



ACCELERATING TOWARD A NEW ERA OF  
**SUSTAINABLE VALUE**

LITHIUM AMERICAS — NORTH AMERICA  
**2022-23 ESG-S REPORT**

# About This Report

At Lithium Americas Corp. (LAC or the Company), striving for the highest environmental, social, governance and safety (ESG-S) standards is essential to our sustainable advancement of projects that support the vital lithium supply chain and the global transition to cleaner energy.

After our 2021 ESG-S Report broke new ground by making safety one of its four key pillars, our 2022-23 reports reflect the Company's ongoing separation of its North American and Argentina business units into two independent public companies. This report summarizes Lithium Americas' activities in accelerating its ESG-S journey in North America (herein referred to as "LAC North America"), specifically advancing the construction-stage Thacker Pass project in northern Nevada, from January 1, 2022, to June 1, 2023 (the reporting period).

Lithium Americas is committed to continuously improving the transparency and accountability of our ESG-S disclosures. Built upon a robust materiality assessment and disclosure of the management approach to our material topics, this report aligns with the Global Reporting Initiative (GRI) Standards, as well as the Sustainability Accounting Standards Board's Metals & Mining Standards (SASB Mining) and the UN Sustainable Development Goals (SDGs).

**All figures reported in US Dollars unless otherwise specified.**

## Spotlight: Our UN SDGs

By aligning our ESG-S efforts with a globally recognized framework like the SDGs, LAC North America can operate in a manner that benefits all stakeholders, including our communities, governments and investors. The SDGs and their associated targets are a collection of interconnected goals, meaning progress on one target may impact progress on another. After identifying SDGs that align with our business activities and operations, LAC North America is tracking our progress on associated goals and targets.

*Drill core from Thacker Pass*

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*Dr. Tom Benson explores the Thacker Pass project area*

# About Our Company

Lithium Americas is a resource and materials company focused on advancing lithium projects in the United States and Argentina into production. Headquartered in Vancouver, Canada, we are providing the specialty products that are essential to low-carbon economies around the world, and to achieving global net-zero greenhouse gas (GHG) emissions.

The Company's common shares trade on both the Toronto Stock Exchange (TSX) and the New York Stock Exchange (NYSE) under the symbol "LAC". Additional stock information is available at [www.lithiumamericas.com](http://www.lithiumamericas.com), [www.sedar.com](http://www.sedar.com), and [www.sec.gov](http://www.sec.gov).

# LithiumAmericas

Strategic Separation

## LithiumAmericas

● Thacker Pass (100%)

## Strategic Separation

Lithium Americas is advancing a reorganization that will result in its separation into two public companies:

- Lithium Americas Corp. (NewCo), which will retain Thacker Pass in Humboldt County, Nevada, and the company's North American investments
- Lithium Americas (Argentina) Corp., which will retain the Argentina lithium portfolio, including Cauchari-Olaroz, Pastos Grandes and Sal de la Puna

The separation will create two market leaders in their respective regions and unlock the full potential of their asset bases to deliver maximum value to Lithium Americas' shareholders and other stakeholders.

For more information, please visit [www.lithiumamericas.com/separation/](http://www.lithiumamericas.com/separation/).

We strive for excellence by collaborating with others through associations such as the U.S.-based National Mining Association, the Nevada Mining Association, the Zero Emissions Transportation Association (ZETA2030), the American Exploration and Mining Association, Securing America's Future Energy (SAFE) the Electrification Coalition, and other key industry groups. We are also a pending member of the Initiative for Responsible Mining Assurance (IRMA).

## LithiumArgentina

● Cauchari-Olaroz (44.8%)  
● Pastos Grandes (100%)  
● Sal de la Puna (65%)

# About Our Operations



## Thacker Pass

100% ownership

***The most significant opportunity to create a North American lithium battery supply chain for electric vehicles (EVs)***

Location	Humboldt County in Northern Nevada, U.S.
Resource	Sedimentary lithium
Stage	Commenced construction March 2023 with Phase 1 production expected to commence in the second half of 2026
Operation	Open-pit mine and processing facility
Product	Battery-quality lithium carbonate
Production capacity	<b>Phase 1:</b> 40,000 tonnes per annum (tpa) <b>Phase 2:</b> 80,000 tpa
Life of mine	At least 40 years
Offtake	General Motors has exclusive rights to all of Phase 1 for 10 years, with an option to extend for an additional five years



## Caucharí-Olaroz

A joint venture between Ganfeng Lithium Co. Ltd. (46.7%), Lithium Americas (44.8%) and Jujuy Energia y Minería Sociedad del Estado (8.5%) and operated by Minera Exar, the holding company for the project

***Once at full capacity, Caucharí-Olaroz will double Argentina's 2022 lithium production levels***

Location	Argentina's Lithium Triangle in Jujuy Province
Resource	Lithium brine from the Olaroz and Caucharí salt pans (known in South America as "salars")
Stage	First lithium production achieved on June 9, 2023
Operation	Brine evaporation ponds and processing facility
Product	Battery-quality lithium carbonate
Production capacity	<b>Stage 1:</b> 40,000 tpa <b>Stage 2:</b> expansion of at least 20,000 tpa
Life of mine	At least 40 years
Offtake	Agreements for over 80% of Lithium Americas' share of Stage 1 are in place at market prices



## Pastos Grandes

100% ownership

***Acquired in early 2022 to further develop the growth pipeline in Argentina***

Location	Argentina's Lithium Triangle in Salta Province, approximately 100 km south of Caucharí-Olaroz
Resource	Lithium brine from the Pastos Grandes Salar
Stage	Feasibility stage and permitted; advancing a \$30 million development plan
Operation & product	Exploring opportunities to produce lithium chemicals from ponds with potential complementary extraction technologies and processing off-site in northern Argentina
Offtake	Uncommitted



## Sal de la Puna

65% interest

***Acquired in early 2023 to consolidate the Pastos Grandes Basin to leverage scale, cost and development synergies***

Location	Less than 1 km east of Pastos Grandes
Resource	Lithium brine from the Pastos Grandes Basin
Stage	Pre-feasibility
Operation & product	Development advancing in line with Pastos Grandes
Partner	Ganfeng Lithium (35%)
Offtake	Uncommitted

# Message from Jon Evans, Lithium Americas President & CEO



Jonathan Evans, President & CEO

As proud as I am of what Lithium Americas does, I am even more proud of how we are doing it.

Combating climate change by shifting to clean energy is one of the greatest and most important global transitions in human history. Yet it's no secret that the world needs more battery-quality lithium for this transition to succeed. With annual production in 2022 currently sitting at around 650,000 tonnes<sup>1</sup>, it is widely accepted that this output must more than double by 2025, and then double again by 2030. This soaring demand will enable the batteries that power EVs and large-scale energy storage systems, two of the most important pillars of GHG reduction.

That's why Lithium Americas' work is becoming all the more vital. By advancing late-stage lithium projects in Argentina and the United States to production, we are poised to bridge the global gap in demand while maximizing shared value for our diverse stakeholders.

Over the last 18 months, every aspect of our business has been growing and transitioning. Thacker Pass in northern Nevada started construction in early 2023, following the receipt of a notice to proceed from the Bureau of Land Management. As the largest-known lithium resource in the U.S.<sup>2</sup>, the project is uniquely positioned to play a key role in securing North America's lithium supply chain.

Then there's Caucharí-Olaroz in northern Argentina, which recently achieved its first lithium production and is the largest new lithium brine operation to come online in more than two decades. Our nearby Pastos Grandes and Sal de la Puna projects, meanwhile, represent exciting regional growth. I encourage readers to also view our Lithium Argentina report for more in-depth reporting.

// **By advancing late-stage lithium projects in Argentina and the United States to production, we are poised to bridge the global gap in demand while maximizing shared value for our diverse stakeholders.** //

Concurrently with bringing top-tier lithium assets to production, we are rising to the challenge of running the company, designing, developing and managing our projects, in accordance with the highest ESG-S standards. Through our investments and in partnership with our stakeholders, we are bringing thousands of new jobs, unprecedented socio-economic stability and diversity, and diligent environmental stewardship to our operating communities and regions.

Among the scores of impactful examples explored in this report, I am particularly impressed by our team's passion for social development at all our projects. At Thacker Pass, we signed a Community Benefits Agreement with the Fort McDermitt Paiute and Shoshone Tribe, located approximately 40 miles from Thacker Pass. The Community Benefits Agreement establishes a framework for continued collaboration and defines the long-term benefits for the Tribe, the largest Native American community within the vicinity of the project.

As the global demand for lithium increases and the pressure to deliver secure supply grows, we continue to consult with our broad stakeholder base to ensure that we fulfill the commitments covered by this report. As we expand our business, we are filling corporate and site-level roles in a way that integrates growth and transition with industry-leading ESG-S policies and management strategies. My priority as President and CEO is to ensure that Lithium Americas (NewCo) remains true to our culture of safety, collaboration, sustainability and continuous improvement.

On behalf of the Board of Directors, I want to thank everyone for their commitment to upholding our high standards as we lead the charge to a clean-energy future.

<sup>1</sup> Benchmark Mineral Intelligence, Q2 2023 Forecast

<sup>2</sup> Measured and Indicated Resource Estimate, November 2022

# Major ESG-S Achievements at Thacker Pass



## Environmental

- Received the three main environmental state permits required to start construction
- Established baselines for expected Scope 1 and Scope 2 operational carbon and water intensity, as well as water reuse and recycle rates



## Governance

- Received a favorable ruling from the U.S. District Court, District of Nevada (Federal Court), in the appeal filed against the BLM for the issuance of the Record of Decision (ROD) relating to Thacker Pass
- Voluntarily participated in the Initiative for Responsible Mining Assurance (IRMA) Ready Pilot by completing a self-assessment of the draft standard for Thacker Pass



## Social

- Signed a **Community Benefits Agreement with the Fort McDermitt Paiute and Shoshone Tribe** (the Tribe) as the latest progression in a long-term relationship
- Completed cultural work on approximately 13,000 acres of land consistent with federal cultural and historic preservation standards
- Collaborated with the Humboldt County School District and the Bureau of Land Management (BLM) on the design and location of a K-8 school in Orovada, a small community 10 kilometers east of the Thacker Pass site



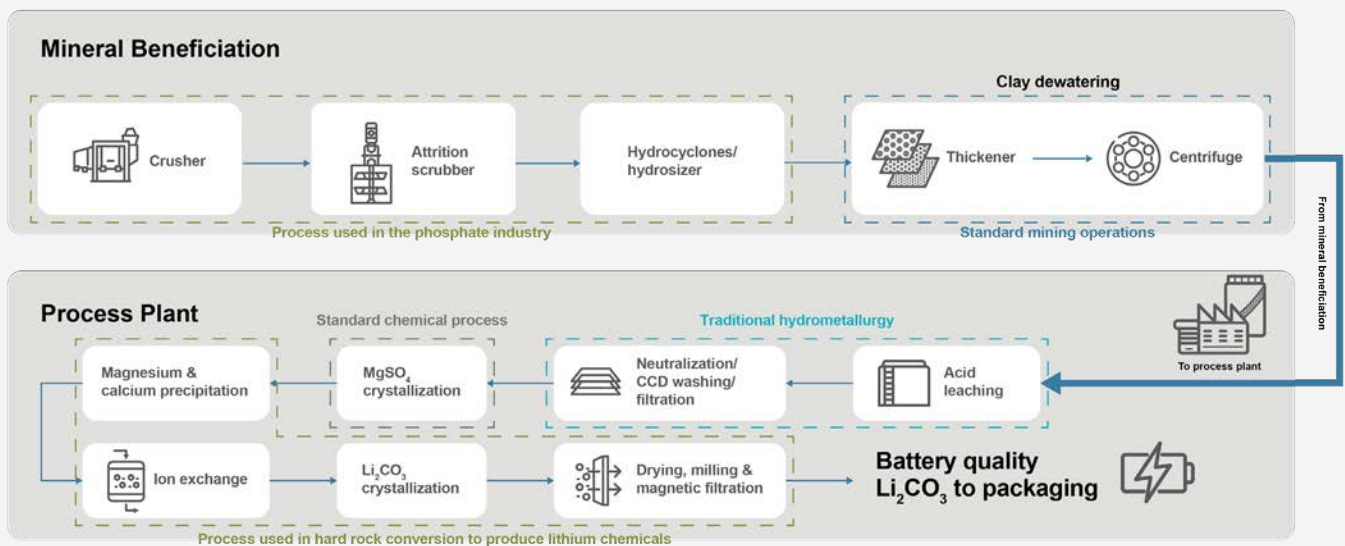
## Safety

- Completed training and simulations for crisis and emergency preparedness
- No recordable incidents in 2022
- Implemented the **SafeStart Program and VelocityEHS tool** as key initiatives to strengthen our safety awareness and manage our safety performance

# Spotlight: Innovative Lithium Processing

The Thacker Pass flowsheet is a unique end-to-end combination of commonly used mining and standard chemical unit operations. These processes have been proven for decades in traditional phosphate, mining and hydrometallurgy industries.

