



# LithiumArgentina

## **ENABLING A CLEAN ENERGY TRANSITION WITH RESPONSIBLE LITHIUM**

**2023 SUSTAINABILITY REPORT**

[WWW.LITHIUM-ARGENTINA.COM](http://WWW.LITHIUM-ARGENTINA.COM)



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The journey to become a participant in the global energy transition and electrification of transportation began years ago. Operations at Cauchari-Olaroz commenced in June 2023 marking a milestone year for Lithium Argentina. This achievement was the culmination of years of hard work, dedication and determination, and an over \$1 billion investment into Northern Argentina. We are proud of the talented team and multi-cultural efforts that came together to make it the success it is today.

”

**JOHN KANELITSAS**  
EXECUTIVE CHAIRMAN, LITHIUM ARGENTINA



Cauchari-Olaroz, Jujuy, Argentina

## Chairman Letter

The journey to become a participant in the global energy transition began years ago with plans to develop a lithium carbonate project in the Jujuy Province of Argentina. This aspiration came to fruition during 2023 when Lithium Americas (Argentina) Corp. ("Lithium Argentina"), with its joint-venture partner Ganfeng Lithium, commenced operations at its flagship project, Caucharí-Olaroz.

Once fully operating, this project is anticipated to be the largest green field lithium brine project to ever come online at one time. We are proud to be part of a movement that is so critical to global efforts to combat climate change while promoting economic growth in the Northern regions of Argentina through infrastructure investments and responsible operations. Last year, 6,000 tonnes of lithium carbonate were produced at the Caucharí-Olaroz site and with this, Lithium Argentina has already begun contributing to electrification of the global automobile fleet.

The team in Argentina and abroad has gained valuable experience and is consistently achieving important milestones as Caucharí-Olaroz transitions from construction into operations. While we are proud of the production results attained at Caucharí-Olaroz, it is equally satisfying that these operational successes have been done while maintaining an unwavering commitment to collaborate with and listen to local governments and neighboring communities.

In March of 2023, Ganfeng Lithium agreed to invest \$70M for an approximate 15% stake in the Pastos Grandes project, located in the Jujuy's neighboring province of Salta. As a part of this agreement, Ganfeng and Lithium Argentina, will undertake preparation of a regional development plan for the Pastos Grandes basin and surrounding properties, including Ganfeng Lithium's Pozuelos Pastos Grandes project and Lithium Argentina's Pastos Grandes and Sal de la Puna projects. Through this partnership and the creation of a comprehensive development plan, there will be discovery related to increased efficiencies, including the potential use of new technologies for this large infrastructure project.

Accordingly, these efforts will include collaboration with neighboring communities. Development projects like this are very important to the region and Lithium Argentina understands this importance. This plan is targeted to be finalized by the end of 2024.

Lithium production in the Puna de Atacama region presents a myriad of ESG related challenges that demand careful consideration. The posed threats from mining activity on water scarcity and depletion of aquifers, disruption of fragile ecosystems, loss of livelihoods and cultural disruptions for indigenous communities are valid and sincere. Accordingly, ensuring transparent and responsible practices in lithium extraction is crucial for sustainable development and long-term viability of the industry. We will continue to expand our sustainability initiatives to demonstrate the importance of meeting -leading industry standards related to resource efficiency, water, and energy usage, and minimizing emissions, reporting and transparency. We are setting the bar high in Argentina, as it emerges as a leading participant in the rapidly expanding lithium market.

In our 2023 ESG report, Enabling a Clean Energy Transition with Responsible Lithium, we will share our accomplishments, challenges and goals related to social, environmental, and economic matters.

### John Kanellitsas

Executive Chairman,  
Lithium Argentina





## About This Report

Lithium Argentina is committed to sound transparency practices and in this report the Company addresses the sustainability of our business using the three ESG pillars (environmental, social, and governance) to frame the discussion of our 2023 performance.

Throughout this report, we refer to Lithium Americas (Argentina) Corp. ("Lithium Argentina" or the "Company" and use the terms "we", "us" and "our" to refer to Lithium Americas (Argentina) Corp. and its subsidiaries. Through this report, the Caucharí-Olaroz Project ("Caucharí-Olaroz") refers, which is operated by the joint venture subsidiary owned by Lithium Argentina, 46.7% by Ganfeng and 8.5% by JEMSE<sup>1</sup>, a mining investment company owned by the government of Jujuy Province in Argentina.

### Audience

The intended audience for this report is our stakeholders. This group includes employees and contractors, neighboring communities, suppliers, authorities and regulatory bodies and governments, shareholders and investors, joint venture partners, trade unions and non-governmental organizations ("NGOs"), industry associations and academic institutions and media.

### Content and Scope

Lithium Argentina seeks to develop, build, and operate lithium deposits and chemical processing facilities that adhere to the highest standards ESG monitoring, compliance, and reporting. Lithium Argentina is committed to continuously improving the transparency and accountability of its disclosures. The scope of this report includes the activities and interests of Lithium Argentina.

This report covers our management approach and 2023 performance on relevant ESG related topics. Focusing on those relating to the most significant actual and potential impacts (positive or negative) that Lithium Argentina has on the economy, environment, communities, and people, including impacts on their human rights. This report covers our mining operations at Caucharí-Olaroz in the Jujuy Province of Argentina as well as our development, the Pastos Grandes project ("Pastos Grandes") and the Sal de la Puna project ("Sal de la Puna"), both of which are located in

Salta Province in northwestern Argentina Sal de la Silver Segment. When applicable, we include information regarding our headquarters in Vancouver and our regional offices in Buenos Aires, Argentina and Salta, Argentina.

### Reporting Period

Sustainability Report: January 1 to December 31, 2023

Annual Report: January 1 to December 31, 2023

### Reporting Framework

Lithium Argentina is reporting in accordance with the Global Reporting Initiative (GRI) Standards for the period January 1 to December 31, 2023. Information and data relevant to the GRI Mining & Metals Sector Disclosures are included in this report. The GRI index can be found [here](#). This report was prepared in alignment with the Sustainability Accounting Standards Board (SASB) Standard. The SASB index can be found [here](#).

### Contact Information

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<sup>1</sup> Jujuy Energía y Minería Sociedad del Estado







## Recent Highlights

- 1 Commencement of Operations at the Caucharí-Olaroz Project in June 2023
- 2 Development of a comprehensive data collection and reporting process which included the creation of an inventory of Scope 1 and Scope 2 emissions
- 3 Continued work to record and identify new species, following the identification of +400 species
- 4 Issuance of a Human Rights Policy in October 2023
- 5 Five of eight board members are independent, and one of eight board members is female

## Environmental, Social, Governance and safety (“ESG”) Data Collection

During 2023, Lithium Argentina developed a comprehensive data collection and reporting process to collect non-financial, ESG-related information. This process includes a reporting mechanism for all sites and offices and will play an important role in the creation of transparent, traceable, accountable, and accurate ESG data.

The data collection teams are broken down per mine. Within each mine, data is collected for the office, the mine facility, the chemical facility, and the camp.

Full training was available, and a training guide was developed and distributed to the relevant teams to raise their awareness about the importance of collecting and disclosing accurate ESG data. Below is a list of the full ESG data collection materials that were produced in 2023:

- Data Collection Forms: In total, there were 14 data forms; five environmental forms, seven social forms, and two governance forms.
- Form Checklist: To confirm that all required forms were submitted and audited as per the provided directions.
- ESG Findings Form: To check the achievements and plan for future actions.



“ As CFO, I recognize the importance of accurately reporting direct (Scope 1) and indirect (Scope 2) emissions as a fundamental aspect of our commitment to sustainability and transparency. Through robust emissions reporting, we gain valuable insights into our operational efficiency, identify opportunities for optimization, and drive strategic decisions that bolster investor confidence, foster stakeholder trust, and drive long-term value creation. ”

**ALEX SHULGA**  
VICE PRESIDENT AND CFO, LITHIUM ARGENTINA

# Our Company





## Our Company

### Our Purpose

Enable a clean energy transition with responsible lithium.

### Our Vision

To be an international leader in developing, building and operating lithium production systems, using cutting edge technology to provide our customers with high quality materials to energize the world.

### Lithium Argentina Strategic Initiatives

- Bring projects to life through understanding of the business and its contribution to the global agenda
- Strong leadership- through innovation in lithium production
- Strengthen the Organization through excellence in execution

### Principles

- Leadership
- Value creation
- Care
- Partnership
- Ownership

Lithium Argentina strives to sustainably develop the future sources of high-quality lithium chemicals to support the global transition to a low-carbon economy in partnership with the communities.

Lithium Argentina is an emerging producer of lithium carbonate for use primarily in lithium-ion batteries and electric vehicles. The Company, in partnership with Ganfeng Lithium Co, Ltd (“Ganfeng”), is ramping up production of the Caucharí-Olaroz lithium brine operation in Argentina and advancing development of additional lithium resources in the region. Lithium Argentina currently trades on the TSX and on the NYSE, under the ticker symbol “LAAC.”

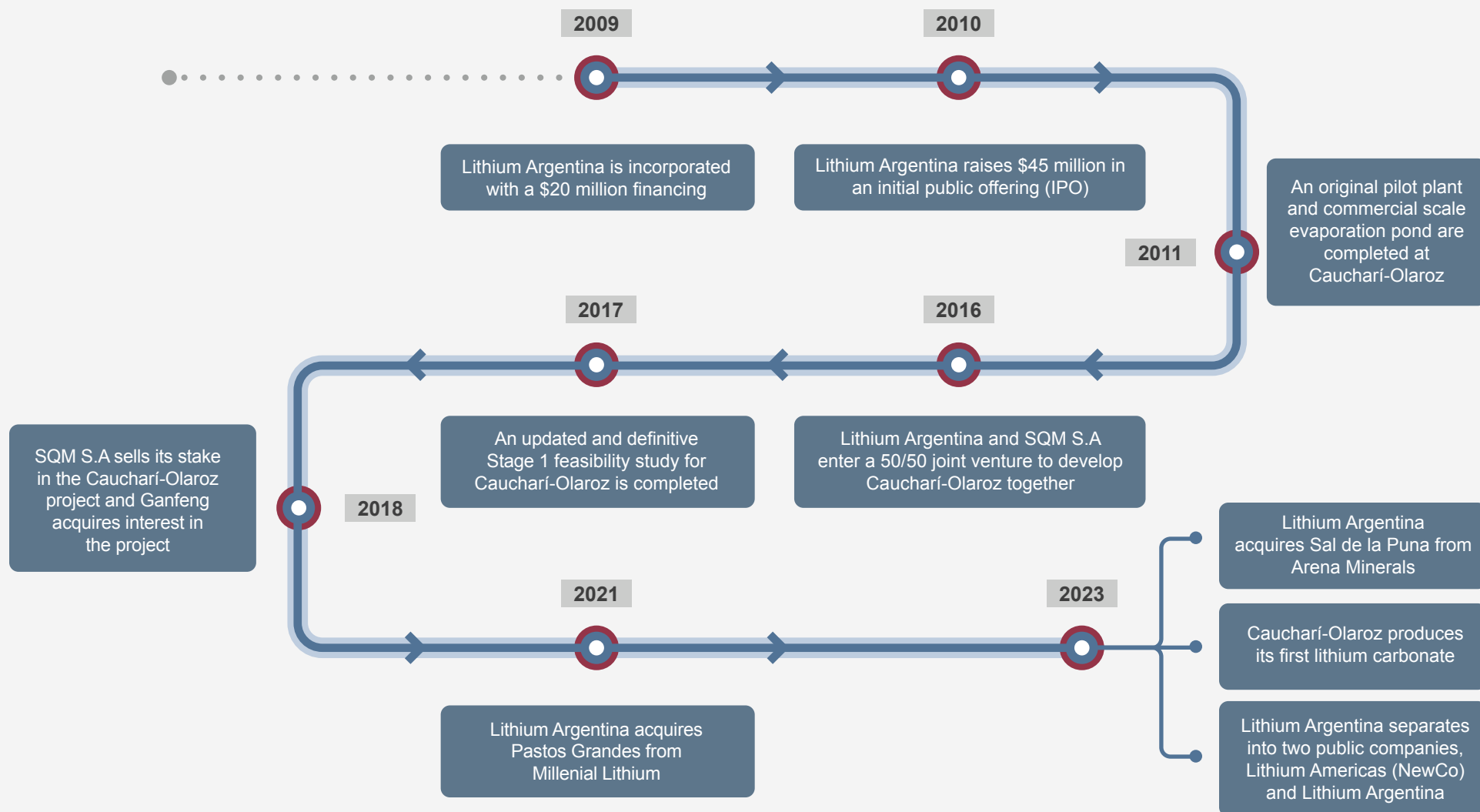
Ganfeng Lithium is the largest lithium chemicals producer in China, with a diverse product mix including lithium carbonate, lithium chloride, lithium fluoride, lithium metal and butyl lithium. Founded in 2000, Ganfeng Lithium is listed on the Shenzhen Stock Exchange and Hong Kong Stock Exchange (HKEX: 1772, SZSE: 002460).

In October 2023, the Company implemented its reorganization resulting in the separation of its Argentine and North American business units and the creation of Lithium Argentina and a new separate publicly traded company Lithium Americas Corp. (“Lithium Americas (“NewCo”).

On March 18, 2024, Sam Pigott commenced as President and CEO. He has a comprehensive understanding of Lithium Argentina’s operations and development plans through his roles as the Chairman of the Shareholder Committee at the joint venture entity of the Caucharí-Olaroz project in Argentina, and as a member of the senior leadership team of Ganfeng Lithium, the Company’s partner at Caucharí-Olaroz.

On March 19, 2024, Monica Moretto and Sam Pigott were named to the Board of Directors of Lithium Argentina.

## Company Timeline





## About Our Projects

## Key Operations & Projects



### Caucharí-Olaroz

The Company's lithium projects include the Caucharí-Olaroz lithium brine project ("Caucharí-Olaroz"), which is located in Jujuy province in the northwestern region of Argentina. The project is 44.8% owned by Lithium Argentina, 46.7% by Ganfeng and 8.5% by JEMSE, a mining investment company owned by the government of Jujuy Province in Argentina. The Company owns 44.8% of Caucharí-Olaroz through its ownership interest in Minera Exar S.A. ("Exar"), a company incorporated under the laws of Argentina.



### Pastos Grandes Basin

The Company also has the Pastos Grandes project and the Sal de la Puna, both of which are lithium brine projects located in Salta Province in northwestern Argentina, adjacent to Jujuy Province where Caucharí-Olaroz is located. Pastos Grandes is a 100% owned development stage project. Sal de la Puna is an exploration stage project in which the Company and Ganfeng Lithium hold 65% and 35% interests, respectively.

Argentina

## Caucharí-Olaroz

In Argentina, production commenced in June 2023 at Caucharí-Olaroz, the largest new greenfield lithium brine project, where approximately 6,000 metric tonnes of lithium carbonated were produced between June and December 2023.

Caucharí-Olaroz is nearing completion of construction of the lithium mining and processing facility. Caucharí-Olaroz is now focused on the ramp up of Stage 1 operations to the full capacity of 40,000 battery-quality lithium carbonate that can be used to meet the specifications of battery material producers in manufacturing cathode and electrolyte for lithium. Once at full production capacity of 40,000 tpa, Caucharí-Olaroz is expected to double Argentina's lithium production. Caucharí-Olaroz achieved first lithium in June of 2023 and produced 6,000 tonnes of lithium carbonate during the rest of the year.

Construction of Stage 1 is almost complete, with a shift in focus to prioritize production over completion of all purification circuits. Stage 2 expansion is targeting production capacity of at least 20,000 tpa battery-quality lithium carbonate. While planning for the Stage 2 expansion continues to advance, the Company has not committed material growth capital expenditures at this time.

### Caucharí-Olaroz (Stage 1)

#### SUMMARY

Location	Puna Region of Jujuy Province in northwest Argentina
Ownership	44.8% Lithium Argentina, 46.7% Ganfeng Lithium, 8.5% JEMSE
Mining method	Conventional brine
Annual production capacity	40,000 tonnes per annum ("tpa") $\text{Li}_2\text{CO}_3$ for phase 1 20,000 tpa for Phase 2
Mineral reserves	3.6 million tonnes of lithium carbonate equivalent ("LCE") at 682.920 ppm Li
Offtake	Offtake agreements at market prices in place for over 80% of Lithium Argentina's share of planned Stage 1 production
Mine life	40 years

### Caucharí-Olaroz (Stage 2)

Timing to align with completion of Stage 1

Offtake fully uncommitted



“ I am honored to have the opportunity to lead Lithium Argentina and work with such an exceptionally talented group of people. The operation at Caucharí-Olaroz, the largest new greenfield lithium brine project, produced approximately 6,000 metric tonnes of lithium carbonated between June and December 2023. The Project will continue its ramp up through 2024. I am eager to continue to build a stronger and more sustainable organization through the Company's next phase of transition and growth, thus increasing its role in providing such a critical input to the electric vehicle industry.

**SAM PIGOTT**  
PRESIDENT & CEO, LITHIUM ARGENTINA



## Caucharí-Olaroz

### Production Process

The production process involves two distinct steps. The first step uses solar evaporation to concentrate lithium in the brine and precipitate competing salts in large-scale ponds. The shallow ponds at Caucharí-Olaroz precipitate salt that is harvested from the flat pond base. The second step transforms the concentrated lithium brine into battery-grade lithium carbonate while ensuring the removal of impurities from the end-product.

Caucharí-Olaroz has been pumping raw brine from the wellfields and into the pre-concentration ponds since 2019 and started the production of concentrated brine as feedstock for the lithium plants in 2022. Solid-liquid separation, SX, purification, and carbonation were completed in mid 2023, allowing Caucharí-Olaroz to begin production. Since the production of first lithium in mid-2023, the project has achieved 99.5% lithium carbonate content with technical quality specifications that approach battery quality in most specifications.

