



TSX.V: ELBM
NASDAQ: ELBM

ENVIRONMENTAL MONITOR

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2025-033

Position Type: Full-time

Position Status: This position is being advertised to fill an existing vacancy.

Rate of Pay: Annual salary range of \$40,000-\$70,000, commensurate with experience, skills, and qualifications.

ABOUT ELECTRA BATTERY MATERIALS

Electra is a leader in advancing North America's critical minerals supply chain for lithium-ion batteries. The Company's primary focus is constructing North America's only cobalt sulfate refinery, as part of a phased strategy to onshore critical minerals refining and reduce reliance on foreign supply chains. In addition to the Refinery, Electra holds a significant land package in Idaho's Cobalt Belt, including its Iron Creek project and surrounding properties, positioning the Company as a potential cornerstone for North American cobalt and copper production. Electra is also advancing black mass recycling opportunities to recover critical materials from end-of-life batteries, while continuing to evaluate growth opportunities in nickel refining and other downstream battery materials.

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.