



ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT FACT SHEET

Albemarle is investing in a lithium-rich resource in North Carolina to support the electric vehicle supply chain and clean energy production in the U.S. We are committed to responsible mining and conducting business the right way, which means encouraging dialogue among all stakeholders¹ and including all voices and views from the community.

Albemarle is evaluating reopening the Kings Mountain site and seeks public participation to inform our plans to restart mining operations. As part of our commitment to responsible mining, we expect that any such development of the mine will be in line with the Initiative for Responsible Mining Assurance's (IRMA) Standard for Responsible Mining. Globally, the IRMA Standard is considered the most comprehensive and rigorous certification standard for assurance of responsible mining, with specificity for environmentally and socially responsible mining practices.

OUR ESIA PROCESS FOR MULTI-STAKEHOLDER ENGAGEMENT

During the mine pre-planning phase, we undertake an Environmental and Social Impact Assessment (ESIA) process to identify and assess the potential environmental, social, health, and safety (ESHS) impacts that could occur because of the development, operation, and ultimately closure of the mine. The primary objective of our ESIA Process is to align with IRMA's multi-stakeholder engagement process. An outcome of our ESIA Process is to inform the mine design and to develop appropriate management measures to minimize and mitigate potential adverse impacts and enhance positive results.

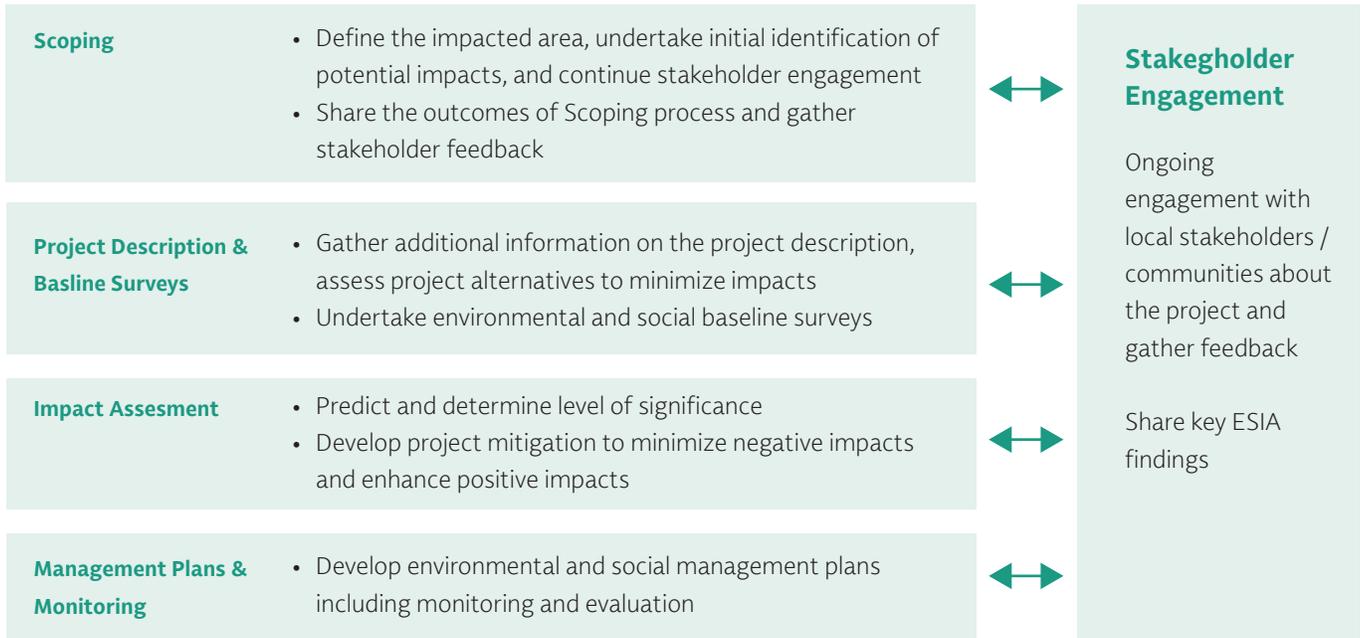
Our ESIA Process supplements North Carolina's National Environmental Policy Act (NEPA) regulatory review process and is also expected to be used to inform any other separate North Carolina and federal permitting review.

When we prepare an ESIA, we consider:

- Impacts on the physical environment (e.g., air quality/GHG, noise, vibration, water)
- Impacts on the biophysical environment (e.g., wetlands, sensitive areas, wildlife, and plants)
- Impacts on the human environment (e.g., community health and safety, cultural heritage, local economy)
- Cumulative impacts on the above environments
- Impacts from unplanned events that are part of customary risk mitigation.

¹A stakeholder may be any person, community, company, or group who is impacted (both negatively or positively) by an issue and how it is managed.

Throughout the ESIA Process, we plan to continue to share information and seek knowledge, input, and feedback from stakeholders through our accessible engagement channels. Figure 1 (below) illustrates the ESIA process and highlights key opportunities for stakeholder participation.



ESIA AND IRMA-DRIVEN GOALS

Building Community Engagement

Project success is built on early engagement with the Kings Mountain community. Albemarle commits to working closely with stakeholder groups such as residents, businesses, and organizations, early and throughout the mine-planning process. Together, we collect input, solicit feedback, and share insights to ensure greater access to timely information. From our early town halls in 2022, to our ongoing Community Advisory Panel (CAP) meetings, listening sessions, and site tours, we are working to earn trust and be a good partner through ongoing community and stakeholder engagement activities.

Leaving a Lasting Legacy

IRMA envisions a world where the mining industry respects the human rights and aspirations of affected communities; provides safe, healthy, and supportive workplaces; minimizes harm to the environment, and leaves positive legacies. IRMA offers objective, independent third-party verification of industrial-scale mine sites against a

comprehensive definition of responsible mining agreed to through a collaborative, multi-stakeholder process. This definition, which forms the basis of IRMA's Standard for Responsible Mining, covers the full range of issues related to the impacts of mining. We are committed to protecting the Kings Mountain community environment. From engaging with our communities, managing natural resources, and building stakeholder value, we are also committed to sustainability. Through thoughtful and predictive planning during each stage of the mine, our goal is to mitigate impacts on the community and return the site to an environmentally and socially sustainable property.

More information on our ESIA process and our ESIA Scoping Report will be available on our website and in our Project Center located at 129 West Mountain Street in downtown Kings Mountain.

Kings Mountain website:
albemarlekingsmountain.com