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March 31, 2025

Via Facsimile and [Certified Return Receipt Mail/Email with Read Receipt/[OVERNIGHT DELIVERY PROVIDER CAPABLE OF TRACKING DELIVERY]]

Maureen Persons, Director
Dislocated Worker Services Unit
1900 Kanawha Blvd E
Bldg. 3, Room 312
Charleston, WV 25305

Re: Announcement of Planned Action

Dear Dislocated Worker Unit Director:

I am writing on behalf of Novelis Corporation to give you notice that there will be a total closure of the Fairmont plant located at 1800 Speedway Ave, Fairmont, WV 26554 on June 30, 2025. This closure is expected to be permanent and will affect all employees.

The following is a list of the job positions and number of individuals who will be affected by the plant closure:

Job Title	# of Effected Employees In Job
Annealer	5
Assoc EMRA Leader	4
Assoc Ops Leader	6
Bearing Technician	1
Crane Operator	3
EHS Coordinator	1
EHS Facilitator	1
EHS Leader	1
Electrical Engineer	2
Electrician	9
Hourly Scheduler	1

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HR Generalist	1
HR Manager	1
IT Systems Analyst	1
Lab Tech	2
Logistics Coordinator	2
Machinist	3
Maintenance Helper	1
Maintenance Scheduler	1
Maintenance Supervisor	2
Mechanical Engineer	4
Metal Handler	6
Mill Asst Operator	6
Mill Exit Helper	6
Mill Operator	6
Millwright	17
Nurse	1
Oiler	1
Operational Resource Planner	1
Operations Leader	1
Plant Manager	1
Process and Quality Leader	2
Process Engineer	2
Process Technologist	1
Production Planner	2
Quality Engineer	1
Quality Technologist	1
Roll Grinder	1
Rolling PTO	3
Schmutz Operator	3
Scrap Handler	1
Scrap Machine Operator	4
Sr. QA Helper	3
Slitting PTO	6
Sr. Reliability Technologist	1
ST Line Helper	3

Novelis Inc.

3550 Peachtree Road NE, Suite 1100, Atlanta, GA 30326

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ST Line Operator	3
Stamco Asst Operator	6
Stamco Operator	10
Stamco QA Helper	9
Stamco Setup	5
Stamco Setup Process Tech	1
Storeroom Clerk	1
Storeroom Coordinator	1
Strapper/Core Handler	14
Supply Chain Leader	1
Truck Mechanic	1
Wean Operator	3

If you have any questions or want additional information concerning this matter, please contact Ashley Brenneman, HR Manager at 304-694-8084.

Sincerely,

Steven Tua
Plant Manager – Novelis Fairmont

cc: The Honorable Anne Bolyard(via [Facsimile,]Email[,] and Certified Mail)