



## Our People

### Our Vision and Commitment

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.

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

### Together, We Can Reshape Our Future

We are building a culture of innovation based on openness, trust, respect, honesty, integrity and accountability. We are committed to providing a positive, safe, diverse, equitable and inclusive work environment that is free of bullying, harassment and discrimination.

We have entered into a memorandum of understanding with the North American Building Trade Unions (NABTU) agreeing to a project labor agreement for major construction activities for Phase 1 of Thacker Pass. Building Thacker Pass is expected to require over 1,800 skilled workers during construction and approximately 360 people during operations.



### Lithium Americas is Driven by Our People

We value an inclusive work environment and diversity of thought, perspectives and approaches.

The following figures are as of December 31, 2023.

**Independent Board Members:**  
40% female

**Board Committee Chairs:**  
40% female

**Senior Management:**  
33% female

**Both the Board of Directors and Sr. Management:**  
30% from underrepresented groups

**Total Workforce:**  
39% female

**Thacker Pass Project Site Team:**  
37% female

**Thacker Pass Project Site Team:**  
16% Hispanic and 14% Native American

Visit our website at [lithiumamericas.com](https://lithiumamericas.com) to learn more about our:

[Board Members](#)

[Management Team](#)

[Career Opportunities](#)







## Talent Attraction, Development and Retention

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 workplace offers a collaborative and inclusive environment where you have the opportunity to work with leading professionals in the industry, extended health and wellness benefits, professional development opportunities for continued learning and career development and competitive compensation to retain the best employees.

## CEO Action - Diversity and Inclusion Pledge

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. To take this commitment to action, we have adopted a DEI Policy that promotes equal opportunity. Our DEI priorities consist of five pillars:

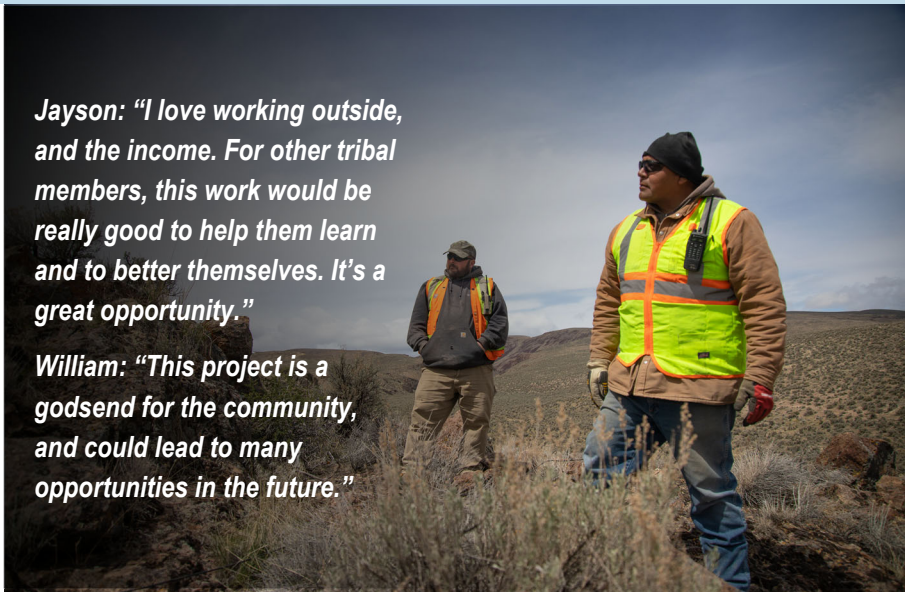
Employee Engagement	Building Competence	Embed in the Business	Recruitment and Retention	Review and Evaluate
Cultivate culture and inclusion	Education and training	Business strategy, operations and processes	Talent and development	Data analytics, metrics and reporting

## Committed to Hiring Locally

We are committed to employing locally to the extent possible. This means employing Nevadans and conducting skills training with local communities.

In 2023, over 70% of new hires to support Thacker Pass are local to Nevada and we hired eight Tribe members, three Duck Valley members living in Fort McDermitt and one Arizona Navajo living in Fort McDermitt.

Fort McDermitt Paiute and Shoshone Tribe member Jayson Crutcher and McDermitt resident William Ashby were among the first local people hired to help our geophysics team prepare for major construction in early 2023 by laying out leads, lines and electrodes.



*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."*

## For More Information

For more information on our environmental, social, governance and safety initiatives, **SCAN** or **click on this QR code** to visit our 2023 ESG-S Report:



## Cautionary Statements

This document should be read in conjunction with Lithium Americas Corp.'s news releases, latest Management Discussion and Analysis, Financial Statements, Technical Reports, Annual Report Form 20-F and Management Information Circular (collectively "Disclosure Documents"), available on our website at [www.lithiumamericas.com](http://www.lithiumamericas.com) or on SEDAR+ or EDGAR. This document contains "forward-looking information" within the meaning of applicable Canadian securities legislation, and "forward-looking statements" within the meaning of applicable United States securities legislation, and readers should read the cautionary notes contained in the latest Disclosure Documents. Scientific and technical information in this document about the Thacker Pass Project has been reviewed and approved by Rene LeBlanc, the Company's Chief Technical Officer and a qualified person under National Instrument 43-101 Standards of Disclosure for Mineral Projects ("NI 43-101"). Further information about the Thacker Pass Project, including a description of key assumptions, parameters, methods and risks, is available in the NI 43-101 technical report of Lithium Americas dated effective November 2, 2022 entitled "Feasibility Study National Instrument 43-101 Technical Report for the Thacker Pass Project, Humboldt County, Nevada, USA" available on SEDAR+. **All figures presented are in US Dollars unless otherwise noted.**

## Connect With Us

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