

# Human Rights Policy

January 2025

## I. Purpose

Lithium Argentina AG (“**Lithium Argentina**” or the “**Company**”) acknowledges the importance of human rights and thus makes a series of commitments in relation to respecting and observing all internationally recognized human rights charters. The Company aims to earn the respect and trust of all stakeholders by promoting and respecting human rights which are principles that are part of its core values. Beyond that, it aims to foster an equitable, diverse, and inclusive workplace. The term “Company” shall include Lithium Argentina’s subsidiaries unless the context dictates otherwise.

## II. Scope

### 1. General

The Human Rights policy (the “**Policy**”) applies to respecting the rights of all persons at our operations and supply chain, including the Workforce and Vendors, in addition to the members of the local communities where the Company operates. All members of our Workforce, Officers and Directors, are required to abide by this Policy. The Company will enforce this policy within, and communicate its commitments and expectations to, its contractors and vendors, as well as to any other external partners that it engages with.

### 2. Application to Minera Exar S.A.

This Policy has also been adopted by Minera Exar S.A. (“**Minera Exar**”) as a policy of Minera Exar applicable to all of its employees, directors, officers, and consultants. Minera Exar embraces the principles this Policy and will enforce it as part of its policies and procedures. Lithium Argentina shall have no responsibility or liability to enforce this Policy insofar as it applies to Minera Exar. Unless otherwise specified, references to the “Company”, “we”, “our”, or “us” in the definitions below and in other sections of this Policy shall refer to Minera Exar and its subsidiaries in so far as it relates to the application of this Policy to Minera Exar and/or its subsidiaries, their business and operations and their employees, directors, officers and consultants. Minera Exar may adopt additional policies and procedures for the implementation and administration of this Policy.

## III. Definitions

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

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

**“Executive Management”** means the Executive Chairman, the Chief Executive Officer (“**CEO**”), Chief Financial Officer (“**CFO**”) and the Executive Vice President, Corporate Development.

**“Officer”** means an individual appointed by the Board or CEO as an officer in accordance with the Company’s Articles of Association.

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

**“Workforce”** means all employees of the Company and its subsidiaries, and consultants and anyone working at a Company project, operation, or office.

**“Human Rights”** as the term is defined by the United Nations Office of the High Commissioner: Human rights are rights we have simply because we exist as human beings - they are not granted by any state. These universal rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, color, religion, language, or any other status.

## IV. Specifics of the Human Rights Policy

### 1. Commitments and Assessment

The Company is committed to implementing the United Nations “Protect, Respect and Remedy” framework to respect the United Nations international human rights standards including, but not limited to, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, Argentine Law 26,842 on Modern Slavery and the International Covenant on Economic, Social and Cultural Rights.

Commitments include:

- A. Upholding and respecting the protection of Human Rights.
- B. Incorporating respect of Human Rights into our management, governance, and operational practices, opposing and addressing all human rights violations directly related to the Company’s operations and/or its stakeholders, as well as taking action to prevent or mitigate its contribution to adverse human rights impacts and seek to influence responsible parties.
- C. Opposing any form of child labor, forced labor or human trafficking in or around our operations.
- D. Ensuring equal remuneration for employees that hold the same or similar positions commensurate with equal qualifications required for the role and work performed in equivalent jurisdictions.
- E. Promoting fair and honest treatment of our workers, guaranteeing reasonable hours consistent with the job performed, rest breaks, and resources to perform the required job duties.
- F. Continuing to make available the Company’s confidential whistle-blower channels for workers to communicate their grievances so that the Company may prevent, mitigate, and remedy all incidents.
- G. Rejecting any kind of discrimination, harassment, or misconduct to provide a safe space for our Workforce, as per the Company’s Respectful Workplace Policy.
- H. Making this Policy publicly available on the Company’s corporate website for all internal and external stakeholders to review.

### 2. Ongoing Assessment

The Company will develop a process – with a defined governance structure and cadence – to identify and assess potential Human Rights impacts from our operations, mining project activities, and business relationships. These may be assessed alongside financial risks and feature in a corporate risk matrix as Human Rights risks.

These assessments should:

- A. Follow a credible process/methodology.
- B. Be carried out by competent professionals or personnel.
- C. Draw on internal and/or external human rights expertise, and consultations with potentially affected rights holders and other relevant stakeholders.