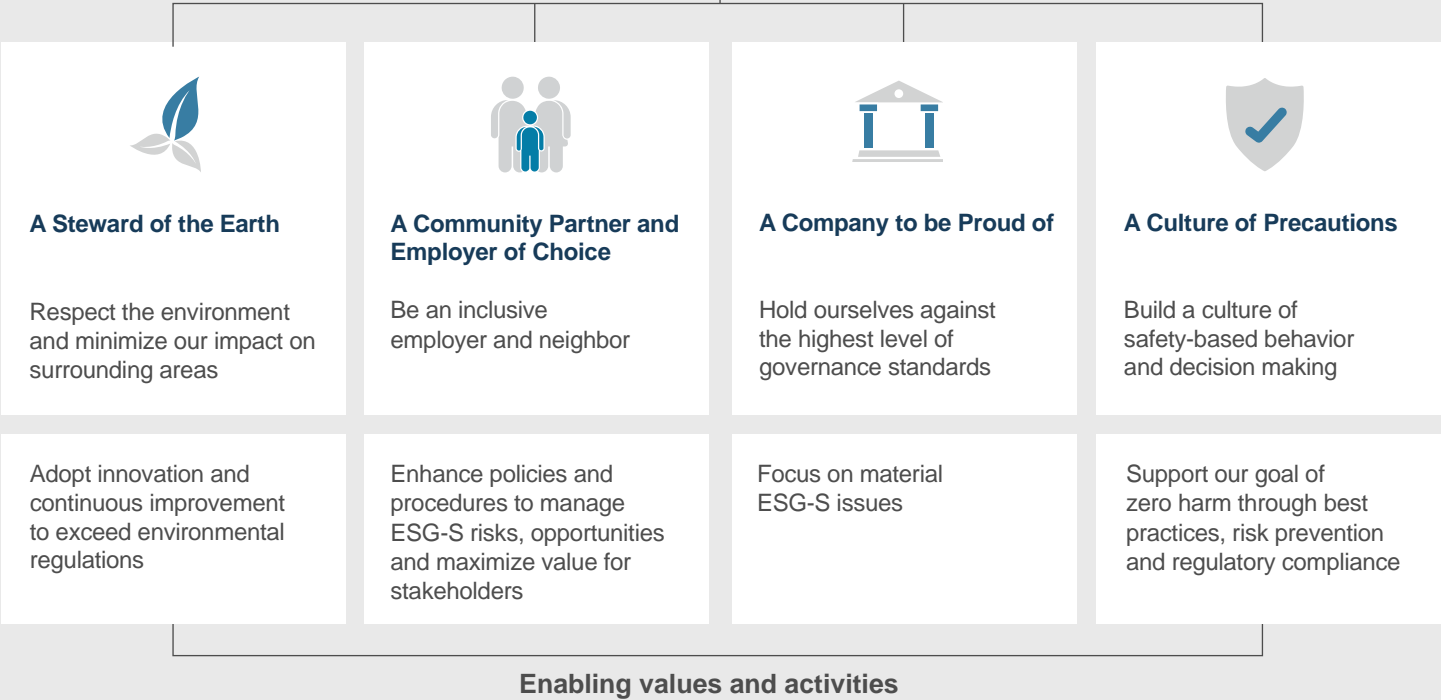
Following the magnesium sulfate crystallization process, the intermediary product is lithium sulfate, which is the same lithium chemical produced following conversion of hard rock lithium-bearing ore to lithium chemicals. The lithium sulfate is then purified and processed to battery-quality lithium carbonate the same way it's currently being done globally.



# Our Approach to ESG-S

## ESG-S Vision and Commitment

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



## ESG-S Management and Governance

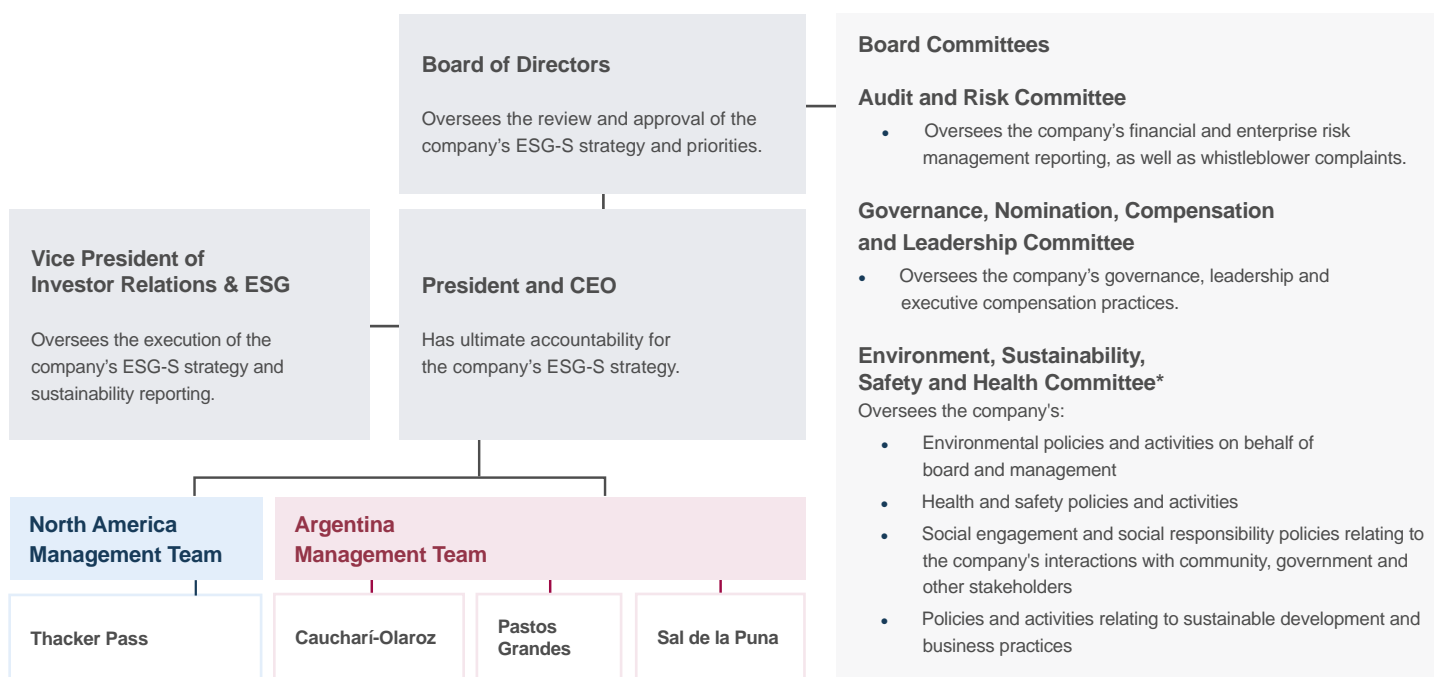
Lithium Americas has established a strong governance structure to uphold our ESG-S values, support our progress and ensure accountability at all levels of our company.

We integrate ESG-S considerations into the planning, execution and management of all our activities, and are guided in our oversight of ESG-S and sustainability matters by the three Board Committees indicated in the chart on the following page.



Inauguration of the Lithium Technical Development Center, July 2022

## Lithium Americas' Governance & Organizational Structure



\* ESG-S matters are presented to the ESSHC Committee at each quarterly Board meeting.

Various processes and policies are in place to ensure that sustainable development matters, including risk assessment and mitigation, are integrated into the day-to-day management of our business, and maintain our focus on continuous advancement toward our sustainability goals.

- Our **Code of Business Conduct & Ethics** reflects our commitment to a culture of honesty, integrity and accountability. In early 2023, updates to the Code included:
  - setting out guiding principles to facilitate compliance
  - outlining our commitment to diversity and inclusion in our hiring practices, and to providing a respectful workplace
  - extending health and safety to include mental health and well-being
  - enhancing conflicts of interest guidance
- Our **Whistleblower Policy** provides employees with the opportunity, through an independent and confidential reporting process, to report concerns or complaints of potential violations, including breaches of anti-bribery and anti-corruption laws, misconduct and other ethical concerns
- In early 2023, we separated our previous Corporate Disclosure, Confidentiality and Securities Trading Policy into two standalone policies:
  - The new **Disclosure Policy** outlines our internal processes for oversight and review of material corporate disclosure and enhances confidentiality obligations and disclosure practices
  - The new **Securities Trading Policy** is a comprehensive policy outlining prohibitions against insider trading, short-selling and tipping by covered persons
- In the first half of 2023, a **Diversity, Equity and Inclusion (DEI) Policy** was approved and adopted to further demonstrate Lithium Americas' commitment to actively support and advance DEI initiatives
- To formalize our expectations and enhance our governance practices, Lithium Americas is also working towards finalizing and adopting a Human Rights Policy and Vendor Code of Conduct

## Scope of Materiality Assessment

In late 2022 and early 2023, Lithium Americas conducted a comprehensive materiality assessment for both of our operating regions. Materiality was assessed for each region independently to support the publication of two separate reports. This process builds on the most recent comprehensive materiality assessment in 2019, and a materiality refresh in 2021.

The following factors guide us in identifying and prioritizing our areas of focus for ESG-S reporting, measuring and monitoring:

- An ESG issue is material if it affects or has the potential to affect a company’s cash flow and financial value creation<sup>1</sup>
- An ESG issue is material when a company’s activities across the value chain impact the environment, society and/or the economy<sup>2</sup>

Sustainability and related risks are considered alongside other major business risks highlighted in our Annual Information Form and Financial Management Discussions and Analysis Reports.

<sup>1</sup> U.S. Securities and Exchange Commission (SEC), International Sustainability Standards Board (ISSB).  
<sup>2</sup> GRI Standards

## Our Material ESG-S Topics

We continuously reassess our material ESG-S topics using the following mechanisms:

### Direct Feedback and Stakeholder Engagement

As our global operations pivoted from explorer/developer to construction/operator throughout 2022 and during the first half of 2023, we prioritized and validated our material topics by:

- Hosting both one-on-one and small group interviews with internal and external decision-makers and stakeholders, with a total of 25 participants
- Hosting presentations
- Circulating questionnaires

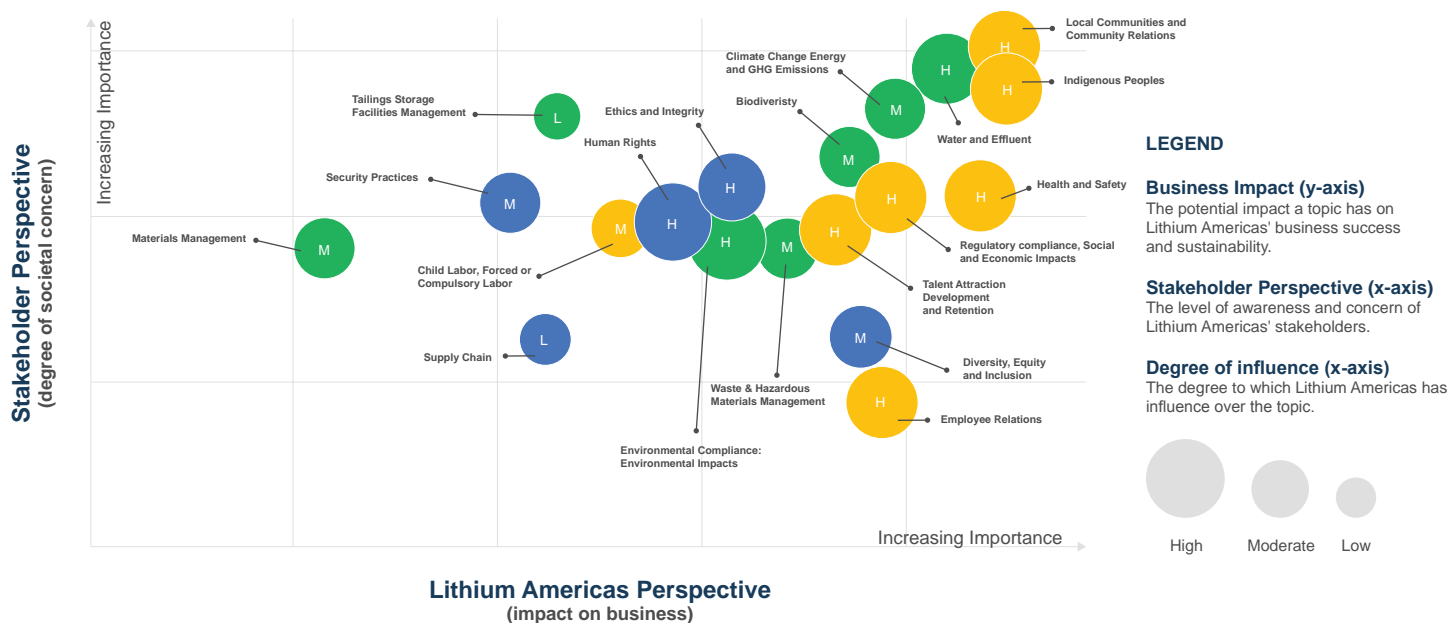
### GRI Standards Alignment

We are aligned with the **GRI Universal 2021 Standards and use the GRI Materiality Matrix** to prioritize the Company’s material topics.