### Project Timeline

**2009 to 2010:** Exar acquired mining and exploration permits across broad areas of the Caucharí and Olaroz Salars

**2012:** An initial feasibility study was completed for Caucharí-Olaroz

**2012:** SQM acquired a 50% interest in Caucharí-Olaroz project

**2017:** A feasibility study for Caucharí-Olaroz with an updated Mineral Reserve estimate was prepared

**2018:** Caucharí-Olaroz project construction began

**2018:** Ganfeng acquired a 37.5% interest in Caucharí-Olaroz project

**2020:** Transaction closed, resulting in Ganfeng holding 51% and the Company holding 49% interests in Caucharí-Olaroz project

**2023:** Caucharí-Olaroz project reached first production

## Production Process



Pump lithium brine from the salar



Use solar evaporation to concentrate lithium brine in shallow ponds



Process concentrated lithium brine in a plant



Ship Lithium Carbonate



“ The operation of Caucharí-Olaroz is of great significance to Lithium Argentina and Ganfeng Lithium. Ganfeng Lithium has always regarded social responsibility and environmental protection as key goals for enterprise development and growth. Caucharí-Olaroz will definitely become a leader in the global green energy field, creating a more sustainable future for humanity. ”

FU LIHUA

VICE PRESIDENT, GANFENG LITHIUM

## Pastos Grandes

The Pastos Grandes project is a lithium brine mineral project located in the central portion of the Salar de Pastos Grandes basin in the Salta Province, Argentina. The site of the Pastos Grandes project is near Highway 129 which connects 40 km north with Highway 51. Highway 51 traverses from Salta to the international border with Chile at the Sico Pass.

Lithium Argentina and Ganfeng Lithium have conducted significant early works studies at the Pastos Grandes and Pozuelos project sites, respectively. As a result, there is a rich data set that can be used by Ganfeng, with the support of Lithium Argentina, to produce a regional development plan including Ganfeng's Pozuelos-Pastos Grandes project, the Sal de la Puna project and the Pastos Grandes project. The development is expected to be completed by the end of 2024 and will include significant technical collaboration to explore the best technologies, include direct lithium extraction (DLE) technology to complement the existing conventional solar evaporation process at Pastos Grandes. The offtake rights for Pastos Grandes remain uncommitted, which will allow Lithium Argentina to explore opportunities to bring in new customers and financing to accelerate and support development of a global lithium chemical supply chain.

### Pastos Grandes at a Glance<sup>1</sup>

Location	Salta, Argentina
Ownership	100% Lithium Argentina
Mining method	Conventional production wellfield
Measured & Indicated Mineral resources	4.2M tonnes LCE resources
Infrastructure	<ul style="list-style-type: none"> <li>Accessible year round via paved highway and dirt roads from Salta and access to rail 50 km away</li> <li>Natural gas pipeline passes through 26 km to the northwest; good prospect for solar power generation</li> <li>600 MW, 375 kilovolt power line between Salta and Chile passes by 53 km to the north</li> </ul>
Other	Integrating the development of the Pastos Grandes project, Sal de la Puna project and Ganfeng's Pozuelos project is expected to result in a larger scale and more optimized development plan and cost synergies for all projects

<sup>1</sup> On March 5, 2024 Ganfeng Lithium Co. Ltd. agreed to acquire \$70 million in newly issued shares of Proyecto Pastos Grandes S.A., the Company's indirect wholly-owned Argentinian subsidiary holding the Pastos Grandes project in Salta, Argentina, which is expected to represent an approximate 15% interest in Proyecto Pastos Grandes S., and the Project. The transaction is expected to close during 2024 subject to applicable regulatory approvals and other closing conditions.



Pastos Grandes, Salta, Argentina



## Stakeholder Engagement

The Company's success depends on its ability to support transparent and constructive stakeholder engagement and consultation. Stakeholder engagement supports the high standards of business conduct that is crucial to the corporate culture and the long-term success. The Company considers stakeholders to be any person or organization with an interest in its activities including those who influence business decisions and those who are potentially affected by its activities. The stakeholders include employees, neighboring communities, suppliers and contractors, customers, governments and regulators, shareholders, investors, and analysts, joint venture partners, non-governmental organizations, special interest groups, learning and research partners, peers and industry associations and media.

The Company seeks to explore the interests and expectations of its stakeholders to create and maintain close, trust-based relationships with each group or person. Its outreach is done on an ongoing basis based on the specific needs of each stakeholder and their relationship with the Company.

Stakeholder Group	Expectations	Engagement & Events	Frequency of Interaction
Employees	Salaries and benefits Safety Professional development Job satisfaction Work/life balance	Regular communication on company initiatives, news and performance through: <ul style="list-style-type: none"> <li>In-person meetings</li> <li>Company intranet</li> <li>Corporate website</li> <li>Social media</li> <li>Annual review process</li> </ul>	Ongoing.
Neighboring Communities	Creation of direct and indirect jobs Support for the social and economic development of the community Respect for and fulfilment of customary rights, and local wisdom Care and appreciation for the environment Open communication	Information sessions Charitable engagement Community partnerships, sponsorships and events Educational and outreach programs Participatory environmental monitoring workshops	Ongoing.
Contractors/Suppliers	Transparent bidding processes Contract compliance Solid partnerships Supplier development, particularly from within local communities	Setting up a bidding process to encourage community entrepreneurs to present business plans and help develop the more promising among them Follow-up and ongoing contacts with service providers	Ongoing.
Customers	Fulfillment of commitments made regarding product supply Products meeting quality standards	Contact with customers	Ongoing.

Stakeholder Group	Expectations	Engagement & Events	Frequency of Interaction
Authorities/Regulatory Bodies/ Governments	Compliance with all local and national legislation and customary expectations	Quarterly environmental participatory monitoring, which includes representatives from local government as well as communities  Periodic revisions and updates of Environmental Impact Assessments ("EIAs") as appropriate  Closure plan due in 2024	Ongoing.
Shareholders/Investors	Return on investment Sustainable Development	Annual Shareholders Meeting  Analyst meetings  Investor meetings  Participation in industry and investor conferences  Publication of earnings reports  Publication of new releases  Publication of annual report and ESG Report  Periodic site visits	Annual.  Ongoing.
Joint Venture Partners, including Ganfeng and JEMSE <sup>1</sup> , a mining investment company owned by the government of Jujuy Province in Argentina.	Clear direction for the operating company  Alignment in reporting and outreach	Shareholder subcommittees,  Alignment of key personnel at the joint venture  Liaising on ESG priorities and reporting standards and mechanisms	Ongoing. Adjusted as needed
Trade Unions, non-governmental organizations ("NGOs") Industry Associations, Academic Institutions	Smooth and fair labor relations	Agreements with unions a key part of the human resources function  Membership of the operating company in the Argentine Chamber of Mines  Engagement with think-tanks, NGOs and other thought-leaders	Ongoing.  Ongoing.  As Required.
Media	Publicize key business milestones and events	Good relationships with key trade and general media, particularly at the local and provincial levels	Ongoing.

An essential way to communicate with all stakeholders is through reporting. During 2023 Lithium Argentina developed and implemented a specific data-gathering and reporting process to ensure that all of the ESG information gets reported properly.

This reporting and data collection process was implemented at all Lithium Argentina sites to ensure standardized measurements across operations, development sites and offices, making for data that is amenable to aggregation and metrics that are consistent.

In the future, the Company will continue to develop its process to ensure proper reporting and transparency for ESG related information.

<sup>1</sup> Jujuy Energia y Minería Sociedad del Estado



# Our Sustainability Approach





“ In an effort to increase transparency and improve reporting, we developed an energy and emissions data collection process. We are pleased with the positive reception received at our sites and offices in Argentina and North America. ”

KELLY O'BRIEN

VICE PRESIDENT INVESTOR RELATIONS & ESG, LITHIUM ARGENTINA

## Sustainability Approach

To create shared value by being a safe, environmentally responsible, and inclusive lithium company.

Lithium Argentina is committed to continuously improving the transparency and accountability of ESG disclosures. This report has been prepared with reference to the 2023 Global Reporting Initiative (GRI) Standards, built upon a robust materiality assessment and disclosure of the management approach to Lithium Argentina's material topics, the SASB Metals Mining Sustainability Accounting Standards (SASB Mining), and the United Nations Sustainable Development Goals (SDGs).



Environmental monitoring at Cauchari-Olaroz

## Disclosure Approach

Lithium Argentina's Corporate Disclosure, Confidentiality and Securities Trading Policy confirms the Company's existing practices to ensure proper and transparent disclosure and reporting. These policies also highlight the Company's approach to disclosure among its board of directors, management, employees, and consultants.

The objective of this corporate disclosure policy is to ensure that communications to the investing public about Lithium Argentina are:

- Timely, factual, and accurate; and
- Broadly disseminated in accordance with all applicable legal and regulatory requirements

This policy confirms in writing the Company's existing disclosure policies and practices. Its goal is to raise awareness of the Company's approach to disclosure among its board of directors, management, employees and consultants. This policy extends to (i) all directors, officers, employees, consultants and authorized spokespersons of the Company; (ii) directors and officers of the Company's subsidiaries; (iii) all employees of subsidiaries of the Company who have access to material non-public information, except to the extent (A) such employees are employed by a joint venture or similar enterprise in which there is a co-ownership interest between the Company and a third party, (B) that joint venture or similar enterprise has instituted its own policies regarding corporate disclosures, and (C) the Board of Directors has designated that such employees as not subject to this policy; (iv) all other persons involved in business with the Company and its

subsidiaries who, by virtue of such relationships, have access to material non-public information and who have agreed to comply with the terms of this policy (collectively, the "Covered Persons"). It covers disclosures in documents filed with the securities regulators and written statements made in the Company's annual and quarterly reports, news releases, letters to shareholders,

presentations by senior management and other Company personnel and information contained on the Company's website and other electronic communications. It extends to oral statements made in meetings and telephone conversations or emails with analysts and investors, interviews with the media as well as speeches, press conferences and conference calls.

## Principles of Disclosure of Material Information

Strategic focus and future orientation	Lithium Argentina is committed to continuously improving the transparency and accountability of ESG disclosures in accordance with future trends and aspirations.
Connectivity of information	Lithium Argentina created an ESG reporting process during 2023, including data collection forms and training courses to connect and familiarize the workforce about the importance of transparency and disclosure of information.
Stakeholder Relationship	Lithium Argentina's strategic priorities are identified by its internal and external stakeholders. Both community relations and employee relations are among the top social priorities for Company.
Materiality	Lithium Argentina conducted a full materiality assessment in 2022 which was reviewed and evaluated in 2023.
Conciseness	Lithium Argentina has a concise statement to reflect its position on each material topic and strives to raise awareness internally and externally about their importance to the stakeholders and the business.
Reliability and completeness	Lithium Argentina strives to collect and maintain reliable ESG data and report on the complete list of KPIs that are relevant to its operations.
Consistency and comparability	Lithium Argentina's ESG disclosure corresponds with recommendations in the mining industry to allow compatibility.



## Materiality Assessment

Materiality assessment is a test that corporate leaders apply to understand which Environmental, Social and Governance (ESG) issues to prioritize in their organization's strategy, resource allocation, risk, and opportunity identification.

In late 2022 and early 2023, Lithium Argentina conducted a thorough materiality assessment. During this process, the Company considered various factors to identify and prioritize its focus areas for ESG reporting, measurement, and monitoring in 2023:

Materiality Criteria include:

1. An ESG issue is deemed material if it directly affects or has the potential to impact the company's cash flow and financial value creation;
2. An ESG issue is considered material when a company's activities across its value chain have significant implications for the environment, society, and/or the economy; and
3. Sustainability concerns and associated risks are evaluated alongside other key business risks highlighted in our Annual Information Form and Financial Management Discussions and Analysis Reports.

The scope of the Materiality Assessment and identification of material ESG related topics are continually reviewed through the following mechanisms:

1. Direct feedback and stakeholder engagement through:
  - Conducting one-on-one and small group interviews with internal and external decision-makers and stakeholders, involving a total of 25 participants
  - Delivering presentations
  - Distributing questionnaires
2. GRI Standards Alignment by adherence to the GRI Universal 2021 Standards and utilization of the GRI Materiality Matrix to prioritize the Company's material topics.

The materiality process involved several stages outlined below:

1. Identification, Research, Benchmarking & Impact Mapping
2. Prioritization through Internal & External Engagement and Analysis
3. Validation via Senior Leadership Review & Refinement of Results

The Company has established benchmarks used by independent auditors to ensure responsible project planning, construction, and operation, as well as stakeholder inclusiveness. Additionally, ESG standards, such as GRI, ISSB, SASB are regularly reviewed and commonly employed by the resource industry benchmark our material topics against other lithium and mining companies operating in similar regions.

Materiality assessments ensure compliance with legal and regulatory requirements and oversee specific risk management systems and practices adopted by the company.



Vicuña at Cauchari-Olaroz



## Materiality Assessment

The table below shows the 2023 list of material topics and priorities.

Material Topics	Company Aspirations
<b>Environment</b>	
Energy and emissions	Minimise footprint and contribute to the clean energy transition towards with responsible lithium development and production.
Water and effluent	Maximise water reused and recycled, minimising water usage well below regulatory permit allowances.
Biodiversity	Continue to record and work to identify new species, following the identification of +400 species. Contribute to net positive impact on native species during production and closure.
Waste and hazardous materials	Commit to adopting good practices for reusing part of generated waste and ensuring its safe disposal and treatment.
<b>Governance</b>	
Ethics and integrity: social donations	Uphold ethical standards and maintain integrity when performing work, in line with social emphasis on sustainability and responsible business practices.
Regulatory compliance	Comply with regulatory requirements at all sites in accordance with relevant regulatory requirements.

Material Topics	Company Aspirations
<b>Social</b>	
Talent attraction	Make our company an attractive place for the most talented people in the field. Proactively support local community development and skills training organizations in the knowledge that they can be valuable employees or contractors.
Health and Safety	Ensure that everyone is safe at work, both physically and mentally. Create a culture of safety and well-being among all levels of the workforce to attain this.
Local communities (including Indigenous Peoples)	Recognize the vital roles local communities play in the areas of construction, operation and supply, but also their key role as stewards of their ancestral lands, where we are guests.
Employees, vendors and suppliers	Align employee management and relations with international norms and standards and, more importantly, with local values.
Human Rights	Respect human rights in accordance with the UN Special Rapporteur's "Protect, Respect, Remedy Framework", and integrate human rights standards and principles into daily processes and practices.
Child and compulsory labor	Uphold human rights and ethical labor standards, as set out in the Human Rights Policy, which includes zero tolerance of child and compulsory labor.
Diversity, Equity and Inclusion	Integrate practices and policy in both recruitment and procurement activities to promote diversity, equity and inclusion.



# Governance Structure

## Governance Structure

Corporate governance begins with Board oversight. Lithium Argentina integrates governance considerations into its business strategy, as well as in the way it plans and manages its activities. Strong governance ensures the Company is guided with the foundation to properly implement the strategy and build trust all stakeholders, a key fundamental for success.

The Board is responsible for the stewardship of the Company and for the oversight of the Company's Management and the management of its business. This includes setting long-term goals and objectives for the Company, formulating plans and strategies necessary to achieve stated objectives and supervising Management in their implementation of stated objectives accordingly, and in addition to those matters that must, by law, be approved by the Board.

It has the statutory authority and obligation to act with a view to the best interests of the Company. Under the British Columbia Business Corporations Act, the Board is required to manage the Company's business and affairs, and in doing must act honestly and in good faith with a view to the best interests of the Company. In addition, each Director must exercise the care, diligence, and skill that a reasonably prudent person would exercise in comparable circumstances.

Although the Board delegates the responsibility for managing the day-to-day affairs of the Company to Management, the Board retains a supervisory role in respect of, and ultimate responsibility for, all matters relating to the Company and its operations. Therefore, the Board needs to be satisfied that the Company's Management will manage the affairs of the Company in the best interest of the shareholders, and that the arrangements made for the management of the Company's business and affairs are consistent with the Board's duties.

The number of Directors is set by the shareholders at each annual shareholder meeting. Presently the number of Directors of the Company is eight. The number of Directors may change in the future to ensure a complement of suitable skills and expertise given the Company's stage of development and business activities.

The Board may delegate its responsibilities to Committees or individual members of the Board. The Board appoints from time to time, from among its members, Committees it determines are necessary or appropriate to conduct its business and membership. The Board has established the following Committees:

1. Audit and Risk Committee;
2. Governance, Nomination, Compensation and Leadership Committee ("GNCL Committee"); and
3. Sustainable Development Committee

Each of the Committees has a written charter outlining its responsibilities which are available on the Company website.

The Sustainable Development Committee of the Company meets to discuss Environment, Health & Safety, Sustainability and Safety matters as often as it considers necessary but not less than four times per year and, subject to the terms hereof and applicable law, otherwise establishes its procedures and governs itself as the members of the Committee may see fit in order to carry out and fulfill its duties and responsibilities and defined in the Sustainable Development Committee Charter.

Last year, the Sustainable Development Committee charter was updated in October 2023 to require four meetings per year.



Cauchari-Olaroz lime plant



## Board Shared Responsibility

Responsibility for sustainability matters rests with Board of Directors, with execution oversight by the President and CEO and Vice President, Investor Relations and ESG, who works in close collaboration with executive management, site teams and corporate departments, to establish goals and targets, and to measure the progress against key performance indicators.

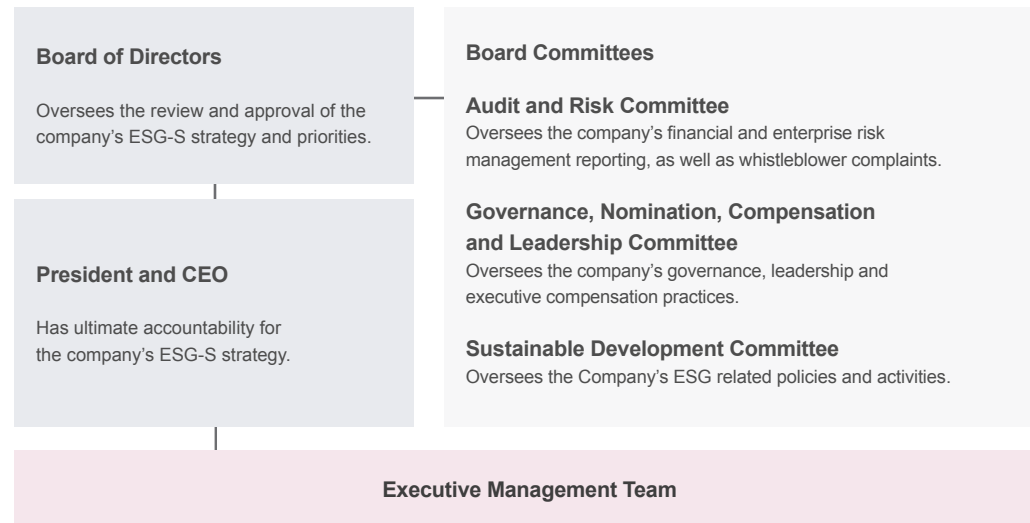
The Board has overall responsibility for corporate governance matters through:

- Developing and approving corporate policies and guidelines;
- Assisting in the definition of corporate objectives and assessing key plans; and
- Evaluating the Company's performance on a regular basis.

