employees feel a sense of belonging
- **Community:** Enriching the lives of all people in the communities where Albemarle is present

Albemarle strives to lead the way for DE&I in our industry as we achieve our purpose to enable a more resilient world. We also understand DE&I success is more than achieving targets; real impact relies on the education, awareness, and shared mindsets that drive action.



That's why we take a broad approach to DE&I through our three strategic pillars, which each outline a clear objective and supporting imperatives.

Whether we are strengthening our workforce, creating a more inclusive workplace culture, or enriching our communities, our DE&I efforts provide opportunities to engage the hearts and minds of our employees and communities alike.

Since we launched our DE&I strategy at Albemarle in 2021, we have made noteworthy progress across these pillars. We set aspirational targets in our workforce and expanded our diversity recruitment efforts.

Today and every day, we acknowledge that our people are our most essential element in achieving our purpose—to enable a more resilient world. Please take a few moments and [read the full DE&I report](#).



Driving the Energy Transition

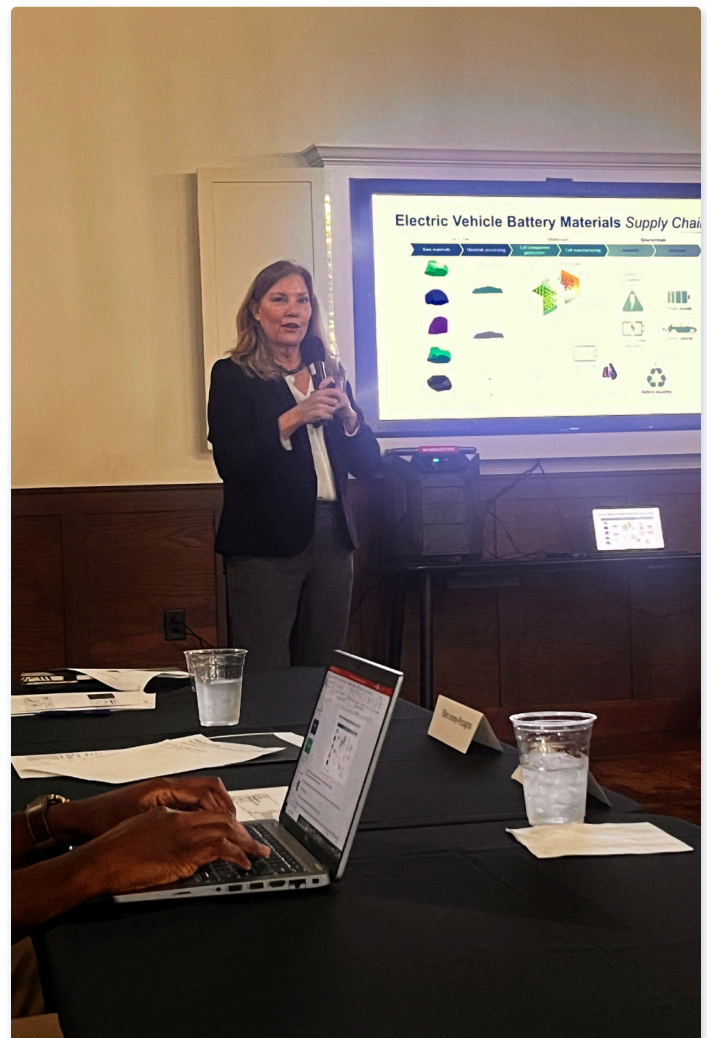
With Ellen Lenny-Pessango

Recently, many residents of the Kings Mountain community expressed interest in the lithium ecosystem and the future demand for the material. Ellen Lenny-Pessango, Global VP of External Affairs and Sustainability, Energy Storage at Albemarle provided an overview of what is occurring in the lithium market not only in the United States but around the world.

KEY POINTS INCLUDED:

- Lithium's use in so many products, from drones and satellites to cell phones and medical supplies makes it a critical mineral of the century.
- Battery manufacturing in the U.S. has created 20X more jobs than electric vehicle manufacturing, battery component production, battery recycling, and raw materials and multiple other categories.
- The Southeast U.S. is the "new power in the South," with various companies shifting towards EVs.
- Electric Vehicle (EV) sales exceeded \$6 million in 2021 and nearly \$10.5 million in 2022.
- Domestically, EV sales have been on the upswing. In 2022, 800,000 metric tons of lithium was used to meet the demand, and the U.S. will need 3.7 million metric tons by 2030 to keep with the upward trend.
- In order to stay competitive and offer a secure supply it is important for the U.S. to have all the pieces: extracting, processing, and manufacturing, locally within the states.
- It is three times more expensive to produce lithium in the U.S. than in China.
- There will be a significant increase in the U.S.' anticipated figures for resource conversion, cathode, and lithium by 2032. By 2033 the U.S. will be in a better position to be a global competitor.

In the past year, Albemarle announced its intention to invest in a lithium ecosystem in Kings Mountain, Richburg, and Albemarle's Technology Park to support the full life cycle of energy storage.



Learn more about lithium, and
its importance in everyday life ►

A Note From *Fernando Rodriguez,* *Mine Director*

Dear Kings Mountain Community,

As we near the closing of 2023, I would like to provide you with a quick year-end update on the current status of the proposed mine project. First, I want to thank all of you for taking the time to learn about Albemarle and the proposed Kings Mountain mine project. I have truly enjoyed meeting you at Albemarle's town halls, events, and out at local restaurants.

At Albemarle, we are committed to operating transparently with our valued stakeholders. In 2023, Albemarle hosted four town halls and 10 Community Advisory Panels geared toward educating and listening to ideas and concerns from community members. Additionally, Albemarle hosted four end land use workshops including two with Kings Mountain High School students. To me, these were some of the most rewarding events we hosted as we were able to listen to ideas from the community on what to do with the land once the mine is retired.

Throughout 2023, we continued our work conducting environmental studies and geological drilling to ensure that we present a feasible, economical, and sustainable mine project to the community and permitting agencies.

As a part of our progress, we have been refining our mine plan and the layout of the mine site. It is an involved, lengthy process and we are taking the time to evaluate all options to ensure we have a well-developed plan in place to share with you soon.

Lastly, our permitting team continues to work diligently on gathering all the details and reports necessary to prepare and submit the necessary permits.

We will continue to update you through town halls, our website, and our newsletter in the new year. I also invite you to stop by the Project Center in downtown Kings Mountain to speak with our Community Affairs staff.

I wish you all a happy and safe holiday season and look forward to working together in 2024.



Fernando Rodriguez

MINE DIRECTOR



Albemarle Community Highlights



Albemarle Improves Literary Access in Cleveland County

A new service will be offered by Mauney Memorial Library due in part to Albemarle's matching of a North Carolina state grant. Located at the Moss Lake office location, halfway between the two Cleveland County Libraries, the new book vending machine provides literary access to patrons by allowing them to check out high-interest and new releases more easily. All that's needed to check out a book from the vending machine is a library card!

Albemarle's contribution also funded the special high-demand collection, and extra storage space for this unit.



Coming Together for a Community Thanksgiving Dinner

On Wednesday, November 22, Kings Mountain employees participated in a community Thanksgiving meal. This was a collaboration between several partners who thoughtfully prepared the event to bring the community together for a free Thanksgiving meal and a time for fellowship.

The event took place at the Kings Mountain YMCA walking track and served approximately 200 community members.



Albemarle Community Highlights

Continued



Albemarle Honors Veterans on November 11th

We thank the many brave women and men who have served and continue to serve, our country, not just on Veteran's Day, but every day. Your courage, bravery, and selflessness is unmatched—and for that, we are truly grateful!

Celebrating Kings Mountain STEM Students on National STEM Day

Albemarle was proud to support #STEMeducation on National STEM Day, Nov. 8, and every day. It takes teams of experts in engineering, geology, metallurgy, environmental sciences, and health and safety to develop cutting-edge technologies that change the world.

Albemarle Kings Mountain supports local students to create new science, technology, engineering, and mathematics educational opportunities. We see bright futures ahead!



'Tis the Season for the Kings Mountain Holiday Parade

On December 3, Albemarle participated in the annual Kings Mountain Holiday Parade to kick off the holiday season. The parade ended at the Winter Wonderland Festival in Patriots Park, where people visited Albemarle's table on Candy Cane Lane for a sweet treat. We also had a very special surprise near our storefront on West Mountain Street—hot cider, cocoa, cookies, and...a visit with the Grinch and Cindy Lou Who!

**Town Hall** *Links to Videos* ▶

On September 28, Albemarle hosted a community town hall to share information regarding the mining lifecycle and other important elements in the development of the proposed mine project. We also provided updates to our permitting timeline, environmental and social impact assessments, and other project milestones. If you missed the town hall, you can [watch the video](#).

[2023 February](#)

[2023 May](#)

**Upcoming Events** *Calendar* ▶**2024 KINGS MOUNTAIN MINE TOURS**

The 45-minute tour includes history, geology, and current information on the pre-feasibility studies that have been completed, with plenty of opportunities to ask questions. Tour attendees will meet at the Albemarle Project Center (129 W. Mountain Street), and travel together by van to the mine site. Times vary and registration is required, contact Cindy Estridge at cynthia.estridge@albemarle.com. Be sure to check out our [website](#) to get the latest tour dates and times!



Visit the
*Albemarle Kings
Mountain Website* ▶

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