

Team & Governance Strategy Supplement — July 2025

1. Leadership Expansion Roadmap

CarbonCore is actively assembling a world-class leadership team to steward the project from early operations through full-scale production. While our current board and leadership roster reflects early-phase priorities, several strategic appointments are planned over the next 6–12 months.

- Chief Sustainability & Science Officer (confirmed, announcement pending post-investor engagement)
- Director of Regulatory Affairs (Q4 2025)
- General Counsel (post-Series A)
- VP of People & Culture (post-Series A)
- Head of AI & Operations Analytics (supporting CAPO)

2. Hiring Philosophy

CarbonCore’s hiring strategy reflects our commitment to local economic impact, future-proof capabilities, and ethical, inclusive employment practices. Key principles include:

- Prioritize early hires from Boyd County and surrounding areas
- Balance between highly skilled technical hires and generalist team members
- Embrace AI not to replace but to augment the workforce
- Integrate public-private workforce development through eKAMI and Team Kentucky

3. Organizational Scaling — Phase 1 and 2

Phase 1 focuses on land, engineering, regulatory, and capital milestones. Phase 2 will build a robust structure across operations, R&D, finance, legal, HR, and marketing. Visual charts are available upon request.

4. Governance Principles

CarbonCore’s governance strategy centers on execution, integrity, and transparency. Board representation includes:

- Founding Executives
- Strategic Partner Nominees (e.g. Gray Construction)
- Community Representative (Boyd County)
- Technical and Sustainability Experts

Advisory participants (non-voting) further support risk management and community integration.

5. Public Affairs and Community Integration

The board includes a nominated Boyd County representative to ensure local oversight and direct community input into governance. Public affairs and education will be a core focus of CarbonCore’s early team, especially during construction and site activation.

6. Advisory and Specialist Consultants

Advisors play an important strategic role in bridging execution with insight. Key advisors include:

- Gray Construction for engineering and EPC (TBC)
- eKAMI for workforce and AI training integration (TBC)
- Senior advisor for SAF policy and carbon markets (TBC)

Additional advisors will be activated as the capital stack matures, and production scale accelerates.

Note on Timing of Appointments

Certain future appointments, including the onboarding of key executive and operational staff, are contingent upon the availability of funding. Individuals referenced in this document have expressed commitment to join CarbonCore in designated roles, with the understanding that formal employment and public announcement will align with the successful close of our next funding tranche. This approach ensures strategic continuity and rapid mobilization upon investment.