Among other things, the Board is guided by legislative and other governance standards, as well as stock exchange rules and industry best practices. The Board has developed a mandate that sets out written terms of reference for the Board's authority, responsibility, and function. The Board, as a whole or through its committees, periodically reviews and assesses the policies and guidelines, as well as governance practices, to ensure they are appropriate and current.

In fulfilling its governance responsibilities, the Board has delegated significant responsibility for corporate governance matters to the Governance, Nomination, Compensation and Leadership Committee. This Committee is responsible for developing and implementing governance best practices, and is tasked with reporting, advising and making recommendations on governance related matters to the Board. The Governance, Nomination, Compensation and Leadership Committee's function and responsibility can be seen in detail in the Governance, Nomination, Compensation and Leadership Committee Charter.

## ESG Structure at Lithium Argentina



Director nominees of the Company should be individuals who are independent and have achieved prominence in their fields, with experience and demonstrated expertise in relevant technical, financial, or strategic disciplines. A substantial majority of the Board must meet the independence standards described in this Framework, and all candidates must be free from any relationship with management or the Company which would interfere with the exercise of independent judgment. Candidates should be committed to representing the interests of all shareholders and not any particular constituency. Candidates should, among other things, bring integrity, insight, and analytical skills to Board deliberations, and must have a commitment to devote the necessary time and attention to properly perform their duties as Director. The Company recognizes the strength and effectiveness of the Board reflects the balance, experience, and diversity of individual Directors; their commitment; and importantly, the ability of Directors to work effectively as a group in carrying out their responsibilities.

The Company seeks candidates with diverse experiences who possess the knowledge and skills in areas of importance to the Company.

The Company believes it has a board that is diverse in nature, with a variety of business, industry and international experience.

The Board has created a Board skills matrix that is periodically reviewed and kept up to date to ensure that there is a clear understanding of the diverse skill sets each individual Board member brings. The current Board brings a relevant set of expertise such as finance, risk, governance, ESG, mining and strategy.

Acting on the recommendation of the GNCL Committee, the Board shall assign members with particular experience required for service on Board Committees, as described in the respective committee charters.

## Board of Directors

The Board is well organized to provide effective strategic oversight for the company management. The Board currently has an independent majority, which enables it to fulfill its critical function of overseeing management more effectively on behalf of shareholders. During 2023, Fabiana Chubbs, Jinhee Magie, Jonathan Evans, Kevin Dushnisky, Xiaoshen Wang and Yuan Gao also served on the Board of Directors. On October 4, at the time of the separation of Lithium Americas (Newco) and Lithium Argentina, a new board of directors was put in place.



- The standard deviation of board member age is 9.85
- The average age of the board members is 52
- The standard deviation of board member tenure is 4.30
- The percentage of the company's directors that are fully independent is 63%

The current board of directors is described in the table below:

Board Member	Nationality	Independence Status	Age	Tenure	# Other Board Participation
 John Kanellitsas	USA	Executive, Non-Independent	62	13	2
 George Ireland	USA	Independent	67	9	2
 Sam Pigott	Canada	Executive, Non-Independent	41	< 1	0
 Diego Casanello	Argentina, Germany	Independent	50	< 1	2
 Rob Doyle	Canada, USA, UK	Independent	55	< 1	3
 Franco Mignacco	Argentina	Non-Independent	41	13	1
 Monica Moretto	Canada, Argentina	Independent	58	< 1	0
 Calum Morrison	Canada	Independent	44	< 1	1

## Board of Directors

Board Member	Audit and Risk Committee	Governance, Nomination, Compensation and Leadership Committee	Sustainable Development Committee
John Kanellitsas ★			👤
Sam Pigott			
George Ireland ✨	👤	👤	
Diego Casanello			👤
Rob Doyle	👤	👤	
Franco Mignacco			👤
Monica Moretto			👤
Calum Morrison	👤	👤	

★ Chairperson of the Board   ✨ Lead Independent Director   👤 Committee Chair   👤 Committee Member

To navigate the complex landscape of today's business environment, it is imperative that the board of directors possess a diverse array of skills, expertise, and perspectives to effectively steer the organization towards sustainable growth and success. To ensure that the board composition remains aligned with the evolving needs of the Company, it has identified skills as part of a skills matrix to serve as a tool for assessing its collective competencies, identifying areas of strength, and pinpointing potential gaps that may need to be addressed through recruitment, training, or strategic partnerships. By systematically evaluating the skills, knowledge, and experience of each director, board effectiveness, robust decision-making and value-creation is enhanced.

Relevant Skill	Board Expertise
Corporate Strategy & Business Development	7
Mergers & Acquisitions	7
Finance & Capital Allocation	6
Leadership of Large Company or HR	5
Industry Experience (Metals, Mining, Chemicals)	8
Legal and Regulatory	3
Risk Management	5
ESG	4
Cybersecurity & Technology and Business Systems	1



Environmental monitoring at Cauchari-Olaroz





## Board Highlights

**5** of eight board members are independent

**1** of eight board members is female

**5** nationalities on the Board

Directors are expected to participate in a minimum of 75% of the Board meetings on an annual basis.

During 2023, the Board attendance surpassed this goal.

	Board			Audit and Risk Committee			Governance, Nominating, Compensation and Leadership Committee			Sustainable Development Committee		
	Attendance	Total Meetings	Participation	Attendance	Total Meetings	Participation	Attendance	Total Meetings	Participation	Attendance	Total Meetings	Participation
John Kanellitsas	8	8	100%							1	1	100%
Sam Pigott	0	0	n/a									
George Ireland	8	8	100%	7	7	100%	1	1	100%			
Diego Casanello	2	2	100%							1	1	100%
Robert Doyle	2	2	100%	1	1	100%	1	1	100%			
Franco Mignacco	8	8	100%							1	1	100%
Monica Moretto	0	0	n/a							0	0	n/a
Calum Morrison	2	2	100%	1	1	100%	1	1	100%			

The Company believes in the importance of ongoing director education and the need for directors to have a current and detailed understanding of their duties and responsibilities as directors and emerging trends in the mining industry. In addition to the wide range of information provided to the Board at scheduled meetings, senior management and professional advisors also regularly provide presentations to the Board on specific aspects of the business or industry that are deemed particularly relevant or important, or on topics that the Board considers to be beneficial. In some cases, external consultants are invited to address the Board.

Board members are also encouraged to attend seminars, conferences and professional development events that further their knowledge about matters relevant to the Board or committee they are members of, or their knowledge of the Company's business. Members of the Audit Committee and Risk in particular are encouraged to attend conferences related to accounting and finance issues to maintain and further their knowledge of issues falling within the oversight of the committee, and members independently attend seminars and sessions offered externally in this regard.

## Independent Directors

The Company intends to monitor best practice recommendations and to fully comply with the Framework's requirements relating to the composition and independence of Board and committee members under applicable legislation and stock exchange rules by the effective date of such legislation and rules or earlier and GNCL Board nominations, to identify additional qualified Board candidates required to meet such requirements. At least annually the Board shall consider and determine whether a Director nominee would, upon election or appointment, be independent, including in accordance with all independence standards of the stock exchanges that the Company's securities are then traded on. Generally, independence of a director means that the individual is not an employee or member of Management of the Company or any subsidiary, receives no compensation from the Company or a subsidiary except compensation for serving as a Director on the Board, has no material relationship with the Company and generally the individual has no conflicts of interest or other ties to Management, the Company or a subsidiary that would lead to a determination that the individual is unable to exercise judgement independent of Management ("Independence Standards"). These same considerations extend to immediate family members of the individual.

A Director nominee is not considered independent if:

1. The Director nominee is, or has been within the last three years, an employee of the Company, or an immediate family member is, or has been within the last three years, an executive officer of the Company.
2. The Director nominee has received, or has an immediate family member who has received, during any twelve-month period within the last three years, more than

US\$120,000 in direct compensation from the Company, other than director and committee fees and pension or other forms of deferred compensation for prior service (provided such compensation is not contingent in any way on continued service).

3. (A) The Director nominee is a current partner or employee of a firm that is the Company's internal or external auditor; (B) the Director nominee has an immediate family member who is a current partner of such a firm; (C) the Director nominee has an immediate family member who is a current employee of such a firm and personally works on the Company's audit; or (D) the Director nominee or an immediate family member was within the last three years a partner or employee of such a firm and personally worked on the Company's audit within that time.
4. The Director nominee or an immediate family member is, or has been with the last three years, employed as an executive officer of another company where any of the Company's present executive officers at the same time serves or served on that company's compensation committee.
5. The Director nominee is a current employee, or an immediate family member is a current executive officer, of a company that has made payments to, or received payments from, the listed company for property or services in an amount which, in any of the last three fiscal years, exceeds the greater of US\$1 million, or 2% of such other company's consolidated gross revenues. A Director nominee's failure to meet the Independence Standards shall not preclude the Board from determining that such Director nominee nonetheless has the requisite integrity, experience, skill, and expertise to be an effective Director of the Company.

Environmental monitoring at Cauchari-Olaroz





## Governance Policies

Processes and policies such as the Code of Business Conduct and Ethics, Whistleblower Policy, and Corporate Disclosure, Confidentiality and Securities Trading Policy, are in place to ensure that sustainable development matters, including risk assessment and mitigation, are integrated into the day-to-day management of the business, and help maintain focus on continuous improvement toward sustainability goals. In addition, key ESG responsibilities are called out in the respective governance roles.

During 2023, the Board of Directors created the Diversity, Equity and Inclusion Policy, Corporate Governance Framework, Anti-Corruption and Bribery Policy, Human Rights Policy and Incentive Compensation Recovery (Clawback) to enhance the governance of the Company.

Below is a list and active links to the Board Documents, Committee Documents and Governance Policies.

- [Anti-Corruption and Bribery Policy](#)
- [Code of Business Conduct and Ethics Policy](#)
- [Corporate Governance Framework](#)
- [Disclosure Policy](#)
- [Diversity, Equity and Inclusion Policy](#)
- [Environment, Social and Governance Policy](#)
- [Health & Safety Policy](#)
- [Human Rights Policy](#)
- [Incentive Compensation Recovery Policy \(Clawback Policy\)](#)
- [IT & Cybersecurity Policy](#)
- [Respectful Workplace Policy](#)
- [Securities Trading Policy](#)
- [Share Ownership Policy](#)
- [WhistleBlower Policy](#)

### Committee Documents

- [Audit & Risk Committee Charter](#)
- [Sustainable Development Committee Charter](#)
- [Governance, Nomination, Compensation and Leadership Committee Charter](#)



Lithium Plant at Cauchari-Olaroz



## Senior Management

Management at time report is published:



**Sam Pigott**  
President & CEO



**Alex Shulga**  
Vice President & CFO



**Ignacio Celorrio**  
Vice President Legal, Government & External Affairs



**Jose Aggio**  
Vice President and Chief Human Resources Officer



**Tom Benson**  
Vice President, Global Exploration



**Mariano Chiappori**  
Vice President and Chief Operating Officer



**Carlos Galli**  
Vice President Growth & Innovation



**Kelly O'Brien**  
Vice President, Investor Relations & ESG

Lithium Argentina's Audit & Risk Committee is a committee of the board of directors (the Board) of Lithium Argentina to which the Board delegates its responsibilities for the oversight of the accounting and financial reporting processes, financial statement audits and risk management functions. The role of the Committee is:

- Overseeing the integrity of Lithium Argentina's internal audit processes and reviewing Lithium Argentina's financial disclosure and reporting;
- Monitoring the independence and performance of Lithium Argentina's external auditor;
- Reviewing the integrity and effectiveness of Lithium Argentina's systems of internal controls for reporting on the Company's financial condition;
- Monitoring Lithium Argentina's management's compliance with legal and regulatory requirements as it relates to financial and reporting matters; and,
- Overseeing certain risk management systems and practices adopted by the Company

## Regulatory compliance

Lithium Argentina complies with regulatory requirements at all sites and maintains up to date licenses and approvals in accordance with regional and national regulatory requirements

During 2023, the Company hired an Internal Control Manager with a mandate to establish and maintain a robust system of internal controls to safeguard the company's assets and ensure accurate financial reporting; design and implement control procedures to mitigate financial risks and prevent fraud; conduct periodic internal audits and ensure compliance with financial regulations, accounting standards, and internal policies.

Lithium Argentina complies with environmental laws and regulations where it operates. This includes compliance with international declarations, conventions, and treaties, as well as national, sub-national, regional, and local regulations. The company recognizes the importance of tracking and monitoring all environmental permits and conditions and updating them when and as needed. To manage associated risk, Lithium Argentina tracks and maintains up to date information on all environmental permits, duration, and conditions.

## Ethics and Integrity

As society increasingly emphasizes sustainability and responsible business practices, the importance of upholding ethical standards and maintaining integrity in all work cannot be overstated.

Ethics in this context encompasses a range of considerations, including environmental stewardship, fair labor practices, and community engagement as described above. Ensuring that mining and processing operations are conducted in an environmentally responsible manner is paramount. This involves minimizing environmental impact through measures such as efficient water usage, waste management, and land rehabilitation efforts. It also entails respecting indigenous rights, protecting biodiversity, and adhering to relevant regulations and industry standards.

Integrity goes hand in hand with ethics, requiring transparency, honesty, and accountability in all aspects of operations. From corporate governance structures to supply chain management, maintaining integrity is the right thing to do and fosters trust among stakeholders, including investors, employees, and local communities. This entails clear communication of ESG initiatives, accurate reporting of performance metrics, and ethical decision-making processes that prioritize long-term sustainability over short-term gains.

This is why Lithium Argentina provides comprehensive disclosure regarding its ethical and integrity-related practices. This includes outlining policies and procedures designed to uphold ethical standards throughout the supply chain, as well as initiatives aimed at promoting integrity within the organization.

Prioritizing ethics and integrity in operations and reporting practices, the Company seeks to demonstrate its commitment to sustainability and responsible business conduct. This mitigates risks associated with environmental and social impacts and ultimately enables it to contribute positively to the well-being of society and the planet.

Lithium Argentina recognizes the importance of managing business ethics and maintaining an appropriate level of transparency in payments to governments or individuals are significant issues for the mining industry. Lithium Argentina also recognizes that anti-corruption, anti-bribery, and payments-transparency laws and initiatives create regulatory mechanisms to reduce certain risks. As Caucharí-Olaroz ramps up to full expected production and Pastos Grandes moves towards the completion of a development plan, Lithium Argentina will:

- Provide all employees and contractors access to read its Code of Business Conduct and
- Provide induction training to all employees and contractors, as part of the boarding process, with clear examples of business ethics and expectations

The following list includes Lithium Argentina's ethics and integrity policies and practices

- Code of Business Conducts and Ethics
- Whistleblower Policy
- Anticorruption and Bribery Policy

Lithium Argentina reports annually under Canada's Extractive Sector Transparency Measures Act (ESTMA), which is intended to deter corruption by increasing transparency around payments made to governments.

In 2023, the Company strengthened its Code of Business Conduct and Ethics further by developing a stand-alone anti-corruption policy, and by enhancing provisions related to its vendor supply chain covering human trafficking, and health and safety protocols.



Environmental monitoring at Caucharí-Olaroz



## Ethics and Integrity

Lithium Argentina now has multiple reporting channels in place to encourage the reporting of violations, or suspected violations, of the Code, the Whistleblower Policy, or other policies of the Company. These include reporting through management, reporting by mail or email to the Audit Committee Chair with respect to financial matters, and reporting via a telephone hotline or online portal operated by a secure, independent third-party service provider.

Lithium Argentina also promotes internal and external communication about corporate sustainability management with a focus on stakeholders. Discussions are focused on:

- The inclusion of contractual clauses for contractor, suppliers and other commercial associates taking rigid commitments to abolish child forced and compulsory labor
- Moral obligation of reporting abuses in progress

The aim is to conduct business ethically and with integrity in the jurisdictions in which they operate. The Code of Conduct is intended to help partners and suppliers understand their ethical and legal obligations when contracted to Lithium Argentina. The cornerstones of the Code of Conduct are centered on compliance with applicable laws, including environmental and health and safety laws, adherence to anti-corruption and anti-bribery laws that apply to the company and subsidiaries, and a commitment to fair dealings with customers, suppliers, competitors, and employees. The Code of Conduct will be updated in 2024 to include information regarding legal actions for anti-competitive behavior, anti-trust, and monopoly practices.

Lithium Argentina encourages employees to seek advice about ethical considerations under its Code of Conduct, and encourages employees, executives, and directors to communicate immediately, as per Whistle Blowing Policy with regards to any possible case of bribery or corruption or violations of the Code of Conduct or applicable laws. The management team also has an informal open-door policy whereby employees are encouraged to engage with their supervisors and other management, which extends to questions and concerns about ethical considerations. The Code of Conduct stipulates that employees report potential violations of company policies or the law to a supervisor or manager. Concerns can also be reported anonymously through the suggestion box. Other channels for reporting include raising concerns through the Human Resources Manager, Board of Directors and/or Compliance Officer, or via email. Queries made through these channels to raise concerns are reviewed and evaluated and a response provided in a timely manner.



Lithium Argentina is committed to fostering a culture of honesty, integrity, and accountability, as reflected in its Code of Conduct and its anti-corruption guidelines.



Environmental monitoring at Cauchari-Olaroz





# Environment



## Environment

Care for the area around us and our neighbors is critical for Lithium Argentina. The Company recognizes the interconnectedness of environmental, social, and governance considerations and this is reflected in the Company's approach towards environmental responsibilities with the utmost dedication and diligence. Along with its partners, Lithium Argentina rigorously evaluates the possible impacts of the processes on the environment, the responsible management of natural resources, and the establishment of protection and prevention measures. These efforts are directed at achieving development with shared social values that benefits local communities and care for people, biodiversity and the environment Lithium Argentina has:

- Environmental, Social and Governance Policy
- Health and Safety Policy

## Performance at Cauchari-Olaroz Highlights

### Participatory Environmental Monitoring

The Environmental Governance Programme has been working with a broad group of Argentina partners to address conflicts between mining companies and local communities. These challenges through championing Participatory Environmental Monitoring (PEM) approaches, which focus on enabling community-based environmental monitoring of mining activities.