## Materiality Process



## Materiality Matrix



## Materiality Process

We have created a materiality process that involves defining the benchmarks used by independent auditors to ensure responsible project planning, construction and operation, as well as stakeholder inclusiveness. We also review ESG-S standards commonly used by the resource industry, such as **GRI**, **SASB**, **TSM** and the **IRMA**, as well as benchmark our material topics against other lithium companies and mining companies operating in the same regions.

## Risk Management

The Lithium Americas' Board of Directors delegates its risk management functions to the Audit and Risk Committee, which is responsible for:

- Overseeing the integrity of the Company's internal audit processes and external decision-makers and stakeholders
- Monitoring the independence and performance of the external auditor
- Monitoring the compliance of Company management with legal and regulatory requirements
- Overseeing certain risk management systems and practices adopted by the Company



## Stakeholder Matrix

To illustrate our engagement mechanisms and processes with stakeholders, the Committee uses a matrix to identify and evaluate specific risks to the Company's projects.

STAKEHOLDER GROUP	DESCRIPTION	HOW WE ENGAGE	KEY CONCERNS RAISED
Our Workforce	<ul style="list-style-type: none"> <li>Full-time employees</li> <li>Part-time employees</li> <li>Contractors</li> </ul>	<ul style="list-style-type: none"> <li>Emails</li> <li>1x1 meetings</li> <li>Team huddles</li> <li>Intranet</li> <li>Employee town halls</li> <li>Annual and semi-annual performance reviews</li> <li>Newsletters</li> <li>New hire orientation</li> <li>Social gatherings/events</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Diversity, equity and inclusion</li> <li>Growth opportunities / personal development</li> <li>Culture, working environment, morale</li> <li>Governance - policy enforcement and compliance</li> <li>Management effectiveness and accessibility</li> </ul>
Investors and Financial Institutions	<ul style="list-style-type: none"> <li>Institutional investors</li> <li>Strategic investors</li> <li>Debt holders</li> <li>Banks</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>1x1 meetings</li> <li>Conference presentations; in 2022 we attended 25+ broker-hosted and industry conferences where we met with investors</li> </ul>	<ul style="list-style-type: none"> <li>Development catalysts and operational performance</li> <li>Project execution</li> <li>Capital allocation</li> <li>Governance</li> <li>Social and environmental management</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>Communities</li> <li>Community-based groups</li> <li>Community institutions</li> </ul>	<ul style="list-style-type: none"> <li>Community town halls</li> <li>1x1 meetings</li> <li>Information sessions</li> <li>Community newsletters</li> <li>Charitable engagement</li> <li>Community partnerships and sponsorships</li> <li>Community events</li> <li>Educational and outreach programs; for example, as a member of the Lowry High School Education Committee we educate Grade 9-12 students about careers at Thacker Pass</li> <li>Media Outreach</li> <li>Presentations</li> <li>Active Working Group member as part of the Thacker Pass Concerned Citizens Group (TPCCG) dedicated to developing agreements, supported by scientific data and community views, to guide the construction and operation of Thacker Pass, with a focus on identifying solutions that protect the safety and well-being of community members</li> </ul>	Primary interest of stakeholders is that the project impacts them positively and that other impacts are mitigated
Indigenous Governments and Communities	<ul style="list-style-type: none"> <li>Formal governance structures representing Indigenous communities and organizations, including businesses identified by Indigenous communities and traditional land users</li> </ul>	<ul style="list-style-type: none"> <li>Community town halls</li> <li>Consultation meetings</li> <li>Information sessions</li> <li>Community newsletters</li> <li>Partnerships</li> <li>Community events</li> <li>Job readiness training and education, including heavy equipment operator training (See page 35 for more information)</li> <li>1x1 updates</li> </ul>	Primary interest of local tribal community is that the project creates opportunity and benefit for the tribe

## Stakeholder Matrix

STAKEHOLDER GROUP	DESCRIPTION	HOW WE ENGAGE	KEY CONCERNS RAISED
Governments	<ul style="list-style-type: none"> <li>County, state and federal</li> </ul>	<ul style="list-style-type: none"> <li>Emails</li> <li>1x1 meetings and dialogues</li> <li>Newsletters</li> <li>Formal presentations to various committees, commissions and councils; for example, we have presented to Nevada legislative committees, local government commissions and councils, as well as testified in congressional hearings</li> </ul>	<p>Primary interest is ensuring Thacker Pass helps reduce carbon emissions, generates economic development and benefits national security efforts while being developed responsibly through active engagement and sound efforts to mitigate physical impacts</p>
Academic Institutions	<ul style="list-style-type: none"> <li>Educational institutions of all levels</li> </ul>	<ul style="list-style-type: none"> <li>Project-based meetings</li> <li>Seminars</li> <li>Internships for engineering, geology, environmental science, and similar majors</li> <li>1x1 meetings</li> <li>Jobs readiness training and education through local community college Great Basin College, such as the BuildNV Core Construction Program (See page 30 for more information)</li> <li>Academic studies and research</li> <li>Presentations at elementary and middle schools</li> </ul>	<ul style="list-style-type: none"> <li>Scientific understanding</li> <li>Sustainability</li> </ul>
Regulatory Bodies	<ul style="list-style-type: none"> <li>BLM</li> <li>Nevada Division of Environmental Protection (NDEP)</li> </ul>	<ul style="list-style-type: none"> <li>Email</li> <li>1x1 meetings</li> <li>Group meetings</li> <li>Presentations</li> </ul>	<ul style="list-style-type: none"> <li>Groundwater protection</li> <li>Wildlife preservation</li> </ul>
Industry Groups, Policy and Advocacy Groups	<ul style="list-style-type: none"> <li>Regional, national and international organizations focused on advocacy</li> </ul>	<p>We are an active member of:</p> <ul style="list-style-type: none"> <li>Zero Emissions Transportation Association (ZETA)</li> <li>CalStart; sponsor of the CalStart Report ERM Report on Macroeconomic Impact of Increased U.S. EV Battery Demand</li> <li>The Wilson Center</li> <li>SAFE</li> <li>The National Mining Association</li> <li>The Nevada Mining Association</li> <li>The Nevada Battery Coalition</li> <li>Li-Bridge</li> <li>Sulphur Institute</li> </ul>	<p>Most organizations we support are focused on improving policies to ensure mining and processing practices are responsible while ensuring a domestic supply of critical minerals to secure the country's goal to electrify the economy.</p> <p>For example, ZETA promotes national policies to support 100% EV sales; CalStart is accelerating growth of the clean transportation technology industry; SAFE is focused on the security of clean energy transitions; and the Li-Bridge Report outlines the importance of lithium battery technology to the 21st century economy and to the national and climate security of the United States and makes 26 specific recommendations for what the U.S. needs to do to build and sustain a lithium battery supply chain</p>
Commercial Interests	<ul style="list-style-type: none"> <li>Engineering, procurement and construction management (EPCM)</li> </ul>	<ul style="list-style-type: none"> <li>Daily onsite meetings</li> <li>Weekly change management meetings to determine changes/trends and corresponding costs</li> <li>Daily and weekly design and engineering meetings</li> <li>Weekly procurement meetings</li> <li>Daily and weekly construction management meetings</li> </ul>	<p>Incentivizing the EPCM contractor through KPIs and scorecards is key; KPIs are usually a combination of time, cost, quality, safety, environment and community</p>

## Stakeholder Matrix

STAKEHOLDER GROUP	DESCRIPTION	HOW WE ENGAGE	KEY CONCERNS RAISED
Host Communities	<ul style="list-style-type: none"> <li>Local communities where our workforce will reside</li> </ul>	<ul style="list-style-type: none"> <li>Community town halls</li> <li>Information sessions</li> <li>Community newsletters</li> <li>Partnerships</li> <li>Community events</li> <li>Job readiness training and education</li> <li>1x1 updates</li> <li>Volunteering in community events and service clubs</li> </ul>	<ul style="list-style-type: none"> <li>Available/affordable housing</li> <li>Adequate medical services for growing populations during construction and into operations</li> <li>Emergency response service</li> </ul>

To learn more about risks and uncertainties faced by Lithium Americas, please refer to the Company's Annual Information Form for the year ended December 31, 2022, in the section entitled "Risk Factors," filed on the Company's profile on SEDAR and EDGAR.



# Environmental

Lithium Americas has a pivotal role to play in supporting the global energy transition and helping our stakeholders achieve their environmental and sustainability goals.

To those ends, we are committed to:



Reducing our energy consumption and minimizing our carbon emissions



Limiting our biodiversity impacts and protecting local species, cultures and natural ecosystems



Managing our waste and hazardous material safely and responsibly



Managing water resources by limiting use, safeguarding quality and engaging with neighboring communities



Complying with all environmental laws and regulations where we operate, including where applicable, compliance with international declarations, conventions and treaties, as well as national, sub-national, regional and local regulations



Managing associated risks by tracking and maintaining up-to-date information on all environmental permits and conditions



McDermitt Caldera overlooking alfalfa pivots

# Energy and Emissions

## Management Plan

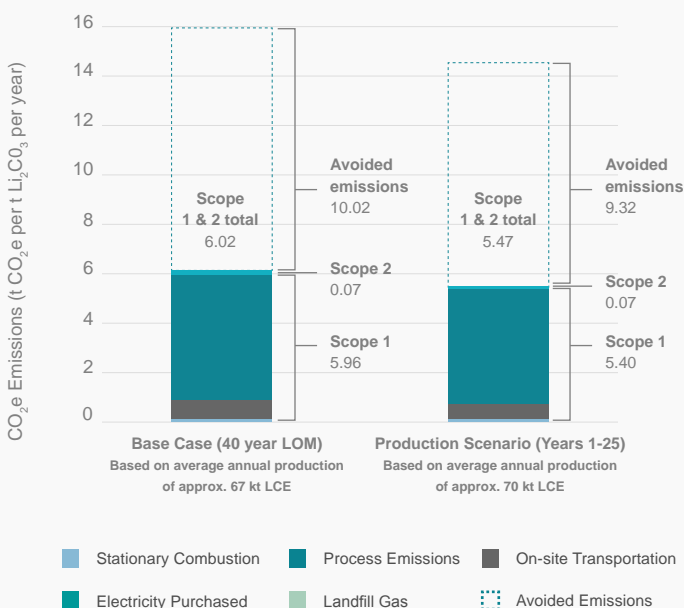
Lithium Americas is focused on reducing our energy consumption and minimizing our GHG emissions. We manage our environmental impact by:

- Using energy efficiently and opting for renewable energy sources wherever possible
- Developing and committing to an emissions-reduction strategy and integrating it into business planning
- Monitoring and reporting energy usage and GHG emissions throughout all project phases
- Making strategic project investments in energy reduction and alternative energy sources
- Increasing infrastructure resilience to environmental impact by using sustainable materials, and integrating sustainability in the planning and design phase

## Thacker Pass Estimated Carbon Intensity

Carbon intensity for Thacker Pass is estimated to be ~40% less than mining peers (when including processing)\*. Thacker Pass benefits from having on-site sulfuric acid plants that are expected to produce ~90 megawatts (MW) of carbon-free electricity from waste heat. By using Mechanical Vapor Recompression evaporator technology, this carbon-free power is used to electrify our most energy intensive processes, avoiding up to 10.02 tonnes of carbon emissions per tonne of lithium carbonate produced per annum ( $\text{t CO}_2\text{e/t Li}_2\text{CO}_3$ ), versus a conventional triple effect evaporator with propane fired boilers and imported sulfuric acid.

