



TSX.V: ELBM
NASDAQ: ELBM

ENVIRONMENTAL MONITOR

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2025-033

Position Type: Full-time

Rate of Pay: Salary, Commensurate with experience and qualifications

ABOUT ELECTRA BATTERY MATERIALS

Electra is planning to build North America's only fully integrated, localized and environmentally sustainable battery materials complex. Electra has recently signed a term sheet with the Ontario government for a \$17.5 million loan which is part of a \$100 million cobalt refinery investment, that includes a US\$30 million brokered private placement. As part of the \$100 million investment, Electra also received \$20 million from the U.S. Department of Defense to advance its battery materials complex, and an LOI from the Canadian Federal government for \$20 million. Together, these strategic financings provide critical support for the completion of Electra's Battery Materials Park and long-term growth. Leveraging the company's own mining assets and business partners, the Electra Battery Materials Park will host a cobalt sulfate plant with plans to build a nickel sulfate plant and a large-scale lithium-ion battery recycling facility. Electra's focus will be to supply the North American Electric Vehicle market with battery materials to support the manufacturing of lithium-ion batteries within North America. Electra Battery Materials is an integral part of the North American battery supply chain, providing low-carbon, sustainable and traceable raw materials for the region's fast growing electric vehicle industry.

RESPONSIBILITIES

Below is a list of primary duties and responsibilities for the Environmental Monitor at the Cobalt Refinery:

- Conduct surface and groundwater sampling at various locations throughout the refinery site;
- Prepare laboratory bottle sets, chains of custody and associated shipping information;
- Collect water quality and other field measurements using handheld instrumentation;
- Maintain and calibrate various field meters and other instrumentation;
- Conduct environmental performance audits of various activities at the site (waste, construction, water management etc.);
- Operate various recreational vehicles to access field sample locations;
- Manage field sample supplies and associated equipment;
- Conduct data entry for various field sampling programs;
- Prepare and submit reports internally and to various government agencies on water, air, noise and tailings;
- Participate in site inspections to ensure compliance with environmental policies and procedures; and
- Other duties as assigned by management.

QUALIFICATIONS

- College Diploma or other post-secondary education in an environmental or related discipline is an asset;
- Grade 12 diploma or equivalency required;
- Valid Ontario's Driver License;
- Must be local or willing to relocate to Temiskaming Shores, Ontario;
- Proficient knowledge of MS Office Programs (Excel, Word, PowerPoint);
- Knowledge or background in the following considered an asset to the applicant
 - Surveying techniques;
 - Health and Safety on industrial sites;
 - Collecting field samples (water, air, soil, noise);
- Candidate must be capable of working outside in varying weather conditions;
- Excellent written and oral communications; and
- Electra has been discussing these employment opportunities with various indigenous groups who have asserted aboriginal and treaty rights in and around the cobalt refinery expansion area, and we particularly invite those individuals within these communities to review this posting.

WHY JOIN ELECTRA BATTERY MATERIALS?

Together, we will power a better path forward. Be a part of a fast-growing team, as we succeed in becoming North America's first integrated battery materials park, providing battery grade materials for the electric vehicle revolution. Our success is contingent on the hard work and dedication of our people. Electra Battery Materials rewards team members through:

- Recognition and results-driven compensation
- Training and development opportunities
- Culture where innovation is rewarded
- Health and wellbeing
- Ongoing communication and two-way feedback

If you are a passionate, committed, and dynamic individual, please submit your resume in confidence to careers@electrabmc.com. Please note that only qualified candidates selected for an interview will be contacted.

Electra Battery Materials is an equal opportunity employer. We are committed to providing an environment of mutual respect and we believe that diversity and inclusion among our team members is critical to our success. We are committed to creating an inclusive environment for all employees and decisions to hire or promote will be based on merit, competence, performance, and business requirements and we particularly invite applications from persons of Indigenous ancestry.