



ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT 2023

# BUILDING ON STRONG FOUNDATIONS

EQUINOX**GOLD**

# About Equinox Gold

Equinox Gold is a growth-focused Canadian mining company operating entirely in the Americas. We aim to be a leader in the mining industry with a reputation for excellence in community engagement, financial management, and responsible exploration, development and operations.



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## CONNECT WITH US



GRI and SASB Index Tables are available for download on our website at [www.equinoxgold.com](http://www.equinoxgold.com). Throughout this report, references to “we,” “our,” “us,” and “the Company” mean Equinox Gold Corp. All figures in this document are reported in United States dollars unless otherwise indicated.



# INTRODUCTION



## In This Section

- Message from the President & CEO
- Message from the Chair of the ESG Committee
- 2023 ESG Highlights
- Our Business at a Glance
- About This Report



# Message from the President & CEO



At Equinox Gold, sustainability and responsible mining have always been foundational to our operations. Our commitment to these principles is built into our culture, strategy, and the way we do business.

We put significant effort into formalizing policies and procedures to lay the foundation for excellence, and we continue Building on Strong Foundations to ensure these commitments resonate across all levels of the Company.

In 2023, notable strides were made in our ESG efforts as we:

- Beat all safety targets, realizing a 31% improvement compared to 2022 with a Total Recordable Injury Frequency Rate of 1.47 (our 2023 target was 3.25 or less)
- Beat all environmental targets, with a Significant Environmental Incident Frequency Rate of 0.29 (our 2023 target was 1.40 or less)
- Continued to implement best practices for tailings and heap leach management across our portfolio

- Reduced greenhouse gas emissions by 4% as we advance our target of achieving a 25% reduction by 2030
- Initiated the process to implement a comprehensive water stewardship strategy
- Improved our community and Indigenous engagement practices and achieved Towards Sustainable Mining Level A performance for the Indigenous and Community Relations protocol at 100% of our operating mines and Level AA at 60% of our operating mines
- Invested \$9.5 million to support local community projects and non-profits
- Launched our Supplier Code of Conduct to ensure suppliers adhere to our high standards of responsible business

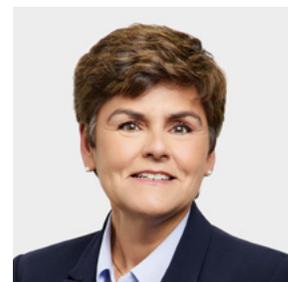
We also faced challenges, including a fatality at our Santa Luz Mine in Brazil, which has deeply impacted everyone at the Company and reinforced our commitment to safety at all levels.

I would like to thank our employees, contractors, supply chain partners and other stakeholders who support Equinox Gold's commitment to ESG excellence. Responsible mining is our core focus, and we will continuously improve and expand our commitments to achieve sustainable success.

We have already created a strong foundation with comprehensive policies, clear procedures and a genuine desire to do the right thing for our communities, the environment and our shareholders. I am confident this commitment to excellence will continue to drive our progress in the years ahead.

**Greg Smith**  
President, CEO & Director

# Message from the Chair of the ESG Committee



It is a great honour to chair Equinox Gold's ESG Committee. Sustainability is a topic dear to my heart and in my role as Chair, I can help guide the Company's efforts and advocate for meaningful change in areas ranging from climate change, to equity and inclusion, to community development.

From my vantage point, I'm proud of how the sustainability agenda continues to mature at Equinox Gold. It's not an initiative unto itself, but something that permeates every corner of the organization. As noted by Greg in his message, the executive team recognizes that sustainability is critical in defining the Company's strategy and our long-term growth. The sustainability initiatives across our operations are rooted in that forward-looking perspective.

The ESG Committee believes that Equinox Gold has the right approach to drive positive impact for its business and its stakeholders across its ESG focus areas. Guided by the Board oversight and its ESG Committee, the Company continues

to fully integrate ESG into its business practices and deliver value for its stakeholders. Our ESG ambitions are achieved by setting clear targets and concrete actions, and you'll see significant year-on-year progress in the following pages of this report.

During 2023, the ESG Committee continued to provide oversight and guidance on ESG matters including worker safety, environmental management and governance practices. Key highlights included:

- Approving Equinox Gold's new Supplier Code of Conduct
- Strengthening the ESG expertise of Board members through training
- Overseeing enhancements to the annual workforce ethics training
- Improving the diversity of our Board and management team

Developing a strategy for Equity, Diversity and Inclusion is a key initiative in 2024 that will not only strengthen our business but ensure Equinox Gold is taking meaningful steps to build a more inclusive and equitable workplace.

I look forward to continuing to support Equinox Gold and promoting excellence in responsible mining in the coming year. I extend my deepest thanks to our workforce for their dedication to helping create better outