

# Human Rights Policy

May 2024

## I. Objective

This Human Rights Policy (the “**Policy**”) outlines the commitment of Lithium Americas Corp. (“**LAC**” or the “**Company**”) to respecting all internationally recognized human rights standards. Specifically, we are committed to implementing the “Protect, Respect and Remedy” framework set forth in the United Nations Guiding Principles on Business and recognize the foundational principles identified in the International Bill of Human Rights and the International Labour Organization Conventions. The Company commits to addressing all human rights violations directly related to its business and operations and/or its stakeholders.

## II. Scope

We commit to respecting the rights of all persons at our operations, including our Workforce and Vendors, in addition to the members of the local communities where we operate. We will enforce this Policy within our Company and communicate our commitments and expectations to our Workforce, and we will engage with Vendors and any other external partners in a manner consistent with principles of this Policy.

## III. Definitions

“**Board**” means the Company’s Board of Directors.

“**Consultant**” means any person retained to provide professional consulting services to the Company and/or regularly works from the Company’s offices.

“**Contractors**” means any person working on a temporary or short-term basis for the Company.

“**Director**” means a member of the Board.

“**Employees**” means any individual hired directly by LAC or one of its subsidiaries.

“**Management**” means LAC employees who directly report to the Chief Executive Officer (“**CEO**”) or Chief Financial Officer (“**CFO**”), have an Executive Vice President or Senior Vice President title, or other Officers of the Company.

“**Officer**” means a LAC employee appointed by the Board or CEO in accordance with the Company’s Articles.

“**Personnel**” or “**Workforce**” means all LAC Directors, Management, Officers, Employees, Consultants, Contractors and anyone working at a LAC project, operation or office, or for LAC from another remote location.

“**Vendors**” means any person, corporation or other legal entity that provides goods or services to or on behalf of the Company. Vendors includes Consultants, suppliers, contractors, subcontractors and agents.

## IV. Specifics of the Policy

### 1. LAC Personnel

Our Personnel are the people who make up our Company. We aim to be an employer of choice, earning their respect and trust by promoting and protecting their human rights. Beyond that, we aim to foster an equitable, diverse and inclusive workplace, so that all persons feel welcome and enjoy working with us. To that end, we commit to:

- Oppose any form of child labour, forced labour or human trafficking in or around our operations;
- Provide equality of opportunity and treatment for the purposes of eliminating discrimination based on race, gender identity, sexual orientation, religion, nationality, social origin and status, indigenous status, disability, age or other characteristic of individuals unrelated to the individual's ability to perform work, consistent with the Company's Diversity, Equity and Inclusion Policy;
- Promote fair and honest treatment of our Personnel, guaranteeing reasonable hours consistent with the job performed, rest breaks and resources to perform the required job duties;
- Continue to make available the Company's confidential whistleblower channels for workers to communicate their grievances so that the Company may prevent, mitigate and remedy any and all incidents; and
- Reject any kind of discrimination, harassment or misconduct to provide a safe space for our Workforce, as per the Company's Respectful Workplace Policy.

### 2. Supply Chains and Vendors

Our Vendors are a key part of our business and we expect our Vendors to commit to respecting the foundational principles identified in the International Bill of Human Rights and the International Labour Organization Conventions and to cascade similar expectations throughout their own supply chain.

We aim to ensure our supply chain is compliant with the applicable rules and regulations, as well as the human rights standards that we hold ourselves to. To ensure consistency across our operations and throughout the lifecycle of our product, we commit to:

- Clearly communicate the Company's Human Rights Policy expectations to all potential Vendors;
- When onboarding Vendors, ensure that they will commit to abiding by the principles of this Policy or an equivalent policy maintained by the Vendor, and that the Vendor will obtain conforming commitments from any sub-contractors;
- Conduct human rights risk assessments of our supply chain, in addition to our internal operations; and
- Establish processes so that our Vendors may also convey any grievances they have that we will address and remedy where appropriate.

### 3. Local Communities

Much like the environment where we work, the local communities are impacted by our presence. We aim to ensure that impact is positive and long lasting, improving livelihoods during and after our operations. In order to ensure our local communities are protected and respected, we commit to:

- Utilise the processes and systems in place for our Personnel to ensure that our local communities can also communicate any and all incidents where the Company can help to prevent, mitigate or remedy human rights violations;
- Promote community participation in our operations through transparent communications and open dialogue channels;
- Encourage economic development and job opportunities, hiring locally where possible and providing training to local communities, putting special emphasis on historically disadvantaged groups such as indigenous populations and women; and
- Respect local culture and traditions by protecting their health and safety.
- Act in accordance with the Voluntary Principles on Security and Human Rights (Voluntary Principles) in providing security for operations in a manner that respects human rights, including engagement and

appropriate training with public and private security providers to ensure human rights are respected in the protection of company facilities and premises.

#### **4. Governance**

The Company commits to ensure that we meet the aforementioned human rights standards at all levels of the Company and at all of our operations globally, ensuring our Workforce and Vendors are aware of our commitments and expectations. We aim to do so through regular trainings, periodic assessments and independent audits.

Our Management is responsible for the governance of our Human Rights Policy, and the LAC Human Resources team is responsible for administering and ensuring its implementation and success. Reporting to the Board Safety and Sustainability Committee will be done annually, or more frequently if requested by the committee.

### **V. Reporting and Compliance**

Personnel are expected to report in good faith any suspected violations of this Policy as soon as possible. Reporting can be done through the whistleblower line as per the Company's Whistleblower Policy, or to your immediate supervisor, Human Resources, or to any member of Management (unless any of them were involved in the incident, then please report it only to those persons previously listed who were not involved). Any report will be fully investigated, documented and logged, and the Company will evaluate responses. The Company will use its best efforts to keep the identity of those involved confidential without the permission of those who were the target of or who witnessed the incident, and only then if the Company determines there is a bona fide business or other purpose for doing so.

We prohibit retaliatory action against any person who, in good faith, reports a possible violation; however, it is unacceptable to file a report knowing it to be false.

Failure to comply with this Policy will be subject to disciplinary measures, up to and including discharge from the Company.

### **VI. Interaction with Other Policies**

This Human Rights Policy supplements and should be read in conjunction with the Company's other policies that may be applicable to our Workforce and Vendors, including without limitation the Company's Code of Conduct; Whistleblower Policy; Corporate Disclosure Policy; Securities Trading Policy; Respectful Workplace Policy; Diversity, Equity and Inclusion Policy; and others that may be adopted and as listed on the Company's Governance website.

### **VII. Amendments**

This policy will be reviewed from time to time and may be updated or replaced with the authorization of Management or the Company Board of Directors or its committees.

Effective Date: May 24, 2024

Approved by: Board of Directors