2023 Scorecard and 2024 Targets

2023 Scorecard

KEY AREAS	2023 TARGETS	2023 RESULT
Health & Safety	Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.25 or less	Achieved 1.47; improved by 31% compared to 2022
Social	Roll out the Equinox Gold Social Management Standards across all sites	Not completed – Standards were revised. Advanced the development of implementation guides and social sustainability tracking software. Standards roll out will be completed in 2024
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.40 or less	Achieved 0.29; improved by 54% compared to 2022
	Prepare a corporate Water Stewardship Report	Achieved
Climate Change	Collect and compile site emissions data to monitor progress with GHG emissions reduction initiatives	Achieved
	Prepare a Climate Action Report	Achieved
Governance	Implement new Enterprise Risk Management application to improve efficiency and accessibility to data	Not completed – System requirements were defined and design was completed. Development and implementation will be performed in 2024
Transparency & Reporting	Increase the number of ESG indicators disclosed and improve data collection process	Achieved

2024 Targets

KEY AREAS	2024 TARGETS
Health & Safety	Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.00 or less
	Achieve across all operations Toward Sustainable Mining (TSM) Level A[1] rating for 100% of the Safety and Health protocol indicators and at least 95% of the Crisis Management protocol indicators
Social	Develop a corporate strategy for Equity, Diversity and Inclusion
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.26 or less
	Achieve across all operations Level A rating for at least 95% of the TSM Water Stewardship, Climate Change, and Biodiversity Conservation protocol indicators
	Achieve Level A rating for at least 85% of the TSM Tailings Management protocol indicators at relevant operations
Governance	Review our Supplier Registration Forms to ensure alignment with supply chain risks mitigation
	Implement and roll out new Enterprise Risk Management application to improve efficiency, data accessibility and risks reporting
Transparency & Reporting	Publish ESG Report following GRI and SASB reporting standards
	Continue development of our ESG data integration project

[1] TSM Level A is considered good practice by the Mining Association of Canada.