### **3. Supply Chains and Vendors**

Vendors are a key part of the business, and the Company aims to ensure our supply chain is compliant with the applicable rules and regulations, as well as the Human Rights standards that it holds itself to. To ensure consistency across its operations and throughout the lifecycle of its product, the Company commits to:

- A. Establishing processes for Human Rights due diligence for potential Vendors, on a risk-appropriate basis.
- B. Clearly communicating our Human Rights Policy expectations to all potential Vendors and requiring that they share our commitment to respect Human Rights.
- C. Conducting Human Rights risk assessments of our supply chain, in addition to our internal operations.
- D. Establishing grievance redressal processes so that Vendors may convey any grievances and that these grievances will be addressed and remedied where appropriate.

### **4. Local Communities and Indigenous Peoples**

Indigenous peoples have specific protected status under the United Nations Organization because it is recognized that they often have deep-rooted and unique bonds with their ancestral lands and water bodies. These connections are intricately linked to their wellbeing, spiritual beliefs, cultural practices, and economic sustenance. We acknowledge this, and further recognise that indigenous peoples in various parts of the world have faced historical disadvantages, including discrimination, pervasive poverty, and enduring political and social inequities. Specifically, the Company adheres to the United Nations Special Rapporteur's Protect, Respect, Remedy Framework.

To ensure that local communities, whether these be Indigenous, partly Indigenous or non-Indigenous, are protected and respected, the Company commits to:

- A. Utilizing the processes and systems in place for its workers and suppliers to ensure that its local communities can also communicate all incidents where the Company can help to prevent, mitigate, or remedy human rights violations.
- B. Promoting community participation in its operations through transparent communications and open dialogue channels.
- C. Encouraging 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.
- D. Respecting local culture and traditions, protecting their peace, health, and safety.

All stakeholders – community and otherwise – shall have recourse to and information about a grievance mechanism that aligns with Human Rights principles, as well as other avenues through which they can voice concerns regarding Human Rights.

### **5. Security**

The Company works to maintain the safety, security and Human Rights of its employees, consultants, contractors, and local communities.

The Company safeguards the safety and security of its mining projects and pledges not to support any public or private security forces implicated in credible violations of Human Rights, breaches of international humanitarian law, or the excessive use of force.

## **6. Use of Firearms**

The use of firearms by any member of the Workforce may only be authorized by Executive Management in accordance with the Code of Business Conduct and Ethics. The Company is committed to upholding the highest standards of conduct and responsibility in the use of force and firearms. Our policy aligns with the United Nations Basic Principles on the Use of Force and Firearms. Without limitation to these principles, if authorized, the use of force and/or firearms at any Company project shall adhere to the following principles.

Specifically:

- A. Exercise of Restraint - Security personnel must prioritize and exhaust all reasonable measures to de-escalate situations and resolve conflicts using non-violent methods before considering the use of force.
- B. Proportional Use of Force - In circumstances where the use of force is unavoidable, it must be strictly necessary and the minimum required under the circumstances. The force applied should be proportionate to the threat encountered and suitable for the specific situation at hand.
- C. Restricted Use of Firearms - Firearms shall only be employed by specially trained personnel as a last resort, specifically for self-defense or the defense of others when there is an imminent threat of death or serious injury.

## **7. Governance**

The Company commits to ensure that we meet the aforementioned Human Rights standards at all levels of the company across its global operations, and its Workforce and Vendors are aware of its commitments and expectations. The Company aims to do so through regular trainings, periodic assessments, stakeholder engagement and independent audits.

Executive Management is responsible for the governance of this Policy and the Environment, Social and Governance (“ESG”) team of Lithium Argentina (and the applicable equivalent at Minera Exar) is responsible for administering and ensuring its implementation and success. Reporting to Lithium Argentina’s Sustainable Development Committee of the Board will be done annually, or as needed.

## **V. Interaction with Other Policies**

This 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 Business Conduct and Ethics and other policies currently in place or as may be adopted from time to time.

## **VI. Amendments**

This Policy will be reviewed periodically as determined necessary by Executive Management and, in the case of Lithium Argentina, by the Sustainable Development Committee of the Board and submitted to the Board for its approval. Any minor changes that do not impact the objectives of the Policy may be updated by Executive Management as necessary.

Approved by: Board of Lithium Argentina effective January 2025