**THACKER PASS -  $\text{t CO}_2\text{e}$  EMISSIONS /  $\text{t Li}_2\text{CO}_3$  PRODUCED\***



	Base Case (40 year life of mine)	Production Scenario (Years 1-25)
Stationary Combustion	0.06	0.05
On-site Transportation	0.74	0.65
Process Emissions	5.16	4.69
Landfill Gas	<0.01	<0.01
Electricity Purchased	0.07	0.07
<b>TOTAL</b>	<b>6.02</b>	<b>5.47</b>
Scope 1	5.96	5.40
Scope 2	0.07	0.07
Avoided Emissions	<b>10.02</b>	<b>9.32</b>

\* Based on third-party analysis from a leading international engineering firm. Carbon intensity was estimated from the results of a GHG emission inventory and the annual average LCE production rate, reflective of the NI 43-101 technical report dated effective November 2, 2022, "Feasibility Study National Instrument 43-101 Technical Report for the Thacker Pass Project, Humboldt County, Nevada, USA." Estimated production emissions and carbon intensity is subject to change.

# Energy and Emissions

## Achievements

- Received a Class II Air Quality Operating Permit from the Nevada Division of Environmental Protection Bureau of Air Pollution Control (NDEP-BAPC)
- Achieved the “minor-source” emissions threshold through project design with best available control technologies (BACT)
- Baselined expected Scope 1 and Scope 2 operational carbon intensity, estimated to be ~40% less than mining peers, when including processing<sup>1</sup>
- Commissioned a Lifecycle Analysis study with the University of Nevada, Reno (UNR) to identify areas for further decarbonization, assess requirements for the project’s supply chains and identify opportunities for further improvement.

<sup>1</sup> Based on third-party analysis from a leading international engineering firm.

## 2023-24 Objectives

- Baseline expected Scope 3 operational emissions
- Develop a screening mechanism to assess suppliers for impacts related to emissions and energy
- Evaluate solar power and renewable diesel as ways to further reduce carbon emissions
- Work closely with our local utility to fulfill our supplemental power needs for operations with clean, reliable hydropower

## Looking Further Ahead

- Develop a program to study carbon sequestration, offsetting and mitigation measures with the ultimate long-term objective of enabling Thacker Pass to become a carbon-neutral operation for Scope 1 and 2 emissions



Site clearance during early works construction

# Spotlight: Cutting Emissions Through Waste Heat Capture, Fewer Transports and Tail Gas Scrubbing

The proposed mining, metallurgical and chemical process for Thacker Pass is being designed to be a low-carbon operation. The expected low carbon footprint is due to:

- The unique nature of the ore, which requires low energy to extract, beneficiate and process
- The generation of carbon-free electricity and steam by capturing waste heat from the exothermic sulfuric acid production process

Thacker Pass relies significantly on the self-generation of carbon-free energy through waste heat capture at the proposed sulfuric acid plant. The production of sulphuric acid generates excess heat that is converted to steam and electricity. This is expected to produce approximately 45 MW of electricity annually during Phase 1, and an additional 45 MW in Phase 2.

Shipping liquid sulfur to the site to convert to sulphuric acid also results in a reduction of total emissions by cutting the number of transports by approximately 67%, as the ratio of liquid sulfur to sulfuric acid is about 1 to 3. The sulfuric acid plant's sulfur dioxide tail gas scrubber will also minimize sulfur dioxide emissions with the best available control technology. The tail gas scrubber will bring facility-wide sulfur dioxide emissions below the 100 short ton per year threshold, which allowed Lithium Americas to achieve the "minor-source" emissions threshold for Thacker Pass.

Looking out at the Thacker Pass project site

# Water and Effluents



*Environmental testing in and around the project site*

## Management Plan

Water is a precious and sometimes a scarce natural resource. Our priority is to sustainably manage water resources by limiting use and safeguarding quality. We are committed to:

- Conducting early assessments of broader impacts on the water basin based on the site's water management practices
- Sustainably reusing and recycling water wherever possible
- Providing water management training to relevant employees and contractors
- Implementing a water management system that maintains a water balance and proactively manages water quantity and quality
- Engaging with other local water users and communities of interest on water usage
- Transferring existing water rights to reduce additional draw from total groundwater pumped
- Setting water-related objectives to measure and report on performance
- Developing a water monitoring program with measures to mitigate identified risks to water quality and quantity, and plans to respond to any incidents
- Tracking and reporting water performance objectives

# Water and Effluents



*Thacker Pass is being designed as a zero-liquid discharge process to maximize water recycling and reuse*

## Achievements

- Received a Project Water Pollution Control Permit (WPCP) from the Nevada Division of Environmental Protection Bureau of Mining Regulation and Reclamation (NDEP-BMRR); the WPCP ensures the protection of both ground and surface water quality that may be affected by the project
- Baselined expected water intensity, as well as reuse and recycling rates

## 2023-24 Objectives

- Implement additional monitoring and mitigation control measures to monitor water quantity and quality during construction and operations
- Update groundwater model with firsthand information obtained by monitoring efforts
- Review existing water management plans to identify gaps and opportunities for improvement
- Develop additional water stewardship strategies to identify risks and opportunities
- Develop a screening mechanism to assess suppliers for impacts related to water stewardship

## Looking Further Ahead

- Adopt mitigation strategies early to minimize or eliminate the risk of groundwater impairment through strategies determined in cooperation with the BLM and NDEP

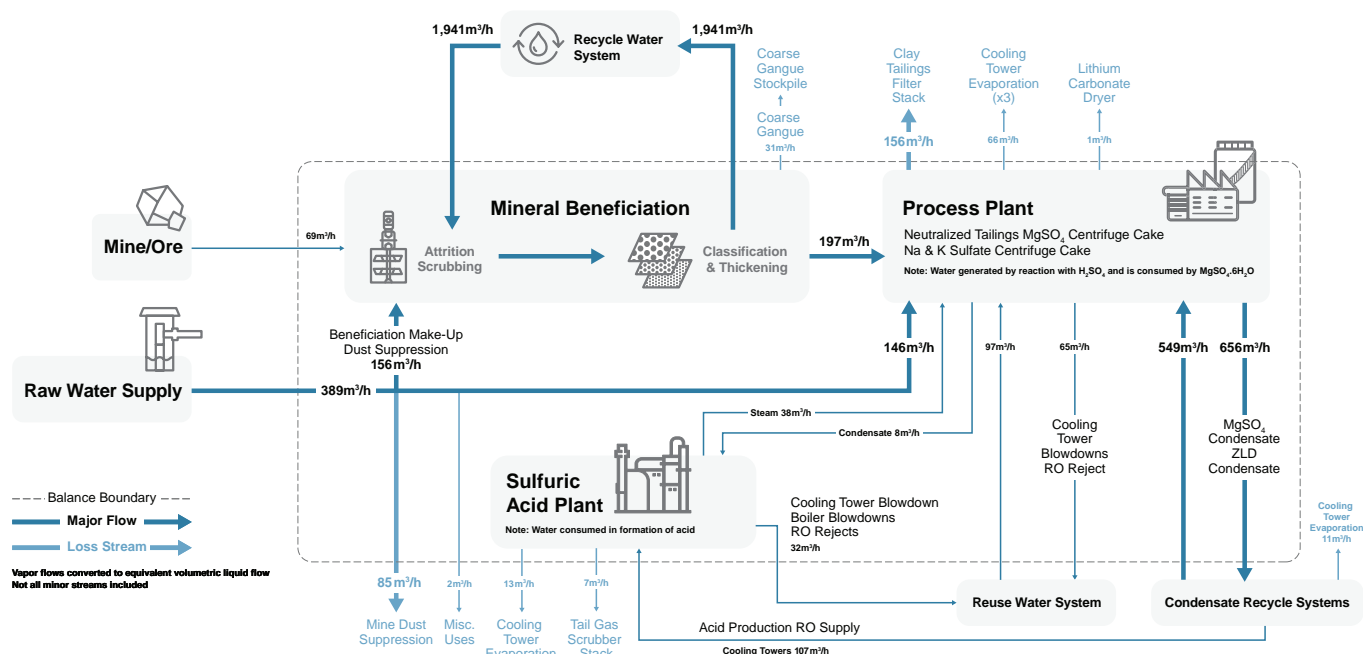
# Spotlight: Leadership in Water Recycling, Reuse and Discharge Prevention

The process flowsheet design for Thacker Pass is leveraging filtration, evaporation and centrifuge technologies to maximize the reuse and recycling of processed water and limit the amount of water obtained from natural sources. Based on a detailed water cycle assessment, any water withdrawn for the project is expected to be recycled and reused an average of approximately seven times within the production process. Thacker Pass is also being designed as a Zero Liquid Discharge (ZLD) facility that does not discharge industrial wastewater into the environment. This is an extensive commitment because it means all processed water, including water filtered from tailings, must be recycled in the site's production process.

To minimize the cumulative impact of water withdrawal on the local aquifer, Thacker Pass will use existing nearby water rights, making the overall withdrawal volume consistent with past years. Phase 1 requires approximately the same amount of water as 4-5 alfalfa irrigation pivots.

When water rights were transferred from agricultural use to industrial use, 22.5% of the total allowable withdrawal volume was returned to the state of Nevada. No additional water rights are required for Phase 1.

## How Water Flows at Thacker Pass



Any water withdrawn for the project is expected to be recycled and reused an average of approximately seven times within the production process.

# Biodiversity

## Management Plan

We rely on ecosystems for our health and wellbeing, and for maintaining a diverse and healthy planet. Lithium Americas is committed to reducing our biodiversity impacts, to protecting local species, cultures and natural ecosystems and to integrating conservation into the design and life cycles of our projects and operating activities. We are actively involved in managing, protecting and mitigating habitats and ecosystems in our project areas.

Our Strategic Plan for Biodiversity Management and Preservation requires us to:

- Collect comprehensive baseline data to characterize the presence and habitat of wildlife and plant life in the Thacker Pass baseline study area
- Model the possibility of potential direct and indirect impacts on biodiversity resources from site-based disturbance, including noise
- Develop Mitigation Plans to avoid or limit impacts on ecological resources
- Develop compliance management and reporting systems to support compliant operations

## Spotlight: Biodiversity Stewardship from the Very Beginning

Over the past 12 years, we have carefully studied the ecosystem that surrounds Thacker Pass, and have made several key design decisions based on biodiversity considerations including:

Moving the project's location out of the Montana Mountains to protect sensitive species. The mountains support streams, wildlife and vegetation, while Thacker Pass is dry and dominated by sage brush that has sustained fire damage and is therefore considered a lower-quality habitat area.

Building stringent requirements into the project from this early stage, including planning and permitting as well as various monitoring and mitigation measures.

Committing to funding sage grouse habitat restoration in Northern Nevada.

Committing to funding stream-habitat restoration projects by the Nevada Division of Wildlife north of the project area

*The low-lying, flat terrain allows for a compact operational footprint*



# Biodiversity



Cedar Creek biologist performing a bird survey prior to the start of construction

## Achievements

- Received a Reclamation Permit from the NDEP-BMRR, which ensures proper reclamation of the facility post-mining
- The Thacker Pass reclamation plan includes a planned topology that maps out enhanced protection for local biodiversity. This was developed following an intense study of local biodiversity to understand its context, including baseline studies of sage grouse, eagles, trout and other species
- Invested more than \$2 million in biodiversity and culture-related projects including sagebrush restoration funds, golden eagle habitat surveys and cultural treatment

## 2023-24 Objectives

- Continue to work with local partners to study and support the conservation of local flora and fauna
  - For instance, Lithium Americas makes an annual donation to the Great Basin Sagebrush Restoration (GBSR) Fund we established in partnership with the University of Nevada Foundation. The donation advances research and development towards improved cost-effective restoration of degraded sagebrush lands; as of 2023, we have donated \$241,500 to the GBSR Fund

## Looking Further Ahead

- Undertake concurrent pit backfill and concurrent site reclamation
  - Waste rock and coarse gangue will be used to substantially backfill the pit starting at approximately the seventh year of operation. This will prevent a pit lake and allow for topography that blends into the surrounding landscape

# Spotlight: Planning for Closure Before Starting

In designing Thacker Pass, we planned for closure before we started construction. In 2019, we entered into a mine design, consulting and mine operations agreement with Sawtooth Mining, a NACCO Natural Resources company. Sawtooth has exclusive responsibility for the design, construction, operation, maintenance, mining and mine closure services for Thacker Pass.

NACCO Natural Resources brings a 110-year old legacy of mining experience through the NACCO portfolio of companies. Their extensive reclamation history has earned them 99 federal and state awards for environmental excellence in the last 45 years, with more than 60,000 acres of land reclaimed, 66 miles of streams reconstructed and more than 1,400 acres of wetlands restored. In addition, NACCO has planted more than 10 million trees.

