

The text 'Our People' is written in a large, bold, white font on a dark background. It is located in the bottom left corner of the top photograph, which shows a group of employees in green shirts.

### Our People 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.

### 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.

### Our Values

#### Act with Integrity

We value honesty, transparency and trust. We do the right thing and act as owners to deliver on our commitments.

#### Be a Collaborative Partner

We respect each other and work together to produce positive results. We embrace and celebrate diversity of thought and experience. We partner with our stakeholders to support our common goals.

#### Be Responsible and Act with Care

We put our people first, prioritizing their safety, health and wellbeing. We care for our local communities by advancing shared priorities. We are responsible stewards of the environment.

#### Commit to Excellence and Drive Innovation

We are driven by our people, empowering and challenging them to deliver excellence. We seek innovative and continuous improvement opportunities to create sustainable value.

### 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) for a project labor agreement for major construction activities for Phase 1 of Thacker Pass. Construction of Phase 1 is expected to create over 2,000 jobs.





## Building a Safe, Respectful and Inclusive Culture

Our culture is fostered by our people. By providing employees with training on our governance policies, it helps ensure that they have the knowledge and tools to uphold our company values. The following training programs are included in onboarding, in addition to annual compliance:

- (1) Code of Conduct Training (including Human Rights and Integrity Policy)
- (2) Occupational Health and Safety Training
- (3) Cultural Awareness Training
- (4) Anti-Harassment Training
- (5) Cybersecurity Training

## Employee Resource Group

In 2022, we launched a Multicultural Employee Resource Group (ERG). The ERG is employee-led with a focus on company-wide outreach and inclusiveness for all. Their mission is: "To learn about and celebrate the cultures within our organization and the communities we serve through educational initiatives, cultural events and open dialogue. We believe embracing our differences makes us stronger and more innovative".

## Committed to Hiring Locally

We are committed to hiring locally where possible. Our contractors, Bechtel and Sawtooth, have participated in multiple recruiting events in Winnemucca and near the Fort McDermitt Paiute and Shoshone reservation in an effort to hire locally where possible. In 2024, ~25% of Sawtooth's Heavy Equipment Operators are members of the Fort McDermitt Tribe. In early 2025, we hired the first 10 union craft employees for construction at Thacker Pass, seven of which are from northern Nevada.

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



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

[Board Members](#)



[Management Team](#)



[Career Opportunities](#)



## Cautionary Statements Regarding Forward-Looking Statements

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

All figures presented are in US Dollars unless otherwise noted.

## Connect With Us

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