The Environmental Governance Programme (EGP) seeks to strengthen environmental governance capacities required for participatory monitoring of the mining sector, which involves government agencies, companies, and local communities.

A key EGP objective is to strengthen dialogue between diverse actors and local communities, facilitating the sharing of their knowledge and worldviews. A sincere and genuine exchange requires integrating the knowledge, practices, and perspectives of indigenous peoples into these processes.

This objective is advanced in two phases. First, the programme undertakes a mapping effort that surveys and analyzes best practices in participatory environmental monitoring across Latin America, identifying initiatives or Participatory Environmental Monitoring Committees (PEMC) that have already been formed.



Shallow evaporation brine ponds at Cauchari-Olaroz

Then, at the local level, the programme focuses on engaging communities around issues related to environmental governance and the cross-cutting issues of human rights; water, soil, and air pollution; health, loss of biodiversity, and climate change. This step addresses socio-environmental conflicts as well as gender equality and the empowerment of women in mining governance.

This activity, as part of a mandatory requirement according to decree 7751/23, aims to monitor all environmental components according to the current monitoring plan. It is carried out four times a year, for which relevant invitations are sent to communities, which identifies the stakeholders that will participate in the monitoring, and provincial authorities. An independent consultant is hired to ensure environmental samples are collected, including surface and groundwater, air, soil, flora and fauna, in order to compare level variations, and the treatment plant is monitored monthly. In addition, camp operators, upon manufacturers' request, measure the indicators of the plant operation. The project's direct and indirect areas of influence were identified during the elaboration of the environmental baseline in 2011, as established in the previous regulatory decree. To ensure transparency, monitoring reports are prepared and presented to the regulatory authority, the Provincial Mining Directorate of Jujuy Province, which verifies the results obtained. Every two years, the Company organizes further meetings with the community to present the monitoring findings and the Environmental Impact Report is updated and submitted to the authorities.

### Triple Certification

Triple certification process across the international ISO standards – for occupational health and safety (ISO 45001), the environment (ISO 14001:2015) and quality management (ISO 9001) – was developed by Exar, being a high priority to achieve certification within the first months of 2024. The first audit was conducted at the end of 2023, and the second audit was conducted in early 2024. Certification is expected before July 2024.

### Environmental governance

The Company's approach to achieving low-carbon operations and combating climate change is to use energy efficiently and opt for renewable energy sources wherever possible. The strategy to control and limit GHG emissions includes a special focus on renewable solar energy consumption at the operations.

Caucharí-Olaroz lithium project will support a cleaner and more energy-efficient world. When fully operational, the Project will bring to market 40,000 tpa of battery-quality lithium carbonate. Caucharí-Olaroz will provide the minerals that contribute to global net-zero greenhouse gas emissions. The Project has a planned life of at least 40 years. Through the production of lithium carbonate, the Company is positioned to support fossil fuel replacement technologies and a more energy-efficient world with lower greenhouse gas emissions.



During 2023, the Company reported:

- Zero incidents of corruption
- Zero significant fines and non-monetary sanctions for non-compliance with in the social and economic area
- Full environmental regulatory requirements compliance
- Full presentation of the required documentation required by competent authority: mining/ environment and hydric
- 100% compliance with the applicable environmental legislation



Shallow evaporation brine ponds at Caucharí-Olaroz



## Energy & Emissions

Contribute to the clean energy transition towards with responsible lithium development and production.

Lithium Argentina aims, through active management of its activities and through technological and process improvements to limit the GHG emissions and increase its operational efficiency. Lithium Argentina consistently considers the choice between on-site renewable sources of energy versus grid-sourced electricity to manage its emissions and improve efficiency. Lithium Argentina will continue to integrate the climate-related risks and opportunities into the overall corporate governance practices through the following:

- Managing climate change through comprehensive systems for energy efficiency, emissions reduction, and adaptation to physical impacts where possible and applicable;
- Setting targets and report on a mine's performance on climate action;
- Consistently tracking Scope 1 and 2 greenhouse gas emissions; and
- Increasing infrastructure resilience to climate change by using sustainable materials, enhancing water efficiency, promoting biodiversity initiatives, and integrating sustainability in the planning and design phase where possible.

## Energy & Emissions Performance at Caucharí-Olaroz

Traditional lithium production from salars has low energy consumption. In the case of Caucharí-Olaroz, solar energy through an evaporative process is the main energy source in the production process and there is minimal consumption of fossil fuels.

In the lithium carbonate extraction process, most of the energy is used to evaporate the water in the brine. This energy comes from direct solar radiation, evaporating the liquid from the ponds, accounting for over 99% of the total energy needed for production. The remaining energy comes from the grid or fuels, in small amounts, and is used for production and camp energy needs.

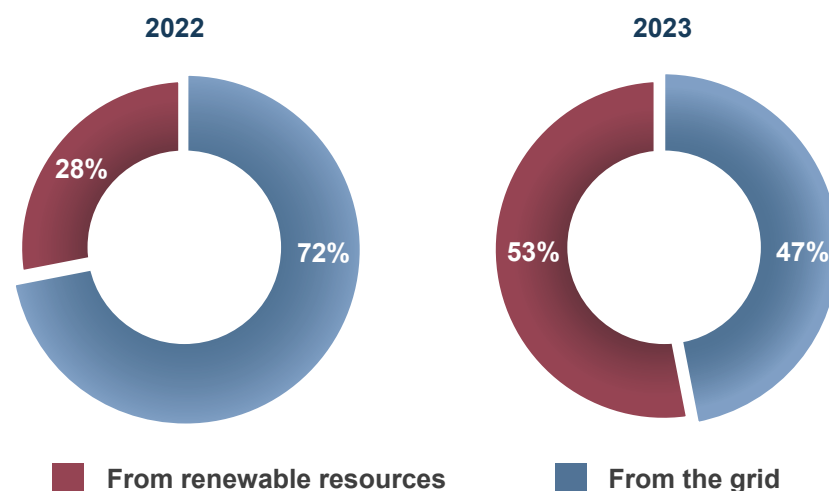
Additionally, to reduce emissions and increase energy supply from renewable sources, Exar invested in a new transmission line connected to the Argentine Interconnection System (SADI: Sistema Argentino de Interconexión) electrical network, which includes the 300-megawatt Caucharí Solar Park and other solar parks and wind farms. This connection, located 70 km from the Project, provided access to clean, renewable energy during 2023.

Caucharí-Olaroz aimed to reduce its electricity consumption from the grid by purchasing renewable energy. With this purpose, an agreement has been reached with YPF Luz for the acquisition of renewable energy from solar parks and wind farms within the country. This agreement includes a progressive increase in the percentage of energy acquired year by year.



During 2023, the amount of renewable energy purchased reached 70,524.50 GJ, constituting 53% of the total electric energy consumption. This marked a significant increase compared to last year's 28%.

### Electricity Consumption





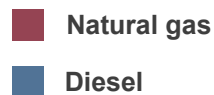
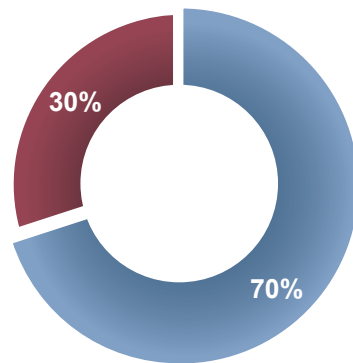
## Total Energy Consumption

Lithium Argentina energy intensity ratio in Caucharí-Olaroz for 2023\* was 3.06 GJ/Tonnes  $\text{Li}_2\text{CO}_3$  produced, during the first months of lithium production.

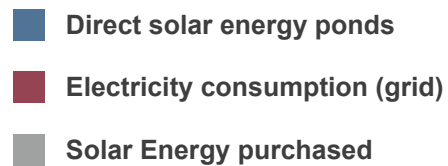
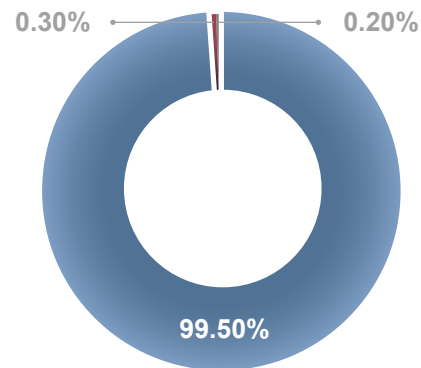
\*Energy intensity ratio has been calculated as the average of the monthly ratios from August to December 2023, taking into consideration that production commenced in June. However, as the production values during June and July were not representative of the rest of the year's lithium production, they were excluded from the calculation.

### Energy consumption\* Caucharí-Olaroz 2023

#### Fuel Consumption



#### Energy Consumption



#### GHG Emissions

Lithium Argentina has started GHG emissions measurement Scope 1 & 2 during the first year of lithium production at Caucharí-Olaroz, setting a baseline measurement. The 2023 GHG emissions will provide a baseline for future reductions of GHG emissions and a method to assess GHG emissions intensity.



Caucharí-Olaroz liming plant

## Targets for the Future

- GHG emissions mitigation: Monitor and report energy usage and GHG emissions throughout all project phases and establish a mitigation strategy once reaching full production on-site
- Energy efficiency: Identify and implement energy efficiency opportunities, including expanding renewable energy sources, aiming for complete reliance on solar energy
- Toward Sustainable Mining (TSM) and other reporting targets: Energy usage management protocol self- assessment and external validation, within TSM Program
- Alignment of Task Force on Climate-related Financial Disclosures (TCFD) recommendations with company disclosures, as mandatory reporting on climate-related financial risks is anticipated over the next few years



Lithium Plant at Cauchari-Olaroz

2023	
	tCO <sub>2</sub> e
<b>Scope 1</b>	
<b>Stationary combustion</b>	
Natural gas	5,306.82
Diesel (generators)	11,689.44
Propane gas (kitchen)	65.38
Gasoline	15.70
<b>Mobile combustion</b>	
Diesel	4,354.04
Gas oil (Mine site)	1,787.41
Gas oil (Office)	55.53
<b>Process emissions &amp; Fugitive emissions</b>	
Decarbonization	5,587.7
<b>Total Scope 1</b>	<b>28,862.1</b>
<b>Scope 2</b>	
Electricity	5,336.4
<b>Total Scope 2</b>	<b>5,336.4</b>
<b>Total emissions (Scope 1&amp;2)</b>	<b>34,198.4</b>
<b>Emission intensity (tCO<sub>2</sub>e/tLi<sub>2</sub>CO<sub>3</sub> produced)</b>	<b>5.7</b>



## Water and Effluents

Lithium Argentina is focusing on assessing and optimizing water requirements of its projects, as well as further understanding the water systems in and around the Company's projects.

Lithium Argentina recognizes that lithium production can impact both the availability and the quality of local water resources. The Company recognizes that poor water management practices could create operational, regulatory, and reputational risks due to water scarcity, costs of water acquisition, regulations on effluents or amount of water used, and competition with local communities and other industries for limited water resources. Lithium Argentina acknowledges that proper water management practices may reduce costs and increase efficiency and that reducing water use can create operational efficiencies and lower their operating costs.

The Company uses its best efforts to minimize impact related to water use, and its risk management practices are summarized below:

- Conduct an early assessment of the wider impacts on the nature and dynamics of the water basin where projects are located to better understand the water availability and possible impacts on water resulting from the site's water management practices and collaborate with communities of interest to comprehend their utilization of water resources
- Implement a water management system that properly integrates the different elements of the system, proactively managing water quantity and quality, identifying any risks and planning how to respond to any incidents

- Set water-related objectives to measure, track and report on performance to both employee and the public

The priority is to sustainably manage water resources by limiting its use and safeguarding its quality. The Company engages with its neighboring communities to collaboratively manage shared water resources throughout the project life cycle. From the outset, it has incorporated water stewardship considerations into project decisions and design – a reflection of the driving focus on using water efficiently and limiting water quality impacts.



“ At the core of my work focused on growth and innovation, we are delving into the intricacies of the water system in the Pastos Grandes basin. It is through comprehensive analysis that we will gain the insights needed to better design, implement, and monitor extraction and processing alternatives. A thorough understanding these complexities will foster design alternatives to increase efficiencies and ultimately ensure the vitality and longevity of our shared water resources for present and future generations. ”

**CARLOS GALLI**  
VICE PRESIDENT OF GROWTH AND INNOVATION, LITHIUM ARGENTINA

## Water consumption

Total water consumption during 2023 is described in the table below:

	Caucharí-Olaroz	Pastos Grandes
<b>Water Withdrawal</b>		
Groundwater (ML)	2,542.75	9.30
<b>Reused and Recycled Water</b>		
Osmosis plant water recirculated (ML)	391.89	-
<b>Water Discharge</b>		
Discharge to surface (ML)	197.70	-

## Water and Effluent Performance at Caucharí-Olaroz

The extensive research and analysis carried out to study brine reserves and hydrogeology of the salars involves the following tasks:

- Measurement and monitoring water usage, quality and effluent generation performance of the entire project, monthly internal reporting, and regularly reporting data to the water application authority
- Technical team training on hydric footprint assessment and corporate water footprint calculation during the data production stage using production and water consumption data, according to ISO 14046, in collaboration with CAEM (Argentine Chamber of Mining Entrepreneurs) and INA (Instituto Nacional de Agua, or National Water Institute)
- Commitment to developing and improving hydrological models as part of corporate commitment to ongoing monitoring over the planned 40-year life-of-mine

- Hydrological monitoring and modeling programs to mitigate any potential changes to the salars hydrology and geochemistry
- Commitment to the Provincial Directorate of Water Resources, to limit water consumption to 160 liters per second was met in 2023 and will continue to be upheld throughout the operational life of the operation. Ongoing monitoring of water consumption and piezometric levels ensures that water extraction remains within the legal limits
- Water stewardship considerations incorporated into project decisions and design. These measures include ongoing monitoring of surface waters, hydrogeological studies, water consumption, and effluent treatment
- Dedicated resource management team to oversee hydrogeological area and water well drilling
- Sustainable water management through hydrogeological model upgrade data and planning operations in pumping fields (pumpjacks)

The management plan requires to: collect extensive baseline data to characterize surface and subsurface water resources; conduct extensive geochemistry testing of waste materials and native materials (waste rock, gangue, tailings and extensive geology) that might come into contact with water; model the possibility of potential impacts to surface and underground water resources from site-based activities; develop a Mitigation Plan to evaluate, avoid or limit offsite impacts to water resources; develop a reclamation plan that provides vegetative covers for waste facilities, accounts for visual values and restores natural features as practicable; and develop compliance-management of effluent treatment and reporting systems to support compliant operations.



### Reused and Recycled Water

It is estimated that approximately 15% of the total water consumption is recycled or reused within the lithium production process.

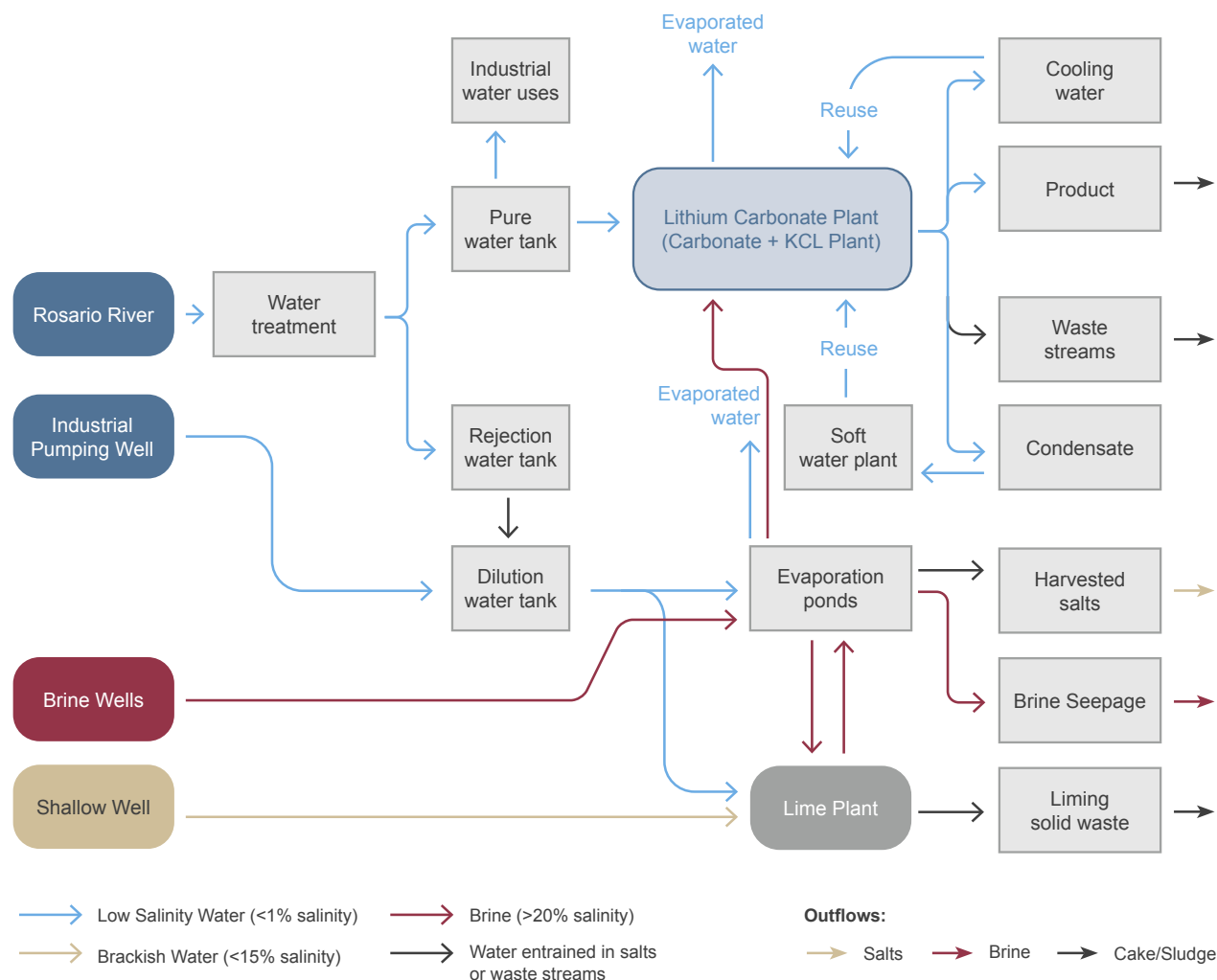
### Closed water system

Caucharí-Olaroz industrial processes have no associated effluents since it operates on a closed water system. All water used either evaporates or is recirculated. Presently, the only effluent generated is sewage, which is treated in place and the team consistently monitors and measures discharges to ensure they comply with legal limits. Both treatment plants have received environmental feasibility approval from the Secretary of Environmental Quality.