For Thacker Pass, plans are in place to initiate reclamation at the earliest economically and technically feasible date on portions of disturbed areas that are no longer required for operations. This early initiation of concurrent pit backfill and concurrent site reclamation will stabilize soil, reduce dust and naturalize runoff.

Activities will include recontouring, regrading, scarifying, placing of growth media and revegetating disturbed areas. Facility footprints, roads, stockpiles and other miscellaneous surface disturbances will be reclaimed concurrently when they are no longer required for operations. Additionally, the gradual but permanent reclamation of bench slopes for the clay tailings filter stack, coarse gangue stockpiles and waste rock storage facility will occur concurrently with the operational phase of the project.

In February 2022, Lithium Americas received its Reclamation Permit from NDEP-BMRR, approving the Company's reclamation plan for the first 10 years of operations. In February 2023, Lithium Americas posted satisfactory surety for reclamation to initiate the initial earth clearing and grubbing phase of construction. The Company plans to post surety for the next 10 years of construction and operations in Q4 2023.

*Thacker Pass project location*

# Waste and Hazardous Materials

## Management Plan

At Lithium Americas, we manage our waste and hazardous materials safely and responsibly to protect human health, natural resources and the environment. We are using state-of-the-art processes to properly manage the waste generated by our activities. A detailed Management Plan for non-hazardous waste rock and gangue has been prepared for Thacker Pass (SRK, 2021). It requires us to:

- Collect extensive baseline data to characterize surface and subsurface water resources
- Conduct extensive geochemistry testing of waste materials and native materials that might come into contact with groundwater
- 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 substantially restore natural features
- Develop compliance-management and reporting systems

## Achievements

- No significant spills (as has been the case every year since 2019)
- Members of the operational leadership team attended the Sulphur Institute and TRANSCAER (Transportation Community Awareness Emergency Response) sulfur and sulphuric acid emergency response training and received certification

## 2023-24 Objectives

- Create detailed solid and hazardous waste management plans for construction

## Looking Further Ahead

- ISO 14001 certification
- Work with universities to study various byproducts to be applied for different uses, creating a circular economy




LITDC technician showcasing a filter press cake

# Spotlight: Filtered Dry Stacked Tailings

Thacker Pass is designed to store tailings using the filtered dry stacked method. Dry stacking is considered to be the safest, most stable and most sustainable method of tailings storage, as it eliminates the need for a traditional slurry tailings dam and results in zero liquid effluents leaving the process (as per our ZLD design). The significant amount of water obtained from filtering the tailings facilitates water recycling and reuse, and ultimately saves water that would otherwise be drawn from the groundwater aquifer.

In 2022, we completed a process update to neutralize the tailings material with limestone and recycled magnesium hydroxide to achieve a neutral pH of approximately seven. Counter-current decantation (CCD) is then used to wash all of the soluble salts from the tailings, leaving inert particles in water. This slurry is then filtered prior to sending it to the Clay Tailings Filter Stack (CTFS). This process change results in cleaner, more benign tailings material that is safer for the environment.

We are also working with universities to explore byproduct options for tailings materials, which may include future uses in agriculture, construction and roadway industries. The ultimate objective is to create a circular economy.



*Our Process Engineer inspects leach feed prior to an experimental run at the LITDC*

# Social

Lithium Americas is committed to creating a positive socio-economic impact and generating value for our stakeholders – including shareholders, employees and communities – throughout our development and operating activities.



Members of the Fort McDermite Paiute and Shoshone Tribe attend the LiTDC Inauguration

# Indigenous Peoples

## Management Plan

Lithium Americas strives to build collaborative and mutually beneficial relationships with the Indigenous communities associated with our activities. We have been working closely with the Fort McDermitt Paiute and Shoshone Tribe, which is the closest Indigenous community to Thacker Pass.

We are proactively engaging with the Tribe throughout the lifecycle of our project to better understand and address their interests and concerns, and to advance our shared priorities. We are committed to building collaborative and trusted relationships with local and Indigenous communities and recognize that the well-being of stakeholders and communities is essential for success. Understanding local priorities and concerns is central to our approach, and we work in the following ways to identify expectations and share ideas:

- Engaging as early as possible with Indigenous groups regarding decisions related to nearby project operations
- Continuing to build meaningful relationships with local communities to ensure they benefit from our project
- Working to mitigate potential negative impacts and to optimize social benefits related to project operations
- Hiring locally, particularly from Indigenous communities
- Promoting and enhancing relationships with guidance from relevant corporate policies and management plans:
  - Historic Properties Treatment Plan (HPTP)
  - Community Benefits Agreement
  - Community and Stakeholder Engagement Plans
  - Social, Economic and Fiscal Impact Assessments

## Achievements

- Signed a Community Benefits Agreement with the Tribe
- Drafted plans and provided them to the Tribe for feedback; for a multi-purpose facility that would provide a quality preschool facility, a cultural center, a covered picnic area, a playground and a greenhouse.
- Provided heavy equipment operator training for Tribe members on tribal lands
- Sponsored a cultural monitor training program, allowing Tribe members to act as cultural monitors and assist with field activities regarding cultural resource investigation and mitigation at Thacker Pass

## 2023-24 Objectives

- Continue to work with the Tribe to provide workforce development training
- Continue to explore a UNR program to sponsor housing for Indigenous students; while UNR tuition is typically covered for Indigenous students, housing is often an issue
- Finalize an Indigenous Peoples Development Plan for the Thacker Pass project

## Looking Further Ahead

- Continue working with local and Indigenous communities everywhere we operate with the view of creating shared value for all stakeholders

# Spotlight: Testimonials from the Cultural Monitor Training Program

With oversight and assistance from Tribe members — two of whom provide feedback below — Lithium Americas enlisted Far Western Anthropological Research Group to complete cultural work on approximately 13,000 acres at Thacker Pass. This was a key requirement of the National Environmental Policy Act (NEPA) process. Work completed in summer 2022 confirmed no areas of archaeological significance were found.

## **Tribe Councilman:**

"I feel cultural monitoring is a good thing because it's pretty much preserving the history of this area, which goes beyond the verbal history of our ancestors. There are things we're dealing with that are hundreds, thousands, millions of years old."

## **Tribe member:**

"My experience was exciting out there, listening to the archaeologists talk about the artifacts and answering all my questions. I learned quite a bit about artifacts, how they were made, where these artifacts came from, and how they came about. To me, it looked like they were used for hunting and as tool-making materials. I learned quite a bit out there and I wanted to share my story with some of the older Elders so they can get a better understanding of what our role out there at Thacker Pass was."



Cultural work performed during spring/summer 2022

# Local Communities and Community Relations

## Management Plan

Lithium Americas strives to build collaborative and mutually beneficial relationships with the local communities associated with our activities. We proactively engage with these communities throughout the lifecycle of our projects to better understand and address their interests and concerns, and to advance our shared priorities. We are committed to building collaborative and trusting relationships with local communities and recognize that the well-being of stakeholders and communities is essential for success. Understanding local priorities and concerns is central to our approach, and we work in a variety of ways to identify expectations and share ideas. Our shared value approach required us to:

- Engage as early as possible with communities regarding decisions related to nearby project operations
- Implement leading engagement practices to build meaningful relationships
- Work to mitigate potential negative impacts and to optimize social benefits related to project operations
- Hire locally where possible
- Promote and enhance relationships with guidance from relevant corporate policies and management plans:
  - Cultural Technical Reports
  - Community Benefits Agreements
  - Community Relations
  - Community and Stakeholder Engagement Plans
  - Social, Economic and Fiscal Impact Assessments

## Achievements

- Collaborated with the Humboldt County School District and the BLM on finalizing the design and location of a K-8 school in Orovada
- Opened the Lithium Technical Development Center (LiTDC) in Reno, Nevada



Heavy equipment operator training participants

- Continued to participate in a Work Group with members of TPCCG to develop agreements to guide project construction and operations
- Commenced and completed (in July 2023) traffic improvements and safety upgrades at the intersection of US-95 and SR293 in the local Town of Orovada, in coordination with the Nevada Department of Transportation (NDOT) and developed in consultation with the local communities

## 2023-24 Objectives

- Finalize the transfer of ownership of the K-8 school in Orovada
- Complete the necessary engineered drawings to allow the school project to be submitted for construction bids

## Looking Further Ahead

- Begin construction of the K-8 school in Orovada

# Spotlight: LiTDC Launches in Reno

On July 20, 2022, Lithium Americas celebrated the inauguration of our new 30,000-square-foot Lithium Technical Development Center (LiTDC) in Reno, Nevada. The LiTDC was developed to demonstrate the chemical process designed for Thacker Pass by replicating the flowsheet from raw ore to battery-quality lithium carbonate.

The LiTDC is also supporting ongoing optimization work, confirming assumptions in the design and operational parameters of Thacker Pass and producing product samples for potential customers and partners. The facility has been designed to conduct test work on new target ores and brines, and contains a state-of-the-art analytical laboratory capable of analyzing ultra-pure lithium compounds. Lithium Americas and UNR are collaborating on this commercial work, while also educating the next generation of engineers and researchers who will play an essential role in curbing harmful carbon emissions.

*Lithium Technical Development Center in Reno, Nevada*

# Employee, Vendor and Supplier Relations

## Management Plan

Lithium Americas is driven by our people. We are committed to fostering good relations with our employees, vendors and suppliers, and to being an employer and partner of choice within our industry and communities. We strongly encourage direct interaction and two-way dialogue between management and employees, vendors and suppliers as part of our open-door approach. To magnify the benefits of our operations we are committed to hiring and buying locally whenever possible.

As part of our onboarding process, new employees are provided with all applicable company policies including our:

- Employee Handbook
- Code of Business Conduct and Ethics, which all employees must review and sign annually
- Whistleblower Policy and anonymous reporting program
- General Conduct and Progressive Discipline Policy
- Corporate Disclosure, Confidentiality and Securities Trading Policy
- Vacation and Leave Policy
- Paid time off (PTO) and Leave Policy
- Travel Policy
- Respectful Workplace Policy
- Expense Report Policy
- Remote Work Policy
- Commuter Benefits Policy
- DEI Policy

Employee rights are protected by these policies and applicable national legislation, and align with applicable employment standards.

Our open-door workplace culture encourages everyone to directly contact their supervisor, manager or Human Resources representative to address any questions, concerns or complaints.

We also recognize the importance of ensuring that vendors and suppliers in the supply chain comply with our environmental, social and governance commitments and practices. To manage associated risks, we are developing a vendor screening mechanism to prevent and mitigate negative impacts on the supply chain. Suppliers can be assessed across a range of criteria such as trade compliance, anti-corruption, human rights or child labour.

## Achievements

- Partnered with Nevada's Great Basin College to build a local workforce skilled in construction and maintenance by launching the BuildNV Core Construction Program
- Began work on the Workforce Hub facility in Winnemucca, Nevada
- Partnered on co-ops and internships with UNR's Natural Resources & Environmental Science and Engineering departments
- Implementation of a Human Resources Information System (HRIS) to effectively manage personnel data and track employee metrics
- In the first half of 2023, a DEI Policy was approved and adopted

## 2023-24 Objectives

- Implement a Drug and Alcohol Policy
- Progress a draft Anti-Corruption Policy for approval and adoption

## Looking Further Ahead

- Continue to support new and existing workforce training programs

# Spotlight: New Employment Opportunities Abound

Building Thacker Pass will require over 1,000 skilled workers. Operating Phase 1 will require over 300 people in family-supporting jobs, increasing to approximately 500 for Phase 2. To those ends, we are partnering with Great Basin College to develop training programs that allow Nevada students to explore in-demand career fields, and provide opportunities to participate in internships, work experience and apprenticeship programs.

Thacker Pass has numerous in-demand positions that will offer these students several paths that lead to middle- and higher-income salaries with benefits in fields ranging from construction equipment and mining operation to chemical lab work and environmental management.

In addition, we have entered into a memorandum of understanding with Bechtel Corporation (engineering, procurement and construction management (EPCM)) and the North American Building Trade Unions (NABTU) agreeing to a project labor agreement for major construction activities for Phase 1 of Thacker Pass.



*Our research engineer charges the crude lithium carbonate crystalizer*

# Talent Attraction, Development and Retention

## Management Plan

Lithium Americas is actively building and developing our team to ensure the long-term success of our business. We aim to attract, recruit, develop and retain the most talented people with diverse backgrounds, beliefs and perspectives to enhance innovation, creativity and employee engagement.

