

Diversity, Equity and Inclusion Policy

October 2023

I. Objective

The objective of this Diversity, Equity and Inclusion (“**DEI**”) policy (the “**Policy**”) is to guide Lithium Americas Corp. (“**LAC**” or the “**Company**”) in cultivating an inclusive work environment focused on a sense of belonging where everyone can achieve their fullest potential. We aim to foster a culture where each individual feels valued, and where they can freely express their beliefs, suggestions and perspectives. Our people are our most important asset.

The Company’s DEI vision is to cultivate and sustain an inclusive culture that embraces diversity and inspires each professional to achieve their highest potential in a supportive and equitable work environment.

II. Scope

DEI is about respecting the unique characteristics of every team member and creating an environment where they feel comfortable bringing their authentic selves to work. We embrace and encourage individual differences in age, ethnicity, national origin, race, religion, disability, family or marital status, gender identity or expression, sexual orientation, language, physical and mental ability, political belief, socio-economic status, veteran status and other characteristics that make our workforce unique.

We believe that an inclusive and supportive work environment leads to increased employee engagement and productivity, greater creativity and innovation, improved decision-making and enhanced recruitment and retention, all of which is paramount to the long-term sustainable success of our business.

This Policy extends to the Company’s Workforce, including Consultants, Contractors, Employees, Officers and Directors, regardless of their position at the Company.

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.

“**Workforce**” means all LAC Management, Officers, Employees, Consultants, Contractors and anyone working at a LAC project, operation or office.

IV. DEI Priorities

To further promote DEI at the Company, we have developed and implemented company-wide priorities to actively support and advance DEI initiatives:

Employee Engagement	Building Competence	Embed in the Business	Recruitment and Retention	Review and Evaluate
Cultivate culture and inclusion	Education and training	Business strategy, operations and processes	Talent and development	Data analytics, metrics and reporting

V. Guiding Principles

To achieve our DEI vision and priorities, we are committed to the following guiding principles:

- A. Treating everyone with respect and dignity;
- B. Creating a positive, safe and inclusive culture that embraces individual differences and contributions;
- C. Fostering a work environment that is free from discrimination, sexual and non-sexual harassment, racism, bullying, physical or emotional harm and/or hostility;
- D. Developing programs focused on achieving greater diversity and inclusivity at all levels and locations in which we operate;
- E. Adopting recruitment, selection, promotion, compensation and benefits processes and procedures that support a diverse, equitable and inclusive work environment;
- F. Providing fair access to professional development opportunities, resources and experiences for learning, growth and advancement;
- G. Sharing the responsibility towards eliminating any barriers or unconscious biases;
- H. Embracing and reflecting the diversity of communities in which we operate;
- I. Promoting awareness and providing training on the principles of DEI; and
- J. Engaging as inclusively as possible and developing strong relationships with all external stakeholders.

VI. Governance

Our commitment to DEI is reflected within all levels of our Company, beginning with our Board of Directors, which takes into consideration diversity of skills and experiences in the selection criteria for new Directors and Officer appointments.

This policy is overseen by the Vice President of Human Resources, and together with the CEO, they report on DEI progress and efforts to the Governance and Nomination Committee, as well as periodically review this Policy for

updates as required. The Company's commitment to developing a diverse, equitable and inclusive workforce is also reflected in the Respectful Workplace Policy.

VII. Interaction With Other Policies

This Policy supplements and should be read in conjunction with the Company's other policies, including without limitation the Company's Code of Conduct, Whistleblower Policy, Corporate Disclosure Policy, Securities Trading Policy, Respectful Workplace Policy and others that may be adopted and as listed on the Company's Governance website.

VIII. 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: October 4, 2023

Approved by: Board of Directors