### Opportunities for 2024:

Lithium Argentina has been mapping the water usage by the community for animals to identify superficial water and develop better technologies to ensure water supply to small livestock producers living in remote areas. This is a joint water initiative with the National Agricultural Technology Institute and the Institute of Research and Technological Development for Family Agriculture (INTA-IPAF).

## Water flow chart explains how water is recycled and reused at Caucharí-Olaroz





## Biodiversity

At Caucharí-Olaroz, work continues to record and identify new species, following the identification of +400 species.

Lithium Argentina is committed to positively contribute to biodiversity conservation during all stages of its mining projects and the Company is committed to working together with communities directly affected by projects, which is key to develop and implement responsible policies and practices.

## Biodiversity Performance at Caucharí-Olaroz

As a result of biodiversity monitoring efforts, over 400 species of plants, birds, mammals, reptiles, amphibians, terrestrial arthropods, benthic macroinvertebrates, phytoplankton, zooplankton, and phytobenthos have been identified.

Caucharí-Olaroz project is located within the boundaries of the Olaroz-Caucharí Flora and Fauna Reserve. It is situated in the center of the Susques Department, in the Argentine Puna, covering an approximate area of 206,000 hectares. In 2020, a Strategic Plan for Biodiversity Management and Preservation was initiated, employing the Towards Sustainable Mining guidelines of the Argentine Chamber of Mining Entrepreneurs (CAEM). The approach to sustainable biodiversity management includes:

- Conducting quarterly monitoring measures to detect any changes from the baseline and applying corrective actions if any significant changes are detected; and
- Implementing the Environmental Management Plan to avoid or limit environmental impacts from the project's activities.

In collaboration with the Wildlife warden, Caucharí-Olaroz participates in the monitoring and surveillance of the reserve, as part of the agreement with the Ministry of Environment and Climate Change aimed at preserving the Olaroz-Caucharí Flora and Fauna Reserve. Caucharí-Olaroz monitoring efforts include conducting further biodiversity surveys, collecting samples, providing training and capacity-building to employees and local communities, and participating in programs through strategic partnerships.

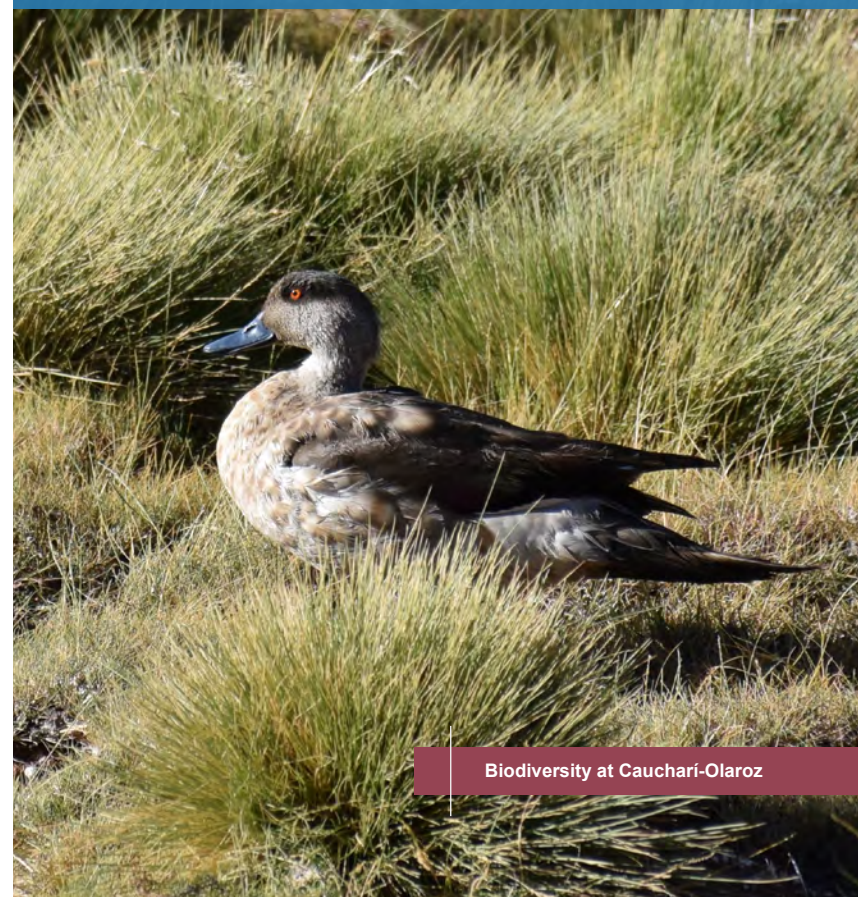
Additionally, a strategic alliance was made with the Ministry of Environment of Jujuy for the preservation and protection of the Olaroz – Cauacharí Regional Reserve. This partnership includes a Institutional contribution including fuel donation to the wildlife warden to protect Olaroz-Caucharí Regional Reserve.

Caucharí-Olaroz acknowledges that protected areas can contribute to biodiversity conservation and will comply with protected areas' requirements established by the Regional law 3820 (ratified in art. 18 of Ley 4133) "Regional Reserve of Flora and Fauna Olaroz-Caucharí". As a result, both the introduction of any exotic plant or animal species and the removal of any native plant or animal species on site is prohibited.

Any impact from the installation and construction of the facilities at Caucharí-Olaroz in the directly affected area is largely reversible through an environmental rehabilitation process which is currently being developed. The impact on vegetation manifested as soil erosion and construction, while on fauna, it resulted in the displacement of species towards areas with functional vegetation nearby.



Based on results of impact reports and environmental monitoring conducted by Caucharí-Olaroz, no reduction in either plant or animal species has been recorded or observed, nor has any type of change beyond the natural range been recorded in ecological processes.



Biodiversity at Caucharí-Olaroz

## Biodiversity



Flamingoes in salar in the Puna, Argentina

In addition, the brine extraction process used at Caucharí-Olaroz has been engineered to protect and conserve the unique and highly dynamic ecosystems of Argentina's lithium triangle through by constant monitoring of the flora and fauna in the protected area.

Currently, the trial for road restoration is in the measurement stage, in which the most suitable method for commencing road restoration activities, will be determined. Additionally, Caucharí-Olaroz is in the process of rehabilitating and closing quarries and mud trenches that are no longer operational.

### Targets for the Future

- Design and implementation of Mine Closure Plan
- Continue promoting biodiversity:
  - Puna region extremophiles study for carbon capture opportunities
  - Seed bank initiatives



During 2023, Caucharí-Olaroz participated in several initiatives in an effort to promote and protect biodiversity:

- Training program for employee on environmental topics in the context of biodiversity preservation and two informative discussions around biodiversity topics with local communities, introducing trainings in composting and Birdwatching
- Collection of entomological samples according to agreement with the Institute of High-Altitude Biology (INBIAL), part of the National University of Jujuy, for the construction of entomological boxes
- Implementation of techniques for revegetation of soil disturbance areas
- Establishment and implementation of Germplasm Bank
- Continuing the development of the herbarium
- Development of the manual on native flora and fauna species
- Working with local partners to study and support the conservation of local flora and fauna
- Participation in the regional Census of Condors
- Wetland mapping
- Flora and fauna Handbook updating
- Vegetation map



## Waste & Hazardous Materials Management

Lithium Argentina is committed industry leading practices to reuse part of generated waste, ensure safe disposal and treatment to avoid contamination.

Lithium Argentina recognizes that lithium production generates different types of waste, some of which may contain substances that are toxic, hazardous, or chemically reactive. The generated waste during mining operations, depending on its type, can be treated, disposed of, or stored on- or off-site and improper disposal or storage of hazardous materials or mining waste can present a significant long-term threat to human health, water, and ecosystems. Associated risks are being managed through:

- Developing a waste management plan during each phase of the project lifecycle
- Complying with regulatory requirements relating waste management and storage

The type and number of materials the organization uses can indicate its dependence on natural resources, and the impacts it has on their availability. The Company recognizes its role and contribution to resource conservation can be indicated by its approach to recycling, reusing and reclaiming materials, products, and packaging to increase carbon capture for environmental benefit.

Waste generated and directed to disposal during 2023 is described in the table below:

	Caucharí-Olaroz	Pastos Grandes
<b>Waste Generated</b>		
<b>Hazardous waste (Tonnes)</b>		
Y48	47.65	24.00
Y8	45.92	0.62
Y9	11.53	1.33
Y12	8.51	0.00
Y35	0.18	-
Y31	0.05	3.00
Y13	0.03	-
Y26	0.44	-
Y29	0.01	-
<b>Non-hazardous waste (Tonnes)</b>		
Metalic Scrap	187.62	0.02
Cardboard and plastics	145.02	-
Domestic waste	786.17	16.95
Paper and cardboard	-	0.57
Plastics	-	0.10
Organic	44.33	-
Geomembrane	82.19	-
Big bags and polypropylene filters	44.03	-
Total (metric tonnes)	1,403.69	46.60
<b>Waste Directed to disposal</b>		
<b>Non-hazardous waste (Tonnes)</b>		
Landfilling	786.17	16.95



## Waste & Hazardous Materials Management

Waste diverted from disposal in 2023 is described in the table below:

	Caucharí-Olaroz	Pastos Grandes
<b>Waste diverted from disposal</b>		
<b>Hazardous waste (Tonnes)</b>		
Recycling	75.14	3.00
Energy recovery	79.48	-
<b>Non-hazardous waste (Tonnes)</b>		
Recycling	588.32	0.70
Organic	44.33	-
<b>Total (Tonnes)</b>	<b>787.27</b>	<b>3.70</b>
<b>Total (%)</b>	<b>56%</b>	<b>8%</b>

### Waste and Hazardous Materials Performance at Caucharí-Olaroz

Caucharí -Olaroz is committed to adopt good practices for reusing part of generated waste, ensure safe disposal and treatment to avoid contamination. It also commits to ensure waste segregation to avoid dispersion in the project area and environmental damage.

#### Recyclable Waste Management Program

At Caucharí-Olaroz there is a commitment to adopt good practices for reusing part of generated waste, ensure safe disposal and treatment to avoid contamination and ensure waste segregation to avoid dispersion in the project area and environmental damage. With the objective of increasing the number of recycled materials used during the construction activities and reduce dependency on natural resources whenever possible, an effective waste management system was implemented whereby waste segregation on-site involved categorizing items with various colors. Once sorted, they were

temporarily stored before being sent for final disposal, to recycling centers, to hazardous waste operators, or composted on-site. Hazardous waste was disposed appropriately in accordance with Argentine Regulation 24.051.

Caucharí-Olaroz manages and measures all waste generated by the project with monthly and annual reporting. Waste management practices include separation at the source, classification, recycling, composting where applicable, and proper final disposal per waste category.

While some of the hazardous waste generated through construction and operating activities was taken to an operating company, the remaining waste was stored onsite, awaiting treatment and/or final disposal.

There is a treatment system in place to process its effluents, and the team regularly monitors and measures the discharge to ensure they are within legal limits. The effluents are then used for road irrigation or absorbed into the site's soil and infiltration beds. If effluent values are found to be non-compliant, they are discharged into ponds for re-treatment and/or evaporation.

In addition, a composting project was developed at Caucharí-Olaroz. The project involves recovering a portion of the compostable waste generated on-site, which is then incorporated into compost bins located in the waste yard. The resulting compost is used for the plant nursery and remediation areas. This project includes a Collaboration Agreement with another company in the sector and an additional environmental education program. This program aims to disseminate knowledge and experiences to the communities in the direct influence area for the construction of household composters.



56% of all waste generated was recycled, reused or recovered.

## Waste & Hazardous Materials Management

### Towards Circular Economy

Several circular economy initiatives have been developed within the Cauchari-Olaroz project, including the following:

- Collection of electrical and electronic waste collection campaign on site has been being done, in alliance with the Jujuy Ministry
- Investigation projects support for reusing waste material as subproducts in different operational processes

During 2023, there was a continuous program for identifying sources of single-use plastic generation and implementing actions to reduce these materials in collaboration with contractor companies. Agreements and partnerships were signed for the reusage of recyclable waste with several institutions and companies, including:

- Company PRONOA: All the remaining geomembrane remnants were sent for recycling. Through an agreement signed with the company Pronoa, Cauchari-Olaroz donates the remnants of geomembranes resulting from the construction stage, which are used to generate products such as bags and brushes. Some excess geomembranes were distributed for the waterproofing of irrigation channels of Palma Sola
- Company ECOAXION: used oil
- Company GIRSU S.E.: recycling of the site's recyclable and domestic waste
- Company TERRAMAQ: recycling of big bags and polypropylene filters
- Recycled center LUGON: metallic scrap
- Adherence to the provincial Waste Electrical and Electronic Equipment (WEEE) program with the proper final disposal of electrical waste from the site and contractors
- Distribution of wooden materials (firewood and pallets for fencing) to the communities

## Targets for the Future at Cauchari-Olaroz

- Improve waste segregation;
- Track reclaimed products and reduce their packaging materials;
- Strategic partnership for the Co-processing of tires; and
- Paper consumption reduction project - digitization of the accounting and finance department.



Shallow evaporation brine ponds at Cauchari-Olaroz



# Social





## Social

As a responsible lithium mining company, Lithium Argentina recognizes the importance of addressing social factors alongside environmental and governance considerations. Its commitment to sustainability extends beyond minimizing environmental impacts to actively promoting social well-being and fostering positive relationships with stakeholders.



Children's Day celebration at Cauchari-Olaroz

## Employee Relations

Lithium Argentina recognizes the importance of employee/management relations and has consultation practices that aligns with relevant international norms and standards and, more importantly, with the local values.

The Company recognizes that collective bargaining can play an important role in an organization's consultation practices and include all negotiations which take place between one or more employers or employers' organizations, on the one hand, and one or more employees' organizations (trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and employees. Lithium Argentina has the following practices in place to promote good employee/management relationship and manage associated risks:

- Require all employees to review, adhere and sign the Code of Business Conduct;
- Develop a Grievance Mechanism for conflict management and resolution; and
- Develop mandatory training courses for new hires as part of the on-boarding process.



“ We continue to invest in high-potential and diverse talent early in people's career journey. By doing this we're creating a clear path for exceptional talent to join and stay with Lithium Argentina. ”

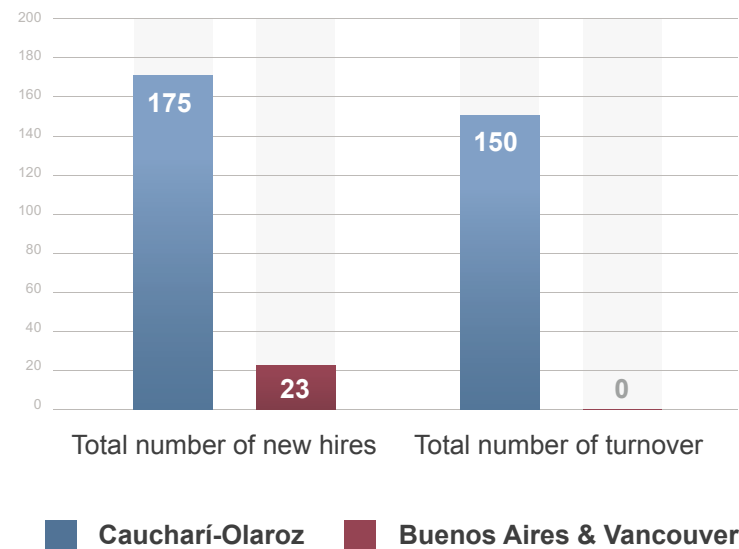
**JOSE AGGIO**  
VICE PRESIDENT & CHIEF HUMAN RESOURCES OFFICER, LITHIUM ARGENTINA

## Talent Attraction Development and Retention

Lithium Argentina recognizes the importance of talent attraction, development and retention in operational efficiency and excellence and the positive outcomes of effective labor engagement, including enhanced work practices, labor utilization, as well as the reduction in safety incidents, accidents, or fatalities. Conflict with workers can result in labor strikes and other disruptions that can delay or stop production, affect the corporate reputation and social license to operate. At Lithium Argentina, efforts are made to:

- Offer competitive equitable wages (for men and women), benefits such as health insurance, and compensation to attract skillful employees;
- Conduct annual performance reviews to support employees progress and development at work and offer training and education opportunities; and
- Maintain open communication and encourage a culture where everyone is heard and respected.

### Hires and turnover

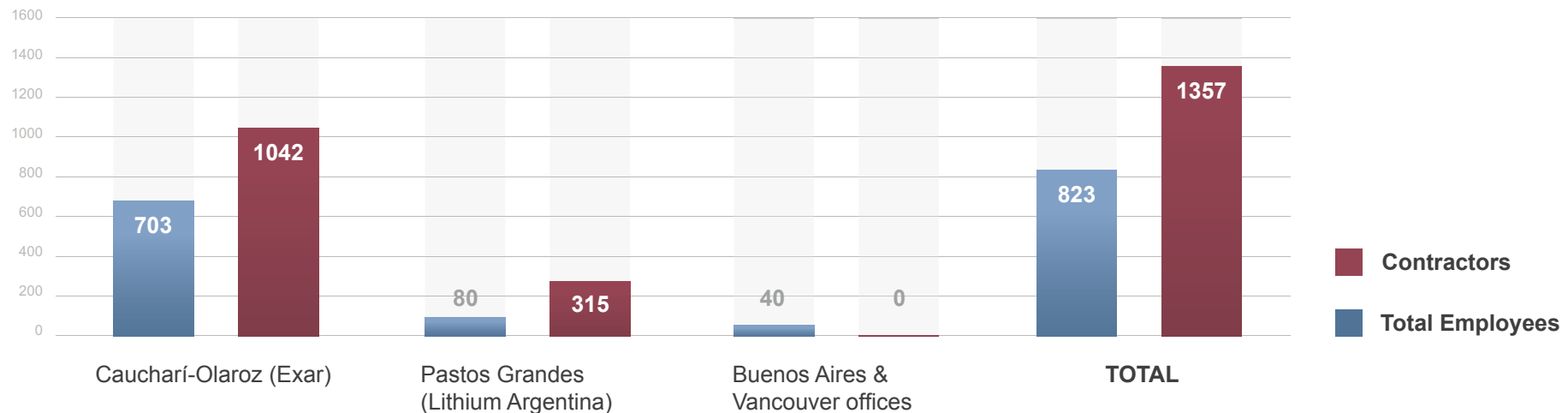


All turnover employees were working on the Caucharí-Olaroz project during the construction phase and the majority of them were hired on temporary contracts that ended before the year's conclusion.