We build our workforce by providing employees, and potential employees, with opportunities to develop their skills and pursue fulfilling careers. Our management plan includes:

- Partnering with local academic institutions, businesses and other organizations to design workforce training options and build a pool of skilled candidates with diverse backgrounds
- Offering competitive wages, benefits, and compensation to attract skilled employees
- Conducting annual and semi annual performance reviews to support employees progress and develop
- Providing financial assistance for continuing education expenses for employees through our Education Reimbursement Policy, to enhance professional and career development opportunities
- Maintaining two-way communication and encouraging a culture where employees' voices are heard and respected
- Conducting skills training with local communities

## Achievements

- In 2022, we hired 20 new full-time employees and 15 interns and for the first half of 2023, we hired 23 new full-time employees and 15 interns
- Achieved 75th percentile for wages in Nevada
- Implemented a formal New Hire Orientation process
- In the first half of 2023, identified and acquired land for the Workforce Hub that will house approximately 1,000 workers during construction
- In 2023, three local Tribe members were hired as temporary laborers to support construction

## 2023-24 Objectives

- Continue to hire locally wherever possible
- To ensure both separated entities are set up for success following the Separation, identify roles required to be filled prior to the Separation and then recruit to fill the roles
- Initiate construction of the Workforce Hub

## Looking Further Ahead

- Complete construction of the Workforce Hub to prepare for peak construction

# Social and Economic Impacts

## Management Plan

Lithium Americas is committed to creating positive socioeconomic impact and generating value for our stakeholders — including shareholders, employees and communities — throughout our development and operating activities.

Developing Thacker Pass will provide indirect economic benefits through spending on goods and services. These contributions will add value to local communities beyond employment income and will support the prosperity of local businesses and services. To magnify the benefits of our operations we are committed to hiring locally and buying locally wherever possible.

We provide scholarships, heavy equipment operator training and cultural monitor training for Tribe members, reflective of the needs and interests of the local communities.

## Achievements

- For 2022, the total economic value<sup>1</sup> distributed in the U.S. in connection with the Thacker Pass project was \$46.7 million. At the Lithium Americas corporate level, which includes employees working on Argentine projects, the 2022 total economic value distributed was \$23.5 million

<sup>1</sup> Includes operating costs, wages and benefits, community contributions and government payments

## 2023-24 Objectives

- Hire locally wherever possible
- Report the results of a Thacker Pass baseline socioeconomic impact assessment for Humboldt County and the state of Nevada based on the Thacker Pass Feasibility Study, following engaging UNR's Cooperative Extension Economic Development team in early 2023
- Prepare Workforce Development Training in partnership with Great Basin College that will be offered to the local community, including the Tribe and the town of Orovada

## Spotlight: Locals Help Geophysics Team Prepare for Construction

Tribe member Jayson Crutcher and McDermitt resident William Ashby — who are depicted on the cover of this report — were among the first local people hired to help our geophysics team prepare for major construction by laying out leads, lines and electrodes. Here's what they had to say about the experience:

Jayson:

"I love working outside, and the income. For other tribal members, this work would be really good to help them learn and to better themselves. It's a great opportunity."

William:

"This project is a godsend for the community, and could lead to many opportunities in the future."

## Sustainable Benefits for Communities

In 2022, we contributed over \$150,000 to various community investments and charitable organizations in the communities where we operate.

In February 2022, the world changed and many of our employees were directly affected by the war in Ukraine, with their family and friends still in the country. Our employees pulled together to donate toward the relief efforts and Lithium Americas matched 100% of all the employee donations. Together, approximately \$100,000 was donated to multiple charities, including the Canadian Red Cross — Ukraine Humanitarian Crisis Appeal, USA for UNHCR — the UN Refugee Agency and UNICEF.

# Human Rights

## Management Plan

Lithium Americas is committed to upholding the rights and interests of workers and local communities across our supply chain and operations. We are committed to upholding fundamental human rights as defined in the UN's Universal Declaration of Human Rights.

We are working to align our formal policies and procedures with international standards and best practices. We are currently developing a corporate Human Rights Policy in line with the UN Guiding Principles on Human Rights. It will complement the company's current policies and programs designed to protect human and employee rights.

## Achievements

- No human rights violations were reported at any of our sites during the reporting period

## 2023-24 Objectives

- Develop and adopt a Human Rights Policy

# Diversity, Equity and Inclusion

At Lithium Americas, our vision for our people is to cultivate and sustain an inclusive culture that embraces diverse backgrounds and inspires each professional to achieve their highest potential in a supportive and equitable work environment.

## Management Plan

While doing business, we value diversity of thought, perspectives and approaches. We foster a workplace culture where employees feel valued and can freely express their insights and creativity. Our policies and operations align with all national legislation pertaining to equal opportunity and non-discrimination. Our Code of Business Conduct and Ethics outlines the principles and policies everyone is expected to comply with to create a workplace free from discrimination.



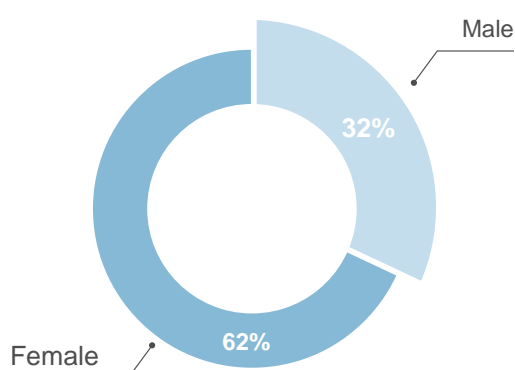
Member of the Tribe with then-Governor of Nevada, Steve Sisolak, at the LITDC inauguration in July 2022

# Diversity, Equity and Inclusion

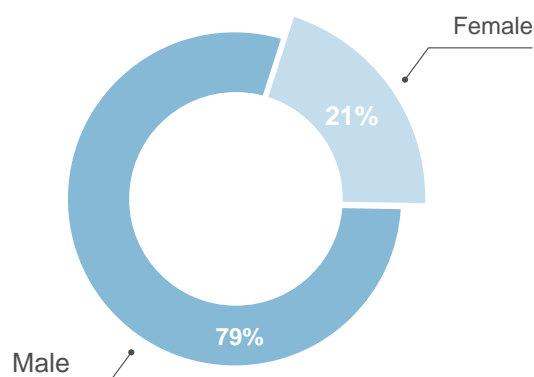
In the first half of 2023, we adopted a DEI Policy that promotes equal opportunities. Our DEI priorities consist of five pillars:

Employee Engagement	Building Competence	Embed in the Business	Recruitment and Retention	Review and Evaluate
<ul style="list-style-type: none"> <li>Cultivate culture and inclusions</li> </ul>	<ul style="list-style-type: none"> <li>Education and training</li> </ul>	<ul style="list-style-type: none"> <li>Business strategy, operations and processes</li> </ul>	<ul style="list-style-type: none"> <li>Talent and development</li> </ul>	<ul style="list-style-type: none"> <li>Data analytics, metrics and reporting</li> </ul>

## GENDER DIVERSITY FOR 2022 NEW HIRES



LITHIUM AMERICAS – CORPORATE



THACKER PASS

GENDER DIVERSITY AS OF JUNE 30, 2023					
	Male	Female		Male	Female
Lithium Americas – All Employees	44	35	Lithium Americas Corporate – North America	6	22
	56%	44%		21%	79%
Lithium Americas – Senior Management	10	4	Thacker Pass	38	13
	71%	29%		75%	25%

Gender diversity for our independent Board of Directors was 67% male, 33% female for 2022.

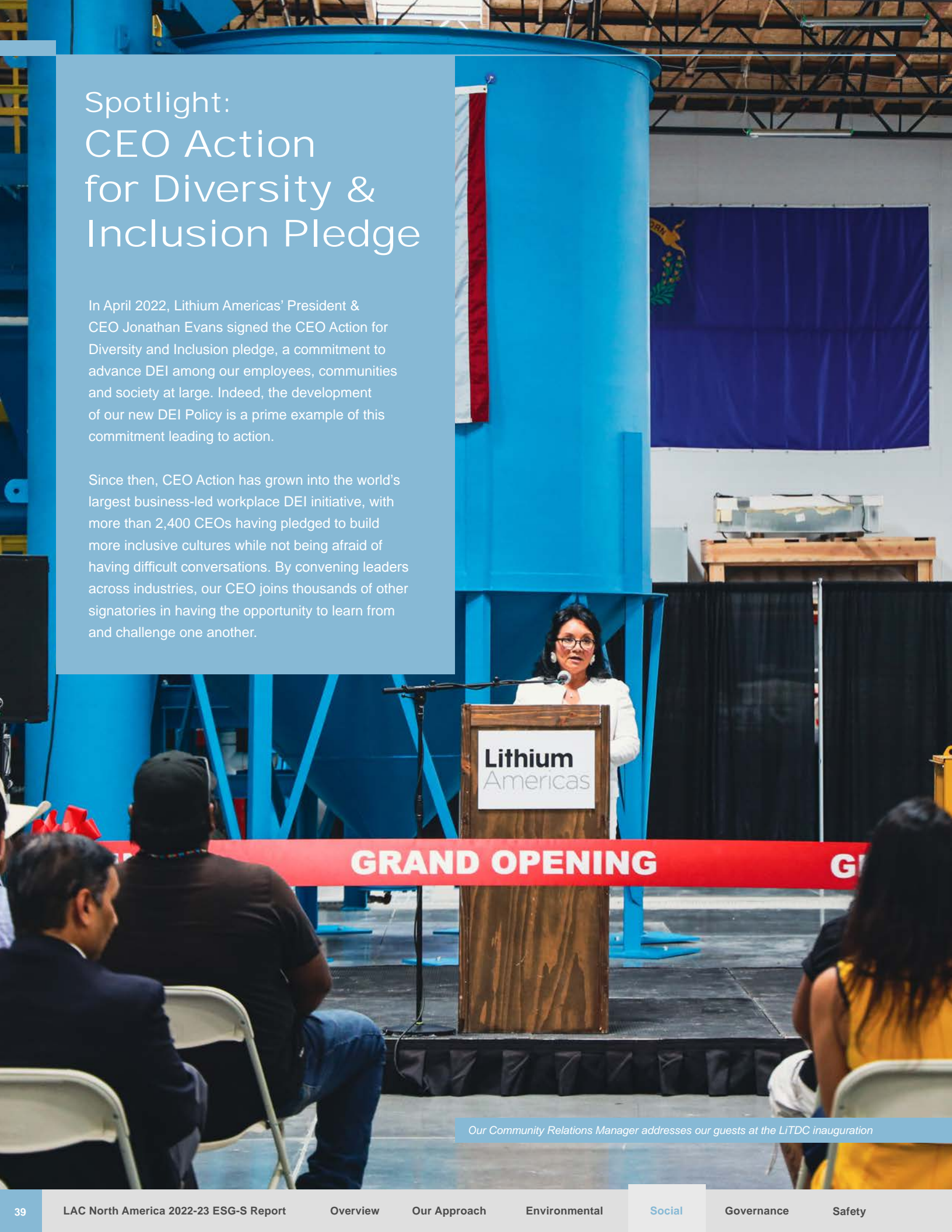
## Achievements

- Zero incidents of discrimination or corrective actions taken
- DEI training was conducted by a third-party facilitator, including education on DEI awareness and unconscious bias
- Lithium Americas' President & CEO signed the "CEO Action for Diversity & Inclusion" pledge
- In December 2022, we launched an employee resource group (ERG), a voluntary, employee-led forum for providing employees with support, mentorship and networking opportunities that aims to bring awareness to issues facing certain demographics and marginalized populations and to foster inclusivity by building a sense of belonging among our workforce

# Spotlight: CEO Action for Diversity & Inclusion Pledge

In April 2022, Lithium Americas' President & CEO Jonathan Evans signed the CEO Action for Diversity and Inclusion pledge, a commitment to advance DEI among our employees, communities and society at large. Indeed, the development of our new DEI Policy is a prime example of this commitment leading to action.

Since then, CEO Action has grown into the world's largest business-led workplace DEI initiative, with more than 2,400 CEOs having pledged to build more inclusive cultures while not being afraid of having difficult conversations. By convening leaders across industries, our CEO joins thousands of other signatories in having the opportunity to learn from and challenge one another.



*Our Community Relations Manager addresses our guests at the LiTDC inauguration*

# Child and Compulsory Labor

## Management Plan

Lithium Americas is committed to protecting the rights and interests of workers and communities across our supply chain and operations, including vulnerable populations such as Indigenous Peoples and children. We see this as an integral part of our social license to operate. Abolishing child and compulsory labor is a key principle and objective of major human rights instruments.

