

## I. Objective

The objective of this Inclusion and Belonging (“**I&B**”) 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. Our people are our most important asset. We aim to foster a culture where each individual feels valued and where they can freely express their beliefs, suggestions and perspectives.

Our vision for our people is to cultivate and sustain an inclusive culture that embraces diversity and inspires each professional to achieve their highest potential in a supportive and welcoming environment.

## II. Scope

I&B 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 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. I&B Priorities

To further promote I&B at the Company, we have implemented company-wide priorities to actively support and advance I&B 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. Responsibilities

Creating an inclusive workplace where all employees feel a sense of belonging is a shared responsibility. Every individual plays a role in fostering a respectful, supportive and inclusive work environment. The following responsibilities outline expectations for leaders, managers and employees to ensure that inclusion and belonging remain an integral part of our culture and daily interactions.

- A. Leadership sets the tone for an inclusive and supportive culture, where success is inspired by merit, skills and the contributions of every individual. They will establish a consistent approach across teams, fostering an environment where every individual has the opportunity to contribute and grow.
- B. Managers play a crucial role in creating an environment where individuals feel valued, supported and empowered to thrive. They are expected to provide opportunities to empower and challenge the Workforce and evaluate performance based on objective criteria, such as skills and demonstrated competencies.
- C. Employees are encouraged to contribute to a culture of inclusion and respect by supporting their colleagues, valuing diversity of thought and experience and fostering a collaborative environment where everyone feels respected and empowered to succeed.

## VI. Guiding Principles

We are committed to the following guiding principles to meet our I&B Policy priorities:

- 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 aimed at promoting inclusion, diversity and a sense of belonging across all levels and locations in which we operate;
- E. Upholding recruitment, selection, promotion, compensation and benefits processes that reflect our commitment to merit and are designed to support an inclusive work environment;
- F. Providing all employees with fair access to experiences for learning, growth and advancement;

- G. Sharing opportunities to grow together by appreciating our differences and varied backgrounds, while striving to eliminate biases.
- H. Embracing and reflecting the diversity of communities in which we operate;
- I. Promoting awareness and providing training on the principles of I&B; and
- J. Engaging as inclusively as possible and developing strong relationships with all external stakeholders.

## **VII. Governance**

Our commitment to I&B 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 I&B 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 an inclusive, supportive and diverse Workforce is also reflected in the Respectful Workplace Policy.

## **VIII. 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, Human Rights Policy, Integrity Policy, Respectful Workplace Policy and others that may be adopted and as listed on the Company's Governance website.

## **IX. 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.

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**Approved by the Board of Directors**

**MARCH 27, 2025**