

## PIEDMONT LITHIUM HIRES FIRST TENNESSEE EMPLOYEES

### *Lee Montgomery joins as Community Relations Manager; Ashley Copeland joins as Corporate Communications Specialist*

**BELMONT, NC, January 24, 2023 –** Piedmont Lithium (“Piedmont” or the “Company”) (Nasdaq:PLL; ASX:PLL), a leading global developer of lithium resources critical to the U.S. electric vehicle (“EV”) supply chain, today announced the addition of its first Tennessee-based employees to support the Tennessee Lithium project. Piedmont announced plans last September to build the 30,000 metric ton per year (“tpy”) lithium hydroxide operation in the City of Etowah in McMinn County, Tennessee to support domestic production of battery-grade lithium.

Lee Montgomery joins Piedmont Lithium as a Community Relations Manager and Ashley Copeland as a Corporate Communications Specialist. Both Montgomery and Copeland are residents of McMinn County, underscoring Piedmont’s commitment to hiring locally whenever possible.

Keith Phillips, President and CEO of Piedmont, said these additions mark an important step in the Company’s efforts to establish a presence in the region. “We’re excited to welcome our first Tennessee-based employees to the Piedmont team,” explained Phillips. “Lee and Ashley, as valued and active members of Etowah and McMinn County, are well suited to play a critical role in engaging with and informing the community as we advance our Tennessee Lithium project.”



Montgomery joins Piedmont with a background that includes more than 15 years in community relations and more than a decade of experience in managing multiple manufacturing operations. He most recently worked as the District Vice President for the YMCA of Metropolitan Chattanooga, where he significantly increased the branch’s membership and led a number of notable community outreach campaigns. His career includes key leadership roles at DENSO Manufacturing, Crescent Hosiery, and several regional nonprofit organizations. Montgomery earned a graduate degree in organizational management from Tusculum University and an undergraduate degree in accounting from Tennessee Wesleyan University.



Copeland is an integrated communications professional and content specialist who has worked across a variety of industries including media, government, and higher education. Most recently, she served as the Management Excellence Director for Tennessee Wesleyan University, where she led strategic planning to recruit, market, and enroll undergraduate and graduate students. Her background also includes working as a reporter for *The Daily Post-Athenian*, where she received multiple distinguished awards. Copeland has a strong academic background with a graduate degree in public relations from Webster University and an undergraduate degree in English from King University.

Piedmont was selected for a \$141.7 million grant by the United States Department of Energy for the Tennessee Lithium project in October 2022. The Company is currently in the process of negotiating the grant terms. When finalized, the funding is expected to support detailed engineering and orders for the project’s long-lead items.

Tennessee Lithium is being designed as a world-class lithium hydroxide operation that will more than double the total lithium hydroxide production capacity of 20,000 tpy currently available in the U.S. The operation is expected to create 120 new, direct jobs. Construction is targeted to begin in 2023, subject to permitting and project financing, with first production targeted for 2025.

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**About Piedmont Lithium**

*Piedmont Lithium (Nasdaq:PLL; ASX:PLL) is developing a world-class, multi-asset, integrated lithium business focused on enabling the transition to a net zero world and the creation of a clean energy economy in North America. Our goal is to become one of the largest lithium hydroxide producers in North America by processing spodumene concentrate produced from assets where we hold an economic interest. Our projects include our Carolina Lithium and Tennessee Lithium projects in the United States and partnerships in Quebec with Sayona Mining (ASX:SYA) and in Ghana with Atlantic Lithium (AIM:ALL; ASX:A11). These geographically diversified operations will enable us to play a pivotal role in supporting America's move toward energy independence and the electrification of transportation and energy storage. For more information, follow us on Twitter [@PiedmontLithium](https://twitter.com/PiedmontLithium) and visit [www.piedmontlithium.com](http://www.piedmontlithium.com).*

**Forward-Looking Statements**

*This press release contains forward-looking statements within the meaning of or as described in securities legislation in the United States and Australia, including statements regarding exploration, development, construction and sales activities of Sayona Mining, Atlantic Lithium and Piedmont; current plans for Piedmont's mineral and chemical processing projects; and strategy. Such forward-looking statements involve substantial and known and unknown risks, uncertainties, and other risk factors, many of which are beyond our control, and which may cause actual timing of events, results, performance or achievements and other factors to be materially different from the future timing of events, results, performance, or achievements expressed or implied by the forward-looking statements. Such risk factors include, among others: (i) that Piedmont, Sayona Mining or Atlantic Lithium will be unable to commercially extract or deliver mineral deposits to Tesla or otherwise, (ii) that Piedmont's, Sayona Mining's or Atlantic Lithium's properties may not contain expected reserves, (iii) risks and hazards inherent in the mining business (including risks inherent in exploring, developing, constructing and operating mining projects, environmental hazards, industrial accidents, weather or geologically related conditions), (iv) uncertainty about Piedmont's ability to obtain required capital to execute its business plan, (v) Piedmont's ability to hire and retain required personnel, (vi) changes in the market prices of lithium and lithium products, (vii) changes in technology or the development of substitute products, (viii) the uncertainties inherent in exploratory, developmental and production activities, including risks relating to permitting, zoning and regulatory delays related to our projects as well as the projects of our partners in Quebec and Ghana, (ix) uncertainties inherent in the estimation of lithium resources, (x) risks related to competition, (xi) risks related to the information, data and projections related to Sayona Mining or Atlantic Lithium, (xii) occurrences and outcomes of claims, litigation and regulatory actions, investigations and proceedings, (xiii) risks regarding our ability to achieve profitability, enter into and deliver product under supply agreements on favorable terms, our ability to obtain sufficient financing to develop and construct our projects, our ability to comply with governmental regulations and our ability to obtain necessary permits, and (xiv) other uncertainties and risk factors set out in filings made from time to time with the U.S. Securities and Exchange Commission ("SEC") and the Australian Securities Exchange, including Piedmont's most recent filings with the SEC. The forward-looking statements, projections and estimates are given only as of the date of this press release and actual events, results, performance, and achievements could vary significantly from the forward-looking statements, projections and estimates presented in this press release. Readers are cautioned not to put undue reliance on forward-looking statements. Piedmont disclaims any intent or obligation to update publicly such forward-looking statements, projections, and estimates, whether as a result of new information, future events or otherwise. Additionally, Piedmont, except as required by applicable law, undertakes no obligation to comment on analyses, expectations or statements made by third parties in respect of Piedmont, its financial or operating results or its securities.*