During 2023, 100% of Lithium Argentina and subsidiaries employee received an annual performance and career development review.

## Lithium Argentina and its subsidiaries statistics



## Targets for the Future at Caucharí-Olaroz

- Develop talent attraction and retention programs and initiatives.
- Improve the Benefits programs for all Lithium Argentina employees.

## Performance at Caucharí-Olaroz

### Benefits for Employees

Employees at Caucharí-Olaroz are offered competitive remuneration packages, including annual performance-based bonuses and private health insurance. On-the-job training is also available on an ad hoc basis.



Employees at Caucharí-Olaroz



Lithium Plant at Caucharí-Olaroz



### “Great Place to Work” Results

Lithium Argentina received the Great Place to Work Certification at Caucharí-Olaroz for the second consecutive year in 2023. During December 2023, the “Great Place to Work” survey on working conditions was conducted to measure and evaluate employee satisfaction in order to enhance it. At Exar, 78% of employees stated that it was a Great place to work.

During 2023, Exar was chosen as “Mining Company of the Year” by Panorama Minero.



## Child Labor, Forced or Compulsory Labor

Lithium Argentina recognizes the fundamental importance of upholding human rights and ethical labor standards, as set out in the Human Rights Policy, which is publicly available on the Lithium Argentina website and routinely shared with its contractors.

The Company is committed to ensuring its operations are free from any form of child labor or compulsory labor. By adhering to stringent policies, it strives to create a work environment that respects the rights and dignity of all individuals involved in the supply chain, safeguarding the well-being of children and workers alike. This commitment underscores the dedication to not only environmental sustainability but also social responsibility and ethical business practices.

Regulatory compliance, international agreements and promotion of human rights and child rights

- Establish corporate mechanisms to detect and report child, forced or compulsory labor within the enterprise and relative contractors
- Include contractual clauses for contractors, suppliers and other commercial associates taking rigid commitments to abolish child forced and compulsory labor
- Establish strategic partnerships with institutions with an expertise in public/private domain
- Exar adheres to the Argentinian Enterprise Network Against Child and Forced Labor
- Zero reports were received about child labor situations



Cauchari-Olaroz employees

## Diversity, Equity, and Inclusion

Lithium Argentina believes its approach to DEI can generate significant benefits for both the company and workers and therefore integrates DEI practices and policy in both recruitment and procurement activities.

Lithium Argentina recognizes that the company's approach to diversity and equal opportunity at work can generate significant benefits for both the company and workers by maximizing access to diversified groups, promoting social stability, equity and equality, and supporting further economic development.

Lithium Argentina supports gender diversity initiatives for public company boards and has currently achieved 13% gender diversity among its independent directors. The Company's philosophy is to recognize the valuable contributions made by people from diverse backgrounds, including but not limited to diversity of gender, ethnicity, experience, and skillsets, which the Board determined is best achieved by recruiting the highest caliber individuals to act as directors, while also encouraging diversity on the Board and in executive officer and senior management positions to the extent possible.

Diversity encompasses the varied characteristics that make individuals unique from one another, whether that be gender, ethnicity, age, race, religion, disability, cultural and socio-economic background, nationality, sexual orientation, language, educational background, expertise, viewpoints, and opinions. Lithium Argentina considers the principle of diversity when recruiting, developing, and appointing Board members and members of the senior management team, with the goal of having talented, knowledgeable persons with diverse experiences, backgrounds and perspectives guiding the Company. While recruitment will primarily be merit-based, in order to ensure that their composition will ultimately reflect the particular skills, knowledge and experience that are required to effectively run the business, due consideration will also be given to the present levels of diversity, including gender diversity, within the leadership of the Company and the positive impact that further diversity may have on the business.

The Company's commitment to advancing diversity initiatives extends beyond the workplace with external initiatives and partnerships. The coalition centers around four main pledge commitments: cultivate trusting workplaces, implementing and/or expanding unconscious bias education, sharing best and unsuccessful practices, and creating and sharing strategic inclusion and diversity plans.

The Governance, Nomination, Compensation and Leadership reviews and makes recommendations to the Board with respect to committee and Board composition, along with the overall compensation strategy, the equity incentive plan, salaries and benefits, and succession planning of its executive officers that may address retirement, termination of employment or special circumstances.

### Lithium Argentina and Subsidiaries Diversity, Equity and Inclusion Statics

	Cauchari-Olaroz (Exar)		Pastos Grandes (Lithium Argentina)		Buenos Aires & Vancouver offices		Total	
By gender								
Male	591	84%	53	66%	24	60%	642	78%
Female	112	16%	27	34%	16	40%	181	22%*
By Age Group								
20-30	228	32%	16	20%	5	13%	249	30%
31-50	428	61%	57	71.2%	22	55%	507	62%
51+	47	7%	7	8.8%	13	33%	67	8%
By Region								
Local communities	194	28%	16	20%	0	0%	210	26%
Province of Jujuy/Salta	336	48%	55	69%	0	0%	391	48%
Rest of Argentina	172	24%	9	11%	23	58%	204	25%
China	1	0%	0	0%	0	0%	1	0%
Other non-Argentines	0	0%	0	0%	7	43%	17	2%

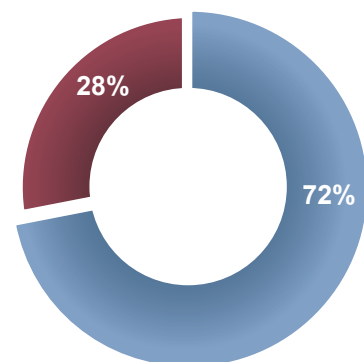
\*The average percentage of women in the mining industry is 11%



## Ethnicity – Indigenous people

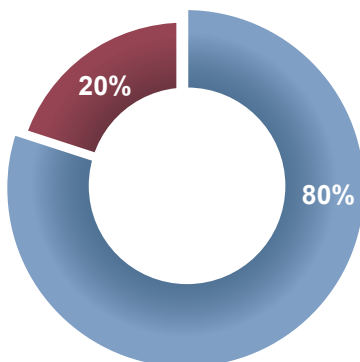
During 2023, of 823 employees at Caucharí-Olaroz and Pastos Grandes, 210 individuals, or 26%, were from indigenous communities.

**Caucharí-Olaroz employees**



Local communities

**Pastos Grandes employees**



Non-local communities

Diversity encompasses the varied characteristics that make individuals unique from one another, whether that be gender, ethnicity, age, race, religion, disability, cultural and socio-economic background, nationality, sexual orientation, language, educational background, or expertise. Diversity encourages varied perspectives and an enhanced ability to critically evaluate how the Company operates and interacts with various stakeholders. Awareness and promotion of diversity also fosters an inclusive work environment where individuals are treated fairly and with respect and are given equal opportunity to develop and advance. These attributes also assist Lithium Argentina in integrating international business standards and practices into all of its operations, while being mindful of regional and local norms. The Company believes that diversity and inclusion are complementary to Lithium Argentina's long-term success.

While gender is only one aspect of diversity, it is an emerging area of focus for the Company. Mining has historically been considered an industry with lower participation from women for a variety of reasons. Among other consequences, the mining industry has not been regarded as an attractive career choice for women, and this further perpetuates the traditionally low representation of female employees and leaders. Although Lithium Argentina has a high level of female employees at the corporate level, it seeks to affect an increase in the number of women holding senior leadership roles through to the Board level. It is also looking for opportunities to enhance awareness of diversity issues and to create a positive environment for change throughout the organization.

The Company will consider the principle of diversity, referring to those varied characteristics that make individuals unique from one another, when recruiting, developing, and appointing Board members and members of the senior management team, with the goal of having talented, knowledgeable persons with diverse experiences, backgrounds and perspectives guiding the Company. While recruitment, development and appointments for the Board and senior management team will be primarily merit-based in order to ensure that their composition will ultimately reflect the particular skills, knowledge and experience that are required to effectively run the Company's business, due consideration will also be given to the present level of diversity, including gender diversity, within the leadership of the Company and the positive impact that further diversity might have on Lithium Argentina's business.

The Board recognizes the importance of increasing female representation. Lithium Argentina is committed to considering gender diversity on the Board as a whole when considering future candidates to join the Board, as and when changes to Board composition occur. Currently, one of eight board members is female and five different nationalities are represented on the Board. Five of eight members of the Board of directors are independent and all members of the Audit and Risk Committee are independent.

**Lithium Argentina values diversity and inclusion as key drivers for growth and business success. Lithium Argentina's Code of Business Conduct and Ethics states its commitment to equal opportunity and diversity. Lithium Argentina is an equal opportunity employer and aligned with national legislation pertaining to equal opportunity.**

Lithium Argentina has developed a Diversity, Equity and Inclusion (DEI) policy with actions and procedures to promote equity and equal opportunities.



In accordance with the Code of Business Conduct and Ethics, the Company supports and encourages a culture of diversity, inclusion and non-discrimination in all decisions related to people across the Company, as well as suppliers.

## Health and Safety

Lithium Argentina places health and safety at the top of its priorities and strives to protect its employees' and contractors' health and safety, and to create a culture of safety and well-being among its workforce at all levels.

The Company's objective is to instill a strong culture of health and safety throughout the organization. At the project level, it will continue to work in accordance with local, state and national requirements; implementing remote work measures as needed for office staff, and additional safety measures for those working from the office and onsite.

Lithium Argentina places health and safety at the top of its priorities and thrive to protect its employees and contractors health and safety, and to create a culture of safety and well-being among its workforce at all levels.

## Health and Safety Performance at Caucharí-Olaroz

Caucharí-Olaroz has a robust Occupational Health and Safety management system. This program promotes worker health and safety, including training on occupational health and safety, procedures for hazard identification, risk assessment, and incident investigations, and a description of the occupational health services offered to employees. This system is based on an integrated management system Security, Quality, Environment (ISO 45000, ISO 9000 & ISO 14001), in which one of the requirements for all areas is to have the Risk Matrix (IPER) in which all hazards, risks, and control measures are identified. The results of these processes are used to evaluate and continually improve the occupational health and safety management system, through Internal audits, External audits, Legal audits, Accident rate indicators, Safety observations, inspections, and safety walks.

The company's security personnel, including direct staff from the Health and Occupational Safety and Property Security areas, as well as surveillance and security service personnel at Caucharí-Olaroz have been trained.

Caucharí-Olaroz has a dedicated Health and Safety Committee which monitors and reviews site health and safety.

The project team utilizes a variety of tools for risk management, including the:

- Hazard Identification and Risk Evaluation Matrix (IPER) at the process level and the Safe Work Analysis (SWA) for daily tasks
- Use of the Incident Cause Analysis Method (ICAM) to investigate risks and determine corrective actions and necessary improvements

Performance during 2023:

- Zero fatalities reported
- Lost Time Injury Frequency Rates ("LTIFR") target was 1 and it was achieved 0.17

The identified injuries risks at Caucharí-Olaroz were vehicle operation, chemicals, material handling, exposure to UV radiation, mechanical risk due to equipment use.

To minimize all injuries risks, the following actions were developed:

- Equipment survey reports with mechanical exposure assessments
- Installation of protection to prevent trapping hazards
- Environmental measurements for all workstations
- Necessary training according to critical risks in the sector
- Development of personal protective equipment matrix to identify when protective equipment if necessary and the correct use of it



- Certification of equipment for lifting, hoisting, and working at height
- Certification of personnel to operate heavy equipment.
- Reinforcement of Safe Work Analysis, Análisis de Trabajo Seguro (“ATS”) tools
- Audit of tool compliance according to ATS
- Reporting on observations of unsafe acts and conditions
- Safety walk (visible leadership) with management in various sectors
- Legal audit of contractors on site at Caucharí-Olaroz

Additionally, the identified risks that could lead to occupational illnesses are exposure to silica (particulate matter), musculoskeletal disorders (Ergonomics), noise in the work area, UV radiation.

To minimize all labor illnesses, the following actions were taken:

- Engineering measures to reduce particle suspension;
- Particle material measurement to determine exposure time;
- Usage and training of respiratory protection equipment;
- Formation of an ergonomics committee;
- Active breaks in work sectors;
- Noise measurements;
- Availability and use of personal auditory protective equipment;
- Awareness campaigns and training on UV radiation care; and
- Availability of sunscreen to all on site

### Recordable work-related injuries in Caucharí-Olaroz during 2023

	2022		2023	
	#	%	#	%
Worked hours	4,546,822	-	4,829,211	-
Fatalities as a result of work-related injury	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	49	2.15	4	0.17
Recordable work-related injuries*	36	1.58	25	1.04
Near miss incidents**	-	-	36	7.45

\* Rate calculated based on 200,000 hours worked

\*\* Rate calculated based on 1,000,000 hours worked

**High consequence work-related injuries:** any injury which results in any of the injuries described in the Resolution 283/2002:

**Recordable work-related injuries:** Work-related incident, during which the worker had to take medical leave for one or more days due to temporary incapacity.

Total Recordable Injury Frequency Rate (“TRIFR”) and Lost Time Injury Frequency Rates (“LTIFR”) for Caucharí-Olaroz employees and contractors it is shown below:

	Caucharí-Olaroz		Total
	Employees	Contractors	
LTIFR	0.30	0.11	0.17
TRIFR	0.75	1.03	1.04

## Supply Chain

The supply chain plays a pivotal role in demonstrating Lithium Argentina's commitment to sustainability and responsible business practices. Apart from the considerations detailed above in terms of environmental, social, and governance issues, supply chain management and disclosure are key to providing traceability and reassurance to clients and investors. The Company focuses particularly on practices to source raw materials, supplier relationships, and adherence to relevant regulations and industry standards.

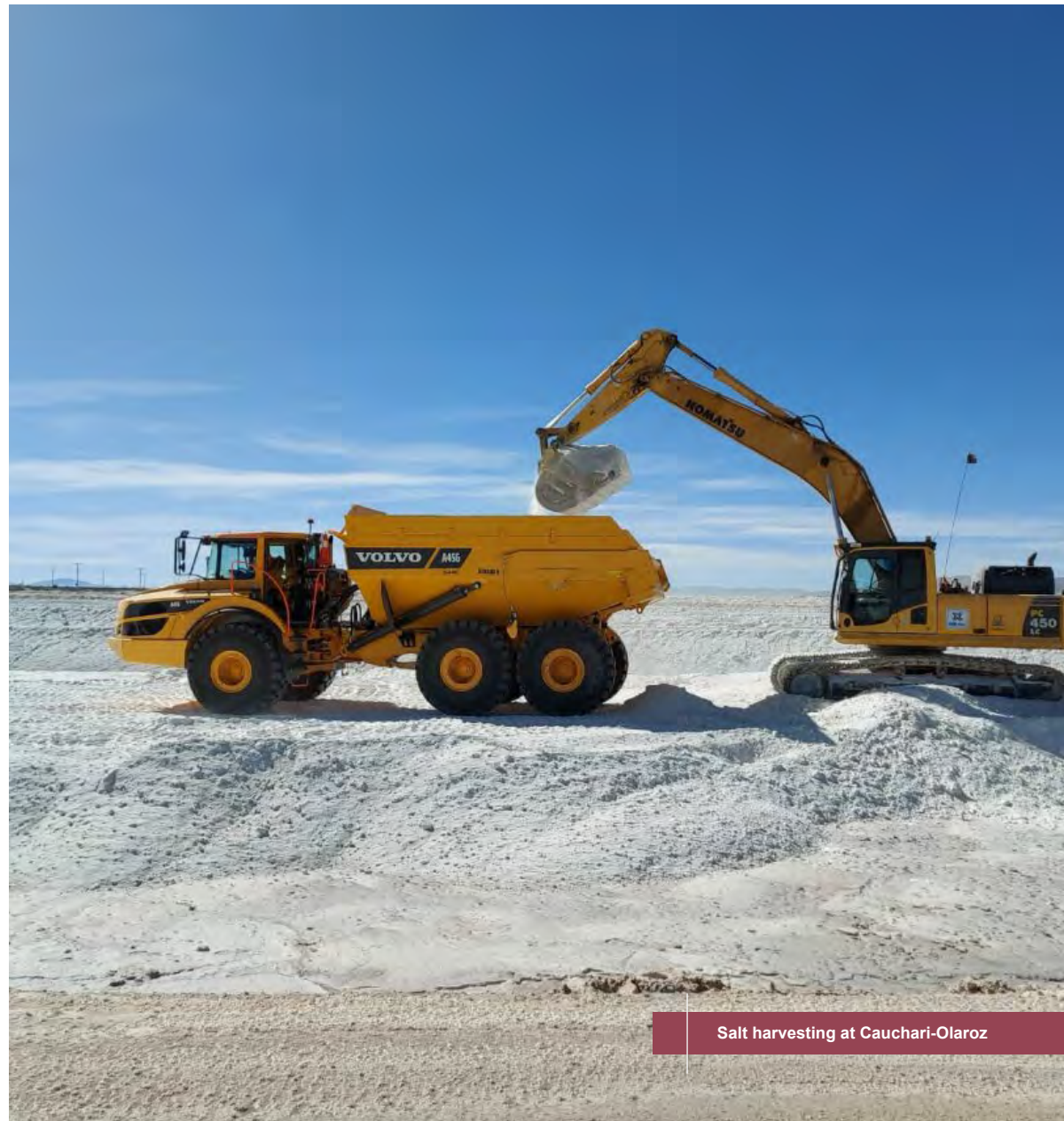
Lithium Argentina recognizes the importance of ensuring vendors and suppliers in the supply chain comply with its environmental, social and governance commitment and practices. To manage associated risks, the Company will develop a vendor-screening mechanism to prevent and mitigate negative environmental, social, governance, and occupational health and safety impacts in the supply chain. Suppliers can be assessed for a range of criteria such as impacts related to water, emissions, energy, or child labor.