We also recognize that forced or compulsory labor is against human rights and national legislation. We will ensure the draft Human Right Policy (refer to Human Rights for more information) includes a clause against child labour (no one under the age of 18 is employed with the Company or any of their contractors).

Our recruitment processes are conducted in a transparent manner and in accordance with the principles of the International Labour Organization. All persons hired are required to verify their eligibility to work in Canada and the United States, as applicable, and to complete the required employment eligibility verification documentation upon hire, which verifies the age of employees, flagging any persons under the legal working age.



*Environmental monitoring at Thacker Pass*

# Governance

We strive to hold ourselves against the highest level of governance standards and focus on material ESG-S issues.

We are committed to complying with all laws and regulations where we operate, including where applicable, compliance with international declarations, conventions and treaties, as well as national, sub-national, regional and local regulations.

*Looking through drill core boxes*

## Regulatory Compliance

Lithium Americas is committed to upholding both the letter and spirit of applicable laws, standards, rules and regulations. We believe meeting or exceeding the expectations of regulators is essential to building and maintaining stakeholder trust.

We maintain an open dialogue with local, state and federal regulators to enhance our understanding of applicable laws and regulations, as well as our ability to comply with them. We revise our processes as regulations change over time in all phases of project development and lifecycle. This includes aligning our internal policies to reflect current disclosure, financial, environmental, labor and other regulatory requirements. Our Disclosure Committee is responsible for overseeing the company's public disclosure and for ensuring the accuracy and consistency of our public reporting.

## Spotlight: **Court Affirms** Regulatory Compliance and Environmental Integrity

In a 50-page ruling following a two-year review, on February 6, 2023, the Federal Court rejected arguments that Thacker Pass will cause unnecessary and undue degradation to the local sage grouse population and habitat, groundwater aquifers and air quality; and that the BLM failed to adequately assess the project's impacts on air quality, wildlife and groundwater. The Federal Court also rejected arguments that the BLM failed to adequately consider the impact of Thacker Pass on culturally or historically significant properties; and that BLM acted unreasonably or in bad faith in identifying Indigenous tribes for consultation before approving the project. Subsequently, in mid-July, the Ninth Circuit court unanimously affirmed the Federal Court's ruling including the decision to not vacate the ROD.



Setting up security and camera systems at Thacker Pass

# Ethics and Integrity

## Management Plan

At Lithium Americas, we value our reputation for honesty and integrity and believe it is essential to the success of our business. We expect and require the highest standards of ethical behavior from our people and from those working on our behalf. We do not tolerate bribery or corruption and we aim to be as transparent as possible in all business dealings and relationships.

Wherever we operate, we work to ensure that our business practices are compatible with, and sensitive to, economic and social priorities. Honesty and integrity must always characterize our business activities.

Our Board of Directors has adopted a Code of Business Conduct and Ethics detailing the highest standards of professional and ethical conduct with which everyone at Lithium Americas is expected to comply. As part of our internal audit process, all employees and contractors must annually review and sign off on the Code, confirming their compliance. No one at the company is permitted to achieve results through violations of laws or regulations, or through unscrupulous business dealings.

Lithium Americas 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. ESTMA requires disclosure of certain reportable payments over CAD\$100,000. For our Thacker Pass project, we made payments to governments totalling \$780,000 in 2022. Payments to government, including those below the ESTMA threshold totaled approximately \$1.2 million in 2022. Copies of our ESTMA reports are available on our website.

In 2022, the Company received a whistleblower complaint from a non-employee against one of our North American employees. Upon investigation, the complaints were unsubstantiated, and no further action was warranted.

## Achievements

- On February 7, 2023, we received a favorable ruling from the Federal Court, in the appeal filed against the BLM for the issuance of the ROD relating to Thacker Pass; subsequently, in mid-July, the Ninth Circuit court unanimously affirmed the Federal Court's ruling including the decision to not vacate the ROD
- Voluntarily participated in the IRMA Ready Pilot by completing a self-assessment of the draft standard for Thacker Pass



Battery-quality lithium carbonate samples are being produced from Thacker Pass ore at the LiTDC

## 2023-24 Objectives

- Continue to identify and address areas of opportunities for improvement, in preparation for commencing an external audit upon adoption of the IRMA Ready Standard for Responsible Mineral Exploration and Development framework

# Spotlight: LAC and IRMA

The Initiative for Responsible Mining Assurance (IRMA) Standard is the world's most stringent ESG framework with a strong emphasis on external assurance and stakeholder engagement. Project-level certification is based on independent third-party verification and certification against a comprehensive standard that covers all issues related to industrial-scale resource extraction.

In April 2022, Lithium Americas voluntarily participated in a pilot for the draft IRMA Ready Standard for Responsible Mineral Exploration and Development for Thacker Pass. The company completed a self-assessment of the draft standard by analyzing 405 requirements and commenting on 122 consultation questions.

The Company has since initiated an IRMA Ready gap analysis to prepare for a formal IRMA Ready external audit in 2024, following IRMA's integration of the IRMA Ready Standard into the broader IRMA Standard for Responsible Mining.



*We worked with the NDOT to upgrade the safety of this Orovada highway intersection*

# Health & Safety

## Management Plan

Health and safety excellence is one of our core principles. We seek to prevent, minimize and manage occupational health and safety risks for our employees, contractors and the communities where we operate.

We are currently developing a safety vision that will demonstrate the company's commitment to health and safety excellence. It will highlight our goal of zero harm through the implementation of industry best practices, risk prevention and regulatory compliance.

Our Crisis and Emergency Management response is driven by our Crisis Management Plan, which consists of a Corporate Management Team and Regional Management Teams.

## Achievements

- Developed an emergency preparedness framework that incorporates an organization-wide approach to preventing, preparing, responding to, and recovering from an emergency, underscored by crisis capacity building and training
- Implemented the SafeStart™ Program and VelocityEHS™ tool as key initiatives to strengthen our safety awareness and manage our safety performance
- Began preliminary work for road improvements in Orovada around the project site
- Formed an employee led safety committee that meets monthly to discuss safety and provide recommendations to management



Major earthworks construction commenced at Thacker Pass

## 2023-24 Objectives

- Continue progressing SafeStart training models
- Conduct VelocityEHS risk module training
- Establish Site Response Teams
- Commence implementation of ISO-45001 and ISO-14001 at the LiTDC
- Provide training courses through TRANSCAER (Transportation Community Awareness and Emergency Response) and the Sulphur Institute
- Complete Process Hazard Analysis (PHA) on the Thacker Pass process with an expert facilitator.

## Spotlight: SafeStart

SafeStart is the most successful advanced safety awareness and skills development program in the world. It has been proven to reduce injuries as much as 70% in a short time frame in over 3,000 companies in 60-plus countries. The program aims to help people avoid unintentional mistakes that lead to injury, helping them understand when they are most likely to make an injury-causing error and what to do to prevent the error in the first place. Instead of focusing on hazards, SafeStart focuses on an individual's state of mind or body. By providing human error prevention training, SafeStart improves overall workplace safety behaviors, reduces injuries, and instills a strong and consistent safety culture.



*Guests are provided safety goggles and a safety briefing prior to entering the LiTDC*

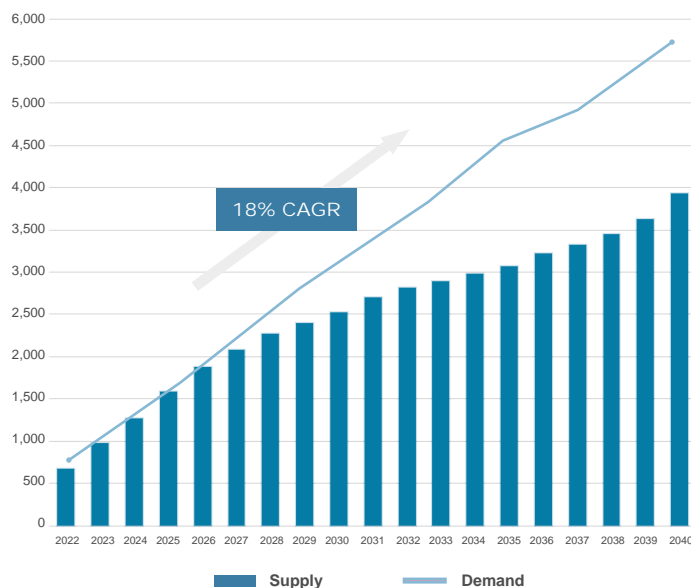
# About Lithium and the Path to Cleaner Energy

Lithium batteries are essential for a clean-energy future that relies on the expansion of carbon-free renewable energy and emissions-free EVs.

## What is Lithium?

Lithium is the lightest of all metals and is essential for powering a low-carbon future. Its unique properties allow lithium atoms to be discharged and recharged efficiently and repeatedly in batteries we use every day in our laptops, phones, EVs and much more. One tonne of lithium carbonate can power approximately 25 EVs. Additionally, lithium batteries are critical for storing large amounts of wind and solar-generated energy for distribution to power grids. This energy storage helps reduce GHG emissions while ensuring stable and predictable flows of electricity.

DEMAND SUPPLY BALANCE (kt LCE)



## How Lithium Contributes to Clean Energy

The GHGs released by traditional oil-based fuels are accelerating climate change. This has already had adverse effects on the world's natural environment and will continue to degrade the ecosystems we rely on.

The utility and transport sectors are two of the main emitters of GHGs, and without significant reductions from these sectors the goal of the Paris Agreement to limit global warming to 1.5 C is unlikely to be achieved. Global leaders have joined together to reduce GHG emissions by 50% by 2030, and to reach net-zero emissions globally by 2050. A lithium battery stores energy in its cells – as opposed to generating energy by combusting fossil fuels in gasoline and diesel engines – and can be recharged with renewable electricity, contributing to a fossil-free economy and clean-energy future.

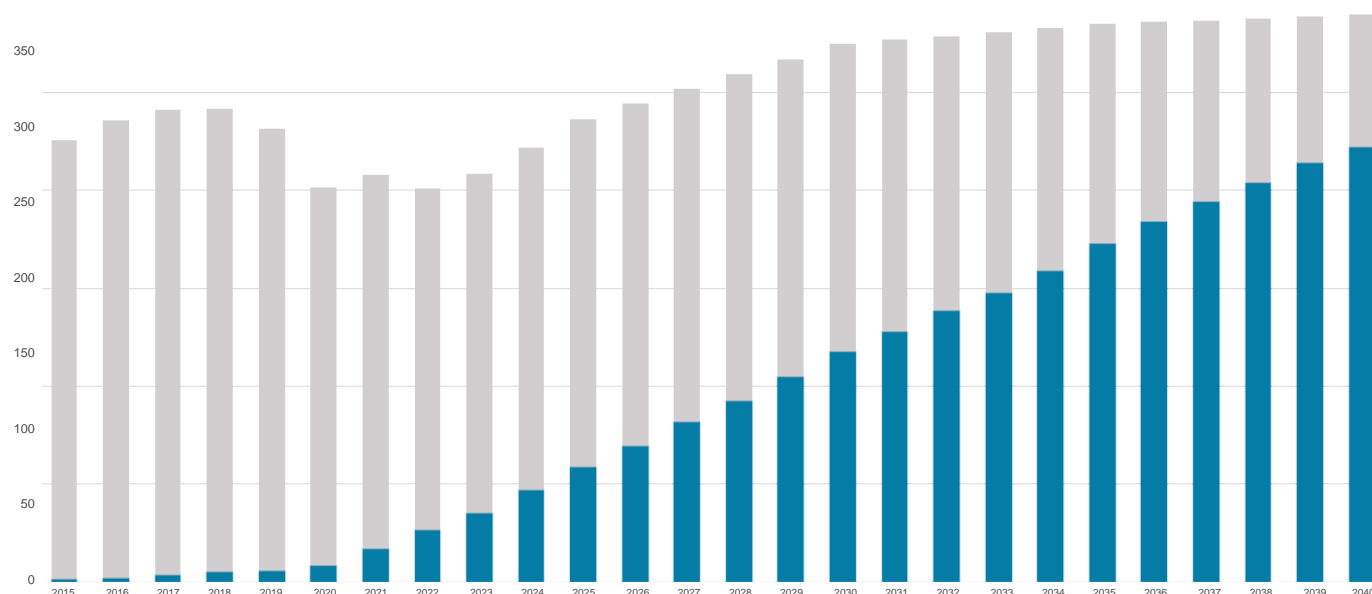
Battery demand is projected to increase by over 2,000% between 2023 and 2040.<sup>1</sup>

# About Lithium and the Path to Cleaner Energy

## EV PENETRATION RATE<sup>1</sup>

■ Total Electric Vehicles Sold - Base

■ Total Vehicle Sales World - Passenger Car, Light Duty Vehicles, Buses and Coaches



