

Indigenous Engagement

Respecting the rights, culture, aspirations and interests of Indigenous Peoples affected by our operations is a priority. We respect the Fort McDermitt Paiute and Shoshone Tribe's ("the Tribe") history and cultural heritage and are committed to supporting the Tribe's economic empowerment.

We are committed to building collaborative and mutually beneficial relationships with Indigenous communities associated with our activities.

The Fort McDermitt Paiute and Shoshone Indian Reservation is ~40-miles north of Thacker Pass, the closest Native American tribe to the project. The Tribe has more than 1,200 members with approximately 300 members residing at Fort McDermitt.

We are proactively engaging with the Tribe throughout the lifecycle of Thacker Pass, to better understand and address their interests and concerns, and to advance our shared priorities.

We have engaged with the Tribe for over a decade to understand their culture, history and community needs, which culminated in the signing of the Community Benefits Agreement (CBA) in October 2022.

Community Benefits Agreement

Building on several years of engagement, job training and relationship-building, in October 2022, a CBA was signed with the Fort McDermitt Paiute and Shoshone Tribe. The CBA establishes a framework for continued collaboration and to help define long-term benefits for the Tribe.

Understanding the Tribe's culture, history, priorities and concerns is central to our approach, and we work in the following ways to identify expectations and share ideas:

- Engaging with the Tribe on an ongoing basis regarding decisions related to nearby project operations.
- Continue to build meaningful relationships to ensure the benefits of Thacker Pass accrue to the Tribe.
- Working to mitigate potential negative impacts and to optimized social benefits related to project operations.
- Hiring locally where possible, including from Indigenous communities.
- Promoting and enhancing relationships with guidance from relevant corporate policies and management plans such as our Historic Properties Treatment Plan and Community and Stakeholder Engagement Plan.

Active Community Engagement

Maria Anderson, LAC's Director of Community Relations, who is a member of the Te-Moak Tribe of Western Shoshone Indians, and is based in LAC's Winnemucca Office, leads active engagement with the Tribe.

She is responsible for regular interactions with the Tribe and other interested Native Americans and frequently visits the Fort McDermitt community – attending Tribal Council meetings, providing quarterly project updates, sharing information about workforce development and employment opportunities, as well as assisting with Thacker Pass construction job applications.





Workforce Development

We are committed to hiring locally to the greatest extent possible. Over the past several years, many tribal members have expressed interest in employment at Thacker Pass, emphasizing the opportunity it provides them to stay home, or return home, and receive family-supporting employment.

We have coordinated and provided various skills training programs to support development to prepare Tribe members for employment opportunities, including Heavy Equipment Operator Training and Cultural Monitor Training.

To meet the needs of Thacker Pass, we are pleased to partner with Great Basin College and NORCAT, who will be developing a customized and quality training curriculum. This will include New Hire Training, Process Operator Training and Leadership Training.

In addition to technical skills training, we also hosted a Resume Building Workshop, in collaboration with EmployNV at the McDermitt Library, to help local Tribe members create or update their resumes.

Lithium Americas, Bechtel, Target Hospitality and Building and Construction Trades Council of Northern Nevada have also hosted multiple job fairs in Winnemucca and McDermitt, providing an opportunity to connect with local job seekers and create valuable connections with residents interested in joining the Thacker Pass team.

Faces of Thacker Pass

Faces of Thacker Pass shares stories and insights from team members working at Thacker Pass.



"I'd recommend working here for anybody. It's a good place to learn different machines and how to operate them correctly. And I think the benefits and everything that goes along with this job is excellent."

- Rosson C, Heavy Equipment Operator and Duck Valley Indian Reservation Tribe member



"The employment at Thacker Pass is in my back yard. I don't have to drive 80 miles, or to another state or another city, to find employment. **It's just right here, so it's convenient for me and my family. I see a long-term future here and there's a lot of opportunities.** You get help training on equipment and the project is good for the environment. I've told some family members and friends to come apply. The benefits are good."

- Jayson C. Heavy Equipment Operator and Fort McDermitt Paiute and Shoshone Tribe member

Cautionary Statements Regarding Forward-Looking Statements

This document should be read in conjunction with Lithium Americas Corp.'s news releases, latest Annual Report on Form 10-K, any subsequently filed Quarterly Reports on Form 10-Q or Current Reports on Form 8-K, technical reports and other disclosures available on our website at www.lithiumamericas.com or on SEDAR+ or EDGAR, as applicable. This document contains "forward-looking information" within the meaning of applicable Canadian securities legislation, and "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, which are based on our current expectations. We believe that our current expectations are based on reasonable assumptions; however, no assurance can be given that such expectations will prove to be correct. Readers are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date hereof. We undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by law. Scientific and technical information in this document about the Thacker Pass Project has been reviewed and approved by Rene LeBlanc, the Company's Chief Technical Officer and a qualified person under National Instrument 43-101 Standards of Disclosure for Mineral Projects ("NI 43-101"). Further information about the Thacker Pass Project, including a description of key assumptions, parameters, methods and risks, is available in the independent NI 43-101 technical report entitled "NI 43-101 Technical Report on the Thacker Pass Project Humboldt County, Nevada, USA," available on SEDAR+ and the independent S-K 1300 technical report entitled "S-K 1300 Technical Report on the Thacker Pass Project Humboldt County, Nevada, USA," in each case dated effective December 31, 2024.

All figures presented are in US Dollars unless otherwise noted.

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