Vendors are a key part of the business, and the Company aims to ensure its supply chain is compliant with the applicable rules and regulations, as well as the human rights standards it holds itself to. To ensure consistency across operations and throughout the lifecycle of its product, Lithium Argentina commits to:

- Clearly communicate expectations to all potential vendors regarding the Human Rights Policy;
- Conduct annual human rights gap assessments of the supply chain, in addition to internal operations; and
- Establish processes wherein vendors may convey any grievances, which will be addressed and remedied where appropriate

## Targets for the Future

- Roadmap planning for Supply Chain Work



Salt harvesting at Cauchari-Olaroz

## Human Rights

Lithium Argentina complies with relevant Human Rights standards and principles and integrates them into its daily activities and practices.

Lithium Argentina recognizes that mining companies face risks when operating in areas with vulnerable communities, such as indigenous peoples and that companies using private or government security forces to protect their workers and assets may contribute to human rights violations, including use of excessive force. The Company will comply with relevant Human Rights standards and principles, primarily those identified above, as well as:

- Integrate human rights as a cross-cutting issue in relevant corporate policies and practices,
- Integrate human rights as a cross-cutting topic in relevant training courses

Supporting corporate policies are:

- Code of Conduct,
- Procedure for Handling of Complaints – Whistleblower,
- Respectful Workplace Policy,
- Human Rights Policy.

Commitments under development:

- Human rights risk assessment and plans to introduce relevant mitigation measures, including awareness training for employees and communities in 2024 across all operations

Lithium Argentina is committed to upholding the rights and interests of workers and local communities across the supply chain and operations, including vulnerable communities, such as Indigenous Peoples and children. It is committed to upholding fundamental human rights as defined in the United Nations Universal Declaration of Human Rights. Lithium Argentina understands its operations can impact human rights and aims to identify, understand, prevent and mitigate any potential negative impacts.

Lithium Argentina recognizes that security personnel are required on site but may have potentially negative impacts on local populations, and on the upholding of human rights and the rule of law. Lithium Argentina recognizes the importance of providing effective training in human rights to help make sure that security personnel understand when to use force in an appropriate way, and how to ensure respect for human rights. To manage associated risks, Lithium Argentina will provide training in human rights to help make sure that security personnel understand when to use force in an appropriate way, and how to ensure respect for human rights.

Lithium Argentina understands that its operations can impact human rights directly (i.e., through its own actions) and indirectly (i.e., through interactions and relationships with others, such as supply chain or local communities). In order to identify, understand, prevent and mitigate negative impacts on human rights, the Company will explore opportunities to assess the human rights risks and performance of its Projects. Further to this, specific and relevant mitigation measures will be established to reduce human rights risks and potential impacts, such as awareness training for employees and communities so that they understand their rights.



IGNACIO CELORRIO  
EXECUTIVE VICE PRESIDENT, LEGAL, GOVERNMENT, & EXTERNAL AFFAIRS, LITHIUM ARGENTINA

“ At Lithium Argentina, we believe that human rights are not just a principle to uphold, but a foundation upon which we build our values and operations. We are committed to upholding human rights, fostering diversity and inclusion, and promoting fair labor practices across our operations and developments. We recognize that our success is inextricably linked to these efforts. ”



## Specifics of The Human Rights Policy

### 1. Employees and Contractors

The workforce are the people who make up the Company. Lithium Argentina aims to be an employer of choice, earning respect and trust by promoting and protecting human rights. Beyond that, it aims to foster an equitable, diverse and inclusive workplace, so that all persons feel welcome and enjoy working with Lithium Argentina. To that end, the Company commits to:

- Oppose any form of child labor, forced labor or human trafficking in or around its operations;
- Ensure equal remuneration for employees that hold the same or similar positions commensurate with equal qualifications required for the role and work performed in equivalent jurisdictions;
- Promote fair and honest treatment of its workers, guaranteeing reasonable hours consistent with the job performed, rest breaks and resources to perform the required job duties;
- Continue to make available the Company's whistleblower channels for workers to communicate their grievances confidentially so that the Company may prevent, mitigate and remedy any and all incidents; and
- Reject any kind of discrimination, harassment or misconduct to provide a safe space for the workforce, as per the Company's Respectful Workplace Policy.

### 2. Local Communities

Much like the environment where work occurs, the local communities are impacted by the Company's presence. Lithium Argentina aims to ensure that impact is positive and long lasting, improving livelihoods during and after operations. In order to ensure the local communities are protected and respected, the Company commits to:

- Utilise the processes and systems in place for its workers and suppliers to ensure local communities can also communicate any and all incidents where the Company can help to prevent, mitigate or remedy human rights violations;
- Promote community participation in operations through transparent communications and open dialogue channels;

- Encourage economic development and job opportunities, hiring locally where possible and providing training to local communities, putting special emphasis on historically disadvantaged groups such as indigenous populations and women; and
- Respect local culture and traditions, protecting their peace, health, and safety.

### 3. Governance

Lithium Argentina commits to ensure that it meets the aforementioned Human Rights standards at all levels of the company and at all operations globally, ensuring the workforce and vendors are aware of its commitments and expectations. The Company aims to do so through regular trainings, periodic assessments and independent audits. The executive leadership is responsible for the governance of the Human Rights Policy and the ESG team is responsible for administering and ensuring its implementation and success. Reporting to the Board Environmental, Sustainability, Safety and Health Committee will be done annually, or as needed.

#### Interaction With Other Policies

Lithium Argentina commits to ensure that it meets the aforementioned Human Rights standards at all levels of the company and at all operations globally, ensuring the workforce and vendors are aware of its commitments and expectations. The Company aims to do so through regular trainings, periodic assessments and independent audits. The executive leadership is responsible for the governance of the Human Rights Policy and the ESG team is responsible for administering and ensuring its implementation and success. Reporting to the Board Environmental, Sustainability, Safety and Health Committee will be done annually, or as needed.

## Local Communities, Community Relations and Indigenous Peoples

Lithium Argentina recognizes the vital role that neighboring communities play in the areas where it operates.

Local communities encompass the residents residing in close proximity to project sites, processing facilities, and transportation routes. These communities may include individuals from nearby towns, villages, or settlements whose lives are intertwined with the Company's operations. In its sustainability efforts, the Company prioritizes understanding and addressing the potential social, economic, and environmental impacts on these communities. This involves fostering transparent communication, offering employment opportunities, supporting infrastructure development, safeguarding community health and well-being, and actively engaging with community members through various initiatives and dialogue platforms.

In the case of Lithium Argentina, all the communities in the sphere of influence of its operations, both in Jujuy and Salta, are entirely comprised of Indigenous Peoples, who -in addition to all that applies to them as members of local communities – have additional protected status under various international agreements and standards.

### Indigenous Relations

Indigenous Peoples are distinct cultural groups with deep historical ties to the lands on which they live. They possess invaluable traditional knowledge about natural resources and ecosystems, enriching the understanding of sustainable resource management.

Lithium Argentina's commitment involves recognizing and upholding the rights, interests, and perspectives of Indigenous Peoples as outlined in international agreements and standards, including the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). The Company strives to engage in meaningful consultation and collaboration with Indigenous Peoples, ensuring their voices are heard and their concerns addressed in project planning, land use, and resource management initiatives. Moreover, the Company endeavors to mitigate any adverse impacts on Indigenous Peoples' cultures, livelihoods, and territories, fostering positive relationships and contributing to their overall well-being through active community engagement programs.

Lithium Argentina has multiple corporate policies to promote and enhance our relationships with indigenous communities.

Lithium Argentina recognizes that, in addition to their collective rights, each person belonging to indigenous peoples shares universal human rights as covered by the International Labour Organization and the United Nations Global Compact Guiding principles. The Company also aligns with the Equator Principles and the International Labour Organization (ILO) Convention 169 on Indigenous and Tribal Peoples (1989) as applied in Argentina, recognizing Indigenous Peoples' right to self-determination.



“

I am so proud of the team that we have built at Cauchari-Olaroz. In 2023, over 47% of employees came from Jujuy Province and 27% from communities adjacent to the site. It is great to see our neighbors contributing so significantly to the critical global effort to combat climate change.

”

FRANCO MIGNACCO

BOARD MEMBER & MEMBER OF SUSTAINABLE DEVELOPMENT COMMITTEE, LITHIUM ARGENTINA

## Community Relations at Caucharí-Olaroz

Commitment to engaging with key stakeholders throughout the lifecycle of projects to better understand and address their interests and concerns and to advance shared priorities. Lithium Argentina aims to minimize the negative impacts of its operations at Caucharí-Olaroz on both local communities and the environment.

Lithium Argentina commits to:

- Respect principles of transparency and Informed Consultation and Participation with local and Indigenous communities and the applicable regulatory requirements compliance linked to Indigenous Communities;
- Articulate and establish mutual binding correspondence (reciprocity) between organization and communities directly related to the Project, through group representatives and various social actors;
- Build and maintain relationships with seven Indigenous Communities within both the direct and indirect zone of influence; and
- Maintain a respectful treatment, where trust and dialogue are prioritized, to achieve joint actions and develop win-win relationships.

The pillars of commitment at Caucharí-Olaroz include:

1) Communication; 2) Work and productive development; 3) Health, education and culture; and 4) Local initiative support. Based on these pillars, during 2023, Caucharí-Olaroz was able to support communities through the following activities:

- Strategic partnerships with public-private actors or NGOs, including:
  - “Fundación Creer para Crear” (Foundation Believe in order to Create) and “Fundación todos Juntos” (The All Together Foundation) to achieve shared aims around inclusion in art and expression or education activities for community members.
  - Fundación Leer – an organization dedicated to strengthening literacy in children in Argentina through supporting the development of reading and writing skills across the country.
  - Instituto Nacional de Tecnología Industrial (National Institute of Industrial Technology) – an organization devoted to promoting the growth of small and medium sized business through innovation and technology.



“ From my point of view as a community member, I have had a good experience with the work done by Exar in 2023. Projects that have been carried out, like support for the children’s day and the patron saint festivities, have been positive. The people from Exar have been very responsive too any questions or concerns that have been brought to their attention. They have even made training available for community members for warehouse positions at the facility, according to the experience and capabilities of each applicant. ”

LINO TINTE  
EL TORO COMMUNITY MEMBER



## Community Relations at Caucharí-Olaroz

- Celebration of Pachamama Day through the Pachamama Ceremony
- First Job Placement Program (#PIL) for communities, in which 14 young people participated, of which six became employed by Exar
- Launch of the first edition of the Exar Project Contest with the community and financed 21 projects with a social impact on the community (28 projects were presented across all seven communities, of which 21 were selected for funding and mentoring)
- Launch the Women Entrepreneurs Program to promote the development of more than 30 women in seven communities. Launched the Educational Completion program for employees and contractors who have not yet been able to complete their secondary education
- Renewal of the cooperation agreement with the Provincial Council for Women and Gender Equality of Jujuy

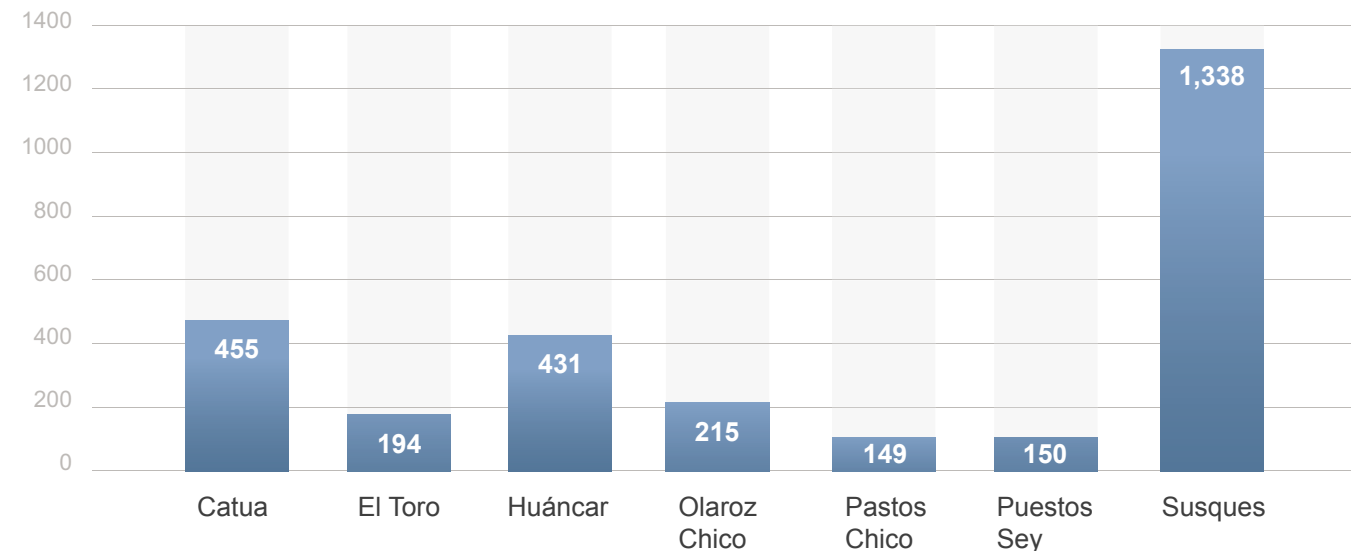
Caucharí-Olaroz developed two water-related projects with the local communities during 2023:

- Aguada Benancia project: Purchase of materials and construction aimed at guaranteeing the availability of water for both human and animal consumption needs in the local communities
- Aguadas Olaroz project: Water supply for the livestock of the families in Olaroz Chico

The population directly impacted by the Project is mostly rural and self-identifies with the Atacameño ethnic group. In 2020, the community of El Toro was included as an indirect area of influence, which is where the gas pipeline and aqueduct pass through. All these communities are located in the Province of Jujuy.

The area of influence for the Project includes the following communities:

### Population of communities (2023 census)



Every village is a community which has a representative (head of community). Communication must be always initiated by the head of the community to avoid interference from the Company. Accountability is expanded to other members of the community if work proceeds smoothly.

Prior Consultation is regulated through ILO Convention n. 169, ratified by Argentina law 24.071, which establish that Indigenous communities must be included in decision-making processes and informed about all stages of projects affecting their collective rights, with the purpose to find an agreement on the measures proposed.

Land and water permits with local authorities, easement agreements and community agreements (convenios de servidumbre) have been approved following consultation with all communities at Caucharí-Olaroz.



Communities celebration at Caucharí-Olaroz

## Community Relations at at Pastos Grandes

The population directly related to the Pastos Grandes project is rural and it is self-described as descendants from the Kolla ethnic group. In general, they carry out activities associated with a pastoral economy with limited interaction with other communities or tourists. A large part of their everyday practices and their intra- and inter-ethnic relations include management of animals. This economic practice continues to date, despite the fact that some community workers have become involved in mining activities.

The Environment and Community Relations areas work together to develop the annual participatory monitoring exercise required at this stage. The monitoring of the physical components took place in November 2023 with the participation of members of the Santa Rosa de los Pastos Grandes (SRPG) community - the community closest to the project - and members of the San Antonio de los Cobres municipality, who actively participated in the field sampling together with INDUSER laboratory technicians. Personnel from the Secretariat of Mining of the province of Salta also participated.

The biodiversity survey took place during November, with the participation of PACHA Consulting, the enforcement authority of the province and municipality, SRPG community and Pastos Grandes personnel. Training and field practices were carried out beforehand for the participants' benefit. In March 2024, the results obtained were presented to all interested parties. There are strong community relations at Pastos Grandes and Lithium Argentina actively engages with local communities through the various outreach and activities:

- Continued upkeep and maintenance of the community center built by previous owners in Santa Rosa de los Pastos Grandes;
- Completion of a community center and fresh water well to provide clean water in nearest community Santa Rosa de los Pastos Grandes, where on-site workers reside;
- Active participation at the Community Coordination Table along with the state, community, and other companies; and
- Initiation of engagement with an additional community of interest, Estación Salar de Pocitos

New Community Relations team members took the time to engage and make appropriate links with the community representatives and interlocutors designated by each community. As an area of indirect influence, the company engages with the community of Pocitos.



Children's day celebration in Catua



## Social and Economic Benefits

Lithium Argentina is creating new job opportunities for local communities, while protecting ancestral activities and enhancing life standards.

Lithium Argentina recognizes that importance of regulatory compliance with specific laws or regulations in the social and economic area and the discussion of socio-economic impacts. Lithium Argentina also recognizes that regulatory compliance can relate to accounting and tax fraud, corruption, bribery, competition, the provision of products and services, or labor issues, such as workplace discrimination, among others. It covers international declarations, conventions, and treaties, as well as national, sub-national, regional, and local regulations. To manage associated risk, the Company tracks and maintains up to date information on all socio-economic permits, duration, and conditions and status and actions to maximizes local hiring, improving economic impacts and reducing the social impacts.



### Livelihood diversification to improve communities' quality of life.

The traditional livelihood practice in the Pastos Grandes Region has always been llama breeding; we are focused on creating value from promoting economic development, while also preserving and enhancing these traditional livelihood practices.

During 2023, Lithium Argentina made contributions of US\$70.000, including contributions of materials and supplies to the Communities in the Direct Influence Area.



Training for women entrepreneurs



## Social and Economic Benefits at Caucharí-Olaroz

The Caucharí-Olaroz definitive feasibility study highlights substantial employment and economic benefits to employees at Caucharí-Olaroz, the local communities, and the provincial and federal governments. The Project is providing many jobs during construction and production will provide new long-term opportunities. During 2023, Caucharí-Olaroz made charitable contributions to support communities for approximately US\$126,000.

Economic benefits of expanded Caucharí-Olaroz include (based on 40,000 tpa at Caucharí-Olaroz):

- Increase in federal and provincial taxes;
- Increase in royalty and mining duty payments;
- Increase in employment taxes;
- Extending the current employment opportunities with over 900 Caucharí-Olaroz project employees and contractors; and
- Extending the relationships with the local communities with at least a 40-year project life.



“Caucharí-Olaroz is evaluating the feasibility of water recovery from the region around Caucharí-Olaroz to make water more accessible to the 25 families living along the aqueduct and to the three families where a gas pipeline and aqueduct infrastructure is being constructed.”

MARIANO CHIAPPORI  
VICE PRESIDENT OPERATIONS, LITHIUM ARGENTINA



### Arm Reach Community Development Initiative Underway

Arm reach community development initiative at Caucharí-Olaroz: foundation with an NGO with an offer-profit funded by Lithium Argentina for the purpose of community development.



Atacama People's Renaissance Festival celebration at Caucharí-Olaroz

## Forward-Looking Statement

This report contains certain “forward-looking information” within the meaning of applicable Canadian securities legislation, and “forward looking statements” within the meaning of applicable United States securities legislation (collectively referred to as “forward-looking information”) concerning the Company, its mining projects and subsidiaries and entities in which it holds an ownership interest. All statements, other than statements of historical fact, are forward looking information and can be identified by the use of statements that include words such as “expects”, “anticipates”, “plans”, “estimates”, “may”, “will”, “projects”, “predicts”, “proposes”, “potential”, “target”, “scheduled”, “intends”, “could”, “might”, “should”, “believe” and similar words or expressions. Forward-looking information in this report includes, but is not limited to: timing of closing of the Ganfeng Lithium investment in Pastos Grandes; expectations with respect to the Company’s plans for the Pastos Grandes basin; expected production of the Caucharí-Olaroz project and timing thereof; expected remaining capital costs for Caucharí-Olaroz; the Company’s short-term and long-term sustainability and business plans, goals, strategies and objectives, and the ability and timing to achieve them, including goals of achieving carbon neutrality, forecasts of carbon intensity and water usage, and goals related thereto; expected dates for development and implementation of new corporate policies, and for the anticipated human rights policy, that it will align with the UN Guiding Principles on Human Rights; the anticipated benefits of the projects for surrounding communities; expectations forecasts for future lithium market demand, supply and pricing; plans for diversity, equity and inclusion and retention initiatives; expected environmental impacts of our projects; expectations regarding continuing government, community and other support for the Company’s projects; changes in applicable laws, rules, regulations and government policies; and other matters related to the development and planned operations of the Company and its projects.

Forward-looking information involves known and unknown risks, assumptions and other factors that may cause actual results or performance to materially differ from the information included in this report. The forward-looking information included herein reflects the Company’s current views about future events, and while considered reasonable by the Company at this time, is inherently subject to significant uncertainties and contingencies. Accordingly, there can be no certainty that the forward-looking

information will accurately Forward-Looking Statement reflect actual results.

Assumptions upon which such forward looking information is based include, without limitation: current technological trends; availability of technology, including low carbon energy sources, on acceptable terms to advance the sustainability goals and priorities set out in this report; the ability to fund, advance and complete development of the Company’s projects and commence production, including costs, timing thereof; constructive relationships between the Company and its various stakeholders; the ability to operate in a safe and effective manner; impacts of climate change on the Company and its projects; environmental compliance costs; adverse weather conditions and natural disasters; ability to maintain necessary permits or approvals; the stability and support of legislative, regulatory and locals communities in the jurisdictions where the Company operates; demand and pricing for lithium and other commodities generally; the impact of increasing competition in the lithium business, including the Company’s competitive position in the industry; inflationary pressures and their impact on technology required to meet our goals and objects; ability to attract and retain skilled talent in a competitive hiring environment; and the accuracy of estimates of mineral resources, and the ability to convert mineral resources into mineral reserves.

Forward-looking information in this report is current as of the date of this report, and has been provided by management to assist readers with understanding our business as it pertains to environmental, sustainability, governance and safety matters and related goals, strategies and objectives. There can be no assurance that any forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such information. As such, readers are cautioned not to place undue reliance on this information. Readers are further cautioned to review the full description of risks, uncertainties and management’s assumptions in the Company’s latest Annual Information Form (“AIF”) and annual Management’s Discussion and Analysis, which are available on SEDAR at [www.sedar.com](http://www.sedar.com) and on EDGAR at [www.sec.gov](http://www.sec.gov). The Company expressly disclaims any obligation to update forward-looking information as a result of new information, future events or otherwise, except as and to the extent required under applicable securities laws.

## Technical Information and Qualified Person

The scientific and technical information in this report, has been reviewed and approved by Ernest Burga, P.Eng., a “Qualified Person” as defined by National Instrument 43-101 – Standards of Disclosure for Mineral Projects (“NI 43-101”) and independent of the Company. Additional information about the Company’s mineral projects is contained in its latest AIF and Form 40-F.

Detailed scientific and technical information on the Caucharí-Olaroz project can be found in the NI 43-101 technical report entitled “Updated Feasibility Study and Reserve Estimation to Support 40,000 tpa Lithium Carbonate Production at Caucharí-Olaroz Salars, Jujuy Province, Argentina”. The technical report has an effective date of September 30, 2020, and was prepared by Ernest Burga, P.Eng., David Burga, P.Geo., Daniel Weber, P.G., RMSME, Anthony Sanford, Pr.Sci.Nat., and Marek Dworzanowski, CEng, PrEng., each of whom is a “Qualified Person” for the purposes of NI 43-101 for the sections of the report that they are responsible for preparing and are independent of the Company.

Detailed scientific and technical information on the Pastos Grandes project can be found in the NI 43-101 technical report dated June 16, 2023, titled “Lithium Resources Update, Pastos Grandes Project, Salta Province, Argentina”. The technical report has an effective date of April 30, 2023, and was prepared by Frederik Reidel, CPG, a “Qualified Person” for the purposes of NI 43-101 and is independent of the Company. Copies of the technical reports are available on the Company’s website at [www.lithium-argentina.com](http://www.lithium-argentina.com) and on the Company’s SEDAR+ profile at [www.sedarplus.ca](http://www.sedarplus.ca).

Further information about the Caucharí-Olaroz project, including a description of key assumptions, parameters, description of sampling methods, data verification and QA/QC programs, and methods relating to resources and reserves, factors that may affect those estimates, and details regarding development and the mine plan for the project, is available in the above-mentioned Caucharí-Olaroz technical report.

Further information about the Pastos Grandes project, including a description of key assumptions, parameters, description of sampling methods, data verification and QA/QC programs, and methods relating to resources, factors that may affect those estimates, is available in the above-mentioned Pastos Grandes technical report.

Unless otherwise indicated, all mineral reserves and mineral resources estimates referred to in this report have been prepared in accordance with NI 43-101 and the CIM Definition Standards adopted by the Canadian Institute of Mining, Metallurgy and Petroleum on May 10, 2014. These standards are similar to, but differ in some ways from, the requirements of the SEC that are applicable to domestic United States reporting companies and foreign private issuers not eligible for the multijurisdictional disclosure system adopted by the United States and Canada. Any mineral reserves and mineral resources reported by the Company in accordance with NI 43-101 may not qualify as such under-SEC standards under Subpart 1300 of Regulation S-K. Accordingly, information included in this report that describes the Company’s mineral reserves and mineral resources estimates may not be comparable with information made public by United States companies subject to the SEC’s reporting and disclosure requirements.





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## GRI CONTENT INDEX

## GRI Content Index

<b>Statement of use</b>	Lithium Argentina has reported the information cited in this GRI content index for the period January 1 to December 31, 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Location</b>
GRI 2: General Disclosures 2021	2-1 Organizational details	Governance Structure – pg 20
	2-2 Entities included in the organization's sustainability reporting	Sustainability Approach – pg 15
	2-3 Reporting period, frequency and contact point	Chairman letter – pg 2
	2-4 Restatements of information	N/A
	2-5 External assurance	N/A
	2-6 Activities, value chain and other business relationships	Our company – pg 6 About our projects – 8-11
	2-7 Employees	Employee Relations – pg 45-46 Health and Safety – pg 51-52
	2-8 Workers who are not employees	Health and Safety – pg 51-52
	2-9 Governance structure and composition	Governance Structure – pg 20-25
	2-10 Nomination and selection of the highest governance body	Governance Structure – pg 22-24
	2-11 Chair of the highest governance body	Governance Structure – pg 23
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure – pg 21
	2-13 Delegation of responsibility for managing impacts	Regulatory Compliance – pg 21
	2-14 Role of the highest governance body in sustainability reporting	Chairman letter – pg 2 Governance Structure – pg 20-21
	2-15 Conflicts of interest	N/A
	2-16 Communication of critical concerns	Stakeholder Engagement – pg 12-13 Talent Attraction Development and Retention – pg 46
	2-17 Collective knowledge of the highest governance body	Governance Structure – pg 20
	2-18 Evaluation of the performance of the highest governance body	Governance Structure – pg 27 Board Shared Responsibility – pg 24
	2-19 Remuneration policies	Talent Attraction Development And Retention – pg 47
	2-20 Process to determine remuneration	N/A
	2-21 Annual total compensation ratio	N/A

## GRI Content Index

	Disclosure	Location
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability Approach – pg 15
	2-23 Policy commitments	Governance Policies – Page 26
	2-24 Embedding policy commitments	Governance Policies – pg 26 Sustainability Approach – pg 15
	2-25 Processes to remediate negative impacts	Governance Structure – pg 20 Governance Structure – pg 21 Board Shared Responsibility – pg 27
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement – pg 12-13 Materiality Assessment – pg 17-18 Local Communities, Community Relations And Indigenous Peoples – pg 56-59 Ethics and Integrity – pg 28-29
	2-27 Compliance with laws and regulations	Governance Structure – pg 27
	2-28 Membership associations	Stakeholder Engagement – pg 12-13
	2-29 Approach to stakeholder engagement	Stakeholder Engagement – pg 12-13
	2-30 Collective bargaining agreements	Employee Relations – pg 45
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment – pg 17
	3-2 List of material topics	Materiality Assessment – pg 18
	3-3 Management of material topics	Materiality Assessment – pg 18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	N/A
	201-2 Financial implications and other risks and opportunities due to climate change	Energy & Emissions – pg 33
	201-3 Defined benefit plan obligations and other retirement plans	Talent Attraction Development and Retention – pg 46-47 Diversity, Equity, and Inclusion – pg 49-50
	201-4 Financial assistance received from government	N/A
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A
	202-2 Proportion of senior management hired from the local community	Governance Structure – pg 27
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chairman Letter – pg 2
	203-2 Significant indirect economic impacts	N/A



GRI Standard	Disclosure	Location
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	N/A
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Integrity – pg 28-29
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Integrity – pg 28-29
	205-3 Confirmed incidents of corruption and actions taken	N/A
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Integrity – pg 28-29
GRI 207: Tax 2019	207-1 Approach to tax	N/A
	207-2 Tax governance, control, and risk management	N/A
	207-3 Stakeholder engagement and management of concerns related to tax	N/A
	207-4 Country-by-country reporting	N/A
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Waste & Hazardous Materials Management – pg 41-43
	301-2 Recycled input materials used	Waste & Hazardous Materials Management – pg 41-43
	301-3 Reclaimed products and their packaging materials	Waste & Hazardous Materials Management – pg 41-43
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy & Emissions – pg 33-35
	302-2 Energy consumption outside of the organization	Energy & Emissions – pg 33-35
	302-3 Energy intensity	Energy & Emissions – pg 33-35
	302-4 Reduction of energy consumption	Energy & Emissions – pg 33-35
	302-5 Reductions in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents – pg 36-38
	303-2 Management of water discharge-related impacts	Water and Effluents – pg 36-38
	303-3 Water withdrawal	Water and Effluents – pg 36-38
	303-4 Water discharge	Water and Effluents – pg 36-38
	303-5 Water consumption	Water and Effluents – pg 36-38

GRI Standard	Disclosure	Location
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity – pg 39-40
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity – pg 39-40
	304-3 Habitats protected or restored	Biodiversity – pg 39-40
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity – pg 39-40
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy & Emissions – pg 33-35
	305-2 Energy indirect (Scope 2) GHG emissions	Energy & Emissions – pg 33-35
	305-3 Other indirect (Scope 3) GHG emissions	Energy & Emissions – pg 33-35
	305-4 GHG emissions intensity	Energy & Emissions – pg 33-35
	305-5 Reduction of GHG emissions	Energy & Emissions – pg 33-35
	305-6 Emissions of ozone-depleting substances (ODS)	Energy & Emissions – pg 33-35
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy & Emissions – pg 33-35
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste & Hazardous Materials Management – pg 41-43
	306-2 Management of significant waste-related impacts	Waste & Hazardous Materials Management – pg 41-43
	306-3 Waste generated	Waste & Hazardous Materials Management – pg 41-43
	306-4 Waste diverted from disposal	Waste & Hazardous Materials Management – pg 41-43
	306-5 Waste directed to disposal	Waste & Hazardous Materials Management – pg 41-43
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply chain – pg 53
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply chain – pg 53
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Attraction Development And Retention – pg 47
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction Development And Retention – pg 47
	401-3 Parental leave	Talent Attraction Development And Retention – pg 47

GRI Standard	Disclosure	Location
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	N/A
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety – pg 51-52
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety – pg 51-52
	403-3 Occupational health services	Health and Safety – pg 51-52
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety – pg 51-52
	403-5 Worker training on occupational health and safety	Health and Safety – pg 51-52
	403-6 Promotion of worker health	Health and Safety – pg 51-52
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety – pg 51-52
	403-8 Workers covered by an occupational health and safety management system	Health and Safety – pg 51-52
	403-9 Work-related injuries	Health and Safety – pg 51-52
	403-10 Work-related ill health	Health and Safety – pg 51-52
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	N/A
	404-2 Programs for upgrading employee skills and transition assistance programs	N/A
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Attraction Development and Retention – pg 47
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion – pg 49-50
	405-2 Ratio of basic salary and remuneration of women to men	N/A
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights – pg 54-55
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee Relations – pg 45
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Child Labor, Forced or Compulsory Labor – pg 48 Human Rights – pg 54-55 Ethics and Integrity – pg 28-29
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Child Labor, Forced or Compulsory Labor – pg 48 Human Rights – pg 54-55 Ethics and Integrity – pg 28-29
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Ethics and Integrity – pg 28-29



GRI Standard	Disclosure	Location
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities, Community Relations and Indigenous Peoples - pg 56
	413-2 Operations with significant actual and potential negative impacts on local communities	Ethics and Integrity – pg 28-29
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Employee Relations – pg 45
	414-2 Negative social impacts in the supply chain and actions taken	Human Rights – pg 54-55
GRI 415: Public Policy 2016	415-1 Political contributions	N/A
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	N/A
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	N/A
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A
	417-3 Incidents of non-compliance concerning marketing communications	N/A
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Employee Relations – pg 45



# A-2

## SASB METALS AND MINING





## Sustainability Disclosure Topics & Accounting Metrics

**Table 1. Sustainability Disclosure Topics & Accounting Metrics**

Topic	Accounting Metric	Category	Unit of Measure	Code	Location
Greenhouse Gas Emissions	Gross global Scope 1 percentage covered under emissions-limiting regulations	Quantitative	Metric Tons (t) CO2-e, Percentage (%)	EM-MM-110a.1	Energy & Emissions – pg 33-35
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	EM-MM-110a.2	Energy & Emissions – pg 33-35
Air Quality	Air emissions of the following pollutants: 1. CO, 2. NO <sub>x</sub> (excluding N <sub>2</sub> O), 3. SO <sub>x</sub> , 4. particulate matter (PM <sub>10</sub> ), 5. Mercury (hg), 6. lead (Pb), and 7. Volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-MM-120a.1	Energy & Emissions – pg 33-35
Energy Management	1. Total energy consumed, 2. Percentage grid electricity, 3. Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	Energy & Emissions – pg 33-35
Water Management	1. Total fresh water withdrawn, 2. Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sub>3</sub> ), Percentage (%)	EM-MM-140a.1	Water and Effluents – pg 36-38
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140a.2	N/A
Waste & Hazardous Materials Management	Total weight of non-mineral waste generate	Quantitative	Metric tons (t)	EM-MM-150a.4	N/A
	Total weight of tailings produced	Quantitative	Metric tons (t)	EM-MM-150a.5	N/A
	Total weight of waste rock generated	Quantitative	Metric tons (t)	EM-MM-150a.6	N/A
	Total weight of hazardous waste generated	Quantitative	Metric tons (t)	EM-MM-150a.7	Waste & Hazardous Materials Management – pg 41-43
	Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	EM-MM-150a.8	Waste & Hazardous Materials Management – pg 41-43
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150a.9	N/A
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	N/A	EM-MM-150a.10	Waste & Hazardous Materials Management – pg 41-43



Topic	Accounting Metric	Category	Unit of Measure	Code	Location
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	N/A	EM-MM-160a.1	Biodiversity – pg 39-40
	Percentage of mine sites where acid rock drainage is: 1. predicted to occur, 2. actively mitigated, and 3. under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160a.2	N/A
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a.3	Chairman Letter – pg 2 Biodiversity – pg 39-40
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	N/A
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	N/A
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	N/A	EM-MM-210a.3	Human Rights – pg 54-55 Local Communities, Community Relations and Indigenous Peoples – pg 56-59 N/A
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	N/A	EM-MM-210b.1	Local Communities, Community Relations and Indigenous Peoples – pg 56-59
	Number and duration of non-technical delays	Quantitative	Number, Days	EM-MM-210b.2	N/A

Topic	Accounting Metric	Category	Unit of Measure	Code	Location
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	Percentage (%)	EM-MM-310a.1	Employee Relations – pg 45-46
	Number and duration of strikes and lockouts	Quantitative	Number, Days	EM-MM-310a.2	N/A
Workforce Health & Safety	1. MSHA all-incidence rate, 2. fatality rate, 3. near miss frequency rate (NMFR) and 4. average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	Rate	EM-MM-320a.1	Health and Safety – pg 52-53 Health and Safety – pg 51-52
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	N/A	EM-MM-510a.1	Governance Structure – pg 20-25
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Quantitative	EM-MM-510a.2	N/A
Tailings Storage Facilities Management	Tailings storage facility inventory table: 1. facility name, 2. location, 3. ownership status, 4. operational status, 5. construction method, 6. maximum permitted storage capacity, 7. current amount of tailings stored, 8. consequence classification, 9. date of most recent independent technical review, 10. material findings, 11. mitigation measures, 12. site-specific EPRP	Quantitative	Various	EM-MM-540a.1	N/A
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540a.2	N/A
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540a.3	N/A

**Table 2. Activity Metrics**

Activity Metric	Category	Unit Of Measure	Code	Location
Production of (1) metal ores and (2) finished metal products	Quantitative	Metric tons (t) saleable	EM-MM-000.A	N/A
Total number of employees, percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	Talent Attraction Development and Retention – pg 46

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