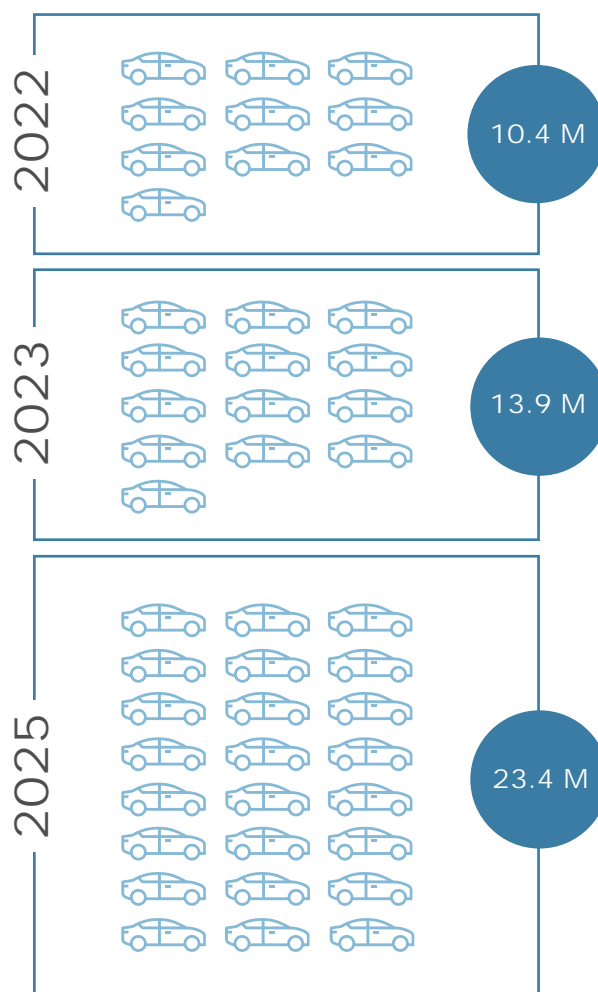
## Soaring Demand for Lithium<sup>1</sup>

The current global supply of lithium is not enough to meet future demand. While global production levels are estimated at approximately 900,000 tonnes for 2023, demand by 2030 is forecasted to reach almost 3 million tonnes. This soaring demand for lithium is fueled predominantly by EV sales. Experts forecast EV demand to increase at a compound annual growth rate (CAGR) of 18% over the coming 10 years, and stationary storage demand to grow at a CAGR of 12% over the same period.

Globally, policymakers have set targets to ban the sales of internal combustion engine vehicles to meet clean air objectives. In turn, many major automakers have announced plans for fully electric product lines. The world needs more lithium production to meet these global targets, and Lithium Americas is poised to respond.

<sup>1</sup> Benchmark Intelligence, Q2 2023.

## EV SALES AS SHARE OF TOTAL CARS<sup>1</sup>



Represents 1 Million  
Electric Vehicle Units Sold - Base

# 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: construction of the Thacker Pass project, and timing thereof; 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, and that a benefits agreement will be agreed upon with the local Indigenous community and the terms thereof; expectations that the Thacker Pass project will contribute to the development of a domestic lithium supply chain the United States; expected benefits of future production, including that such supply will support a low-carbon economy; the goal of achieving ISO certification related to certain safety standards within the first year of commercial production at the Thacker Pass project; 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 tribal 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 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 (including in relation to comparables), 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 and interim 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.

# GRI and SASB Index

MATERIAL TOPIC	GRI	DISCLOSURE	LOCATION
General Disclosures			
	GRI 2-1	Organizational details	About Our Company, p. 4 and About Our Operations, p. 5
	GRI 2-2	Entities included in the organization's sustainability reporting	About Our Company, p. 4 and About Our Operations, p. 5
	GRI 2-3	Reporting period, frequency and contact point	About This Report, p. 2
	GRI 2-6	Activities, value chain and other business relationships	About Our Operations, p. 5
	GRI 2-7	Employees	Diversity, Equity and Inclusion, p. 37-38
	GRI 2-9	Governance structure and composition	Governance & Organizational Structure, p. 10 2023 Management Information Circular
	GRI 2-10	Nomination and selection of the highest governance body	Governance & Organizational Structure, p. 10 2023 Management Information Circular
	GRI 2-11	Chair of the highest governance body	Governance & Organizational Structure, p. 10 2023 Management Information Circular
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Governance & Organizational Structure, p. 10 2023 Management Information Circular
	GRI 2-13	Delegation of responsibility for managing impacts	Governance & Organizational Structure, p. 10 2023 Management Information Circular
	GRI 2-14	Role of the highest governance body in sustainability reporting	Governance & Organizational Structure, p. 10 2023 Management Information Circular
	GRI 2-15	Conflicts of interest	2023 Management Information Circular
	GRI 2-16	Communication of critical concerns	2023 Management Information Circular
	GRI 2-17	Collective knowledge of the highest governance	2023 Management Information Circular
	GRI 2-18	Evaluation of the performance of the highest governance body	2023 Management Information Circular
	GRI 2-19	Remuneration policies	2023 Management Information Circular
	GRI 2-20	Process to determine remuneration	2023 Management Information Circular
	GRI 2-22	Statement on sustainable development strategy	Message from Jon Evans, Lithium Americas President & CEO, p. 6
	GRI 2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Policy, p. 10 and website Ethics and Integrity, p. 43
	GRI 2-27	Compliance with laws and regulations	Whistleblower Policy, p. 10 and website Regulatory Compliance, p. 42 Ethics and Integrity, p. 43
	GRI 2-28	Membership associations	About Our Company, p. 4
	GRI 2-29	Approach to stakeholder engagement	Stakeholder Matrix, p.13
	GRI 2-30	Collective bargaining agreements	Q2 2023 Management Discussion and Analysis (MD&A) for the period ending June 30, 2023

# GRI and SASB Index

Materiality			
	<b>GRI 3-1</b>	Process to determine material topics	Materiality Process, p. 12
	<b>GRI 3-2</b>	List of material topics	Our Material ESG-S Topics, p. 12
	<b>GRI 3-3</b>	Management of material topics	Energy and Emissions, p. 17 Water and Effluents, p. 20 Biodiversity, p. 23 Waste and Hazardous Materials, p. 26 Indigenous Peoples, p. 29 Local Communities and Community Relations, p. 31 Employee, Vendor and Supplier Relations, p. 33 Talent Attraction, Development and Retention, p. 35 Social and Economic Impacts, p. 36 Human Rights, p. 37 Diversity, Equity and Inclusion, p. 37-38 and 2023 Management Information Circular Child Labor and Compulsory Labor, p. 40 Regulatory Compliance, p. 42 Ethics and Integrity, p. 43 Health & Safety, p. 45

## Environmental

MATERIAL TOPIC	GRI	DISCLOSURE	LOCATION
Energy and Emissions			
	<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	Energy and Emissions, p. 17
	<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	Energy and Emissions, p. 17
	<b>GRI 305-4</b>	GHG emissions intensity	Energy and Emissions, p. 17
	<b>GRI 305-5</b>	Reduction of GHG emissions	Energy and Emissions, p. 17-19
	<b>SASB EM-MM-110a.2</b>	Discuss the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Energy and Emissions, p. 17-19
Water and Effluents			
	<b>GRI 303-1</b>	Interactions with water as a shared resource	Water and Effluents, p. 20, 22
	<b>GRI 303-2</b>	Management of water discharge-related impacts	Water and Effluents, p. 20, 22
	<b>GRI 303-3</b>	Water withdrawal	Water and Effluents, p. 22
	<b>GRI 303-4</b>	Water discharge	Water and Effluents, p. 22
	<b>GRI 303-5</b>	Water consumption	Water and Effluents, p. 22
	<b>SASB EM-MM-140a.1</b>	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Water and Effluents, p. 22
	<b>SASB EM-MM-140a.2</b>	Number of incidents of non-compliance associated with water quality permits, standards and regulations.	None, Water and Effluents, p. 21

# GRI and SASB Index

Biodiversity			
	<b>GRI 304-2</b>	Significant impacts of activities, products and services on biodiversity	Biodiversity, p. 23-25
	<b>SASB EM-MM-160a.1</b>	Description of environmental management policies and practices for active sites.	Biodiversity, p. 23-25
Waste and Hazardous Materials			
	<b>GRI 306-1</b>	Waste generation and significant waste-related impacts	Waste and Hazardous Materials, p. 26-27
	<b>GRI 306-2</b>	Management of significant waste-related impacts	Waste and Hazardous Materials, p. 26-27
	<b>SASB EM-MM-150a.9</b>	Number of significant incidents associated with hazardous materials and waste management.	None, Waste and Hazardous Materials, p. 26
	<b>SASB EM-MM-150a.10</b>	Description of waste and hazardous materials management policies and procedures for active and inactive operations.	Waste and Hazardous Materials, p. 26-27
	<b>SASB EM-MM-540a.2</b>	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Waste and Hazardous Materials , p. 27

## Social

MATERIAL TOPIC	GRI	DISCLOSURE	LOCATION
Indigenous Peoples			
	<b>GRI 411-1</b>	Incidents of violations involving rights of indigenous peoples	Indigenous Peoples, p. 29
	<b>SASB EM-MM-210a.3</b>	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict.	Indigenous Peoples, p. 29-30 Local Communities and Community Relations, p. 31
Local Communities and Community Relations			
	<b>GRI 413-1</b>	Operations with local community engagement, impact assessments, and development programs	Local Communities and Community Relations, p. 31-32
	<b>GRI 413-2</b>	Operations with significant actual and potential negative impacts on local communities	Local Communities and Community Relations, p. 31-32 2023 Annual Information Form
	<b>SASB EM-MM-210b.1</b>	Discussion of process to manage risks and opportunities associated with community rights and interests.	Stakeholder Matrix, p. 13-15 Local Communities and Community Relations, p. 31 2023 Management Information Circular Q2 2023 MD&A (for period ending June 30, 2023)
Employee, Vendor and Supplier Relations			
	<b>GRI 407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee, Vendor and Supplier Relations, p. 33
	<b>GRI 401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Management Information Circular
Talent Attraction, Development and Retention			
	<b>GRI 404-3</b>	Percentage of employees receiving regular performance and career development reviews	2023 Management Information Circular

# GRI and SASB Index

Social and Economic Impacts			
	<b>GRI 201-1</b>	Direct economic value generated and distributed	Social and Economic Impacts, p. 36
	<b>GRI 201-3</b>	Defined benefit plan obligations and other retirement plans	2023 Management Information Circular
Human Rights			
	<b>GRI 410-1</b>	Security personnel trained in human rights policies or procedures	Human Rights, p. 37
Diversity, Equity and Inclusion			
	<b>GRI 401-1</b>	New employee hires and employee turnover	Diversity, Equity and Inclusion, p. 38 2023 Management Information Circular
	<b>GRI 405-1</b>	Diversity of governance bodies and employees	Diversity, Equity and Inclusion, p. 38, 41 2023 Management Information Circular
	<b>GRI 406-1</b>	Incidents of discrimination and corrective actions taken	None, Diversity, Equity and Inclusion, p. 38
Child and Compulsory Labor			
	<b>GRI 408-1</b>	Operations and suppliers at significant risk for incidents of child labor	Child and Compulsory Labor, p. 40
	<b>GRI 409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Child and Compulsory Labor, p. 40

## Governance

MATERIAL TOPIC	GRI	DISCLOSURE	LOCATION
Ethics and Integrity, Regulatory Compliance			
	<b>GRI 2-26</b>	Mechanisms for seeking advice and raising concerns	Whistleblower Policy, p. 10 and website Ethics and Integrity, p. 43 2023 Management Information Circular
	<b>GRI 2-27</b>	Compliance with laws and regulations	Regulatory Compliance, p. 42 Ethics and Integrity, p. 43 Q2 2023 MD&A *(for the period ending June 30, 2023)
	<b>GRI 206-1</b>	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Integrity, p. 43

## Safety

MATERIAL TOPIC	GRI	DISCLOSURE	LOCATION
	<b>GRI 403-1</b>	Occupational health and safety management system	Health and Safety, p. 45-46
	<b>GRI 403-5</b>	Worker training on occupational health and safety	Health and Safety, p. 45-46
	<b>GRI 403-9</b>	Work-related injuries	Health and Safety, p. 45-46 Q2 2023 MD&A (for the period ending June 30, 2023)
	<b>SASB EM-MM-320a.1</b>	(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	Health and Safety, p. 45-46 Q2 2023 MD&A (for the period ending June 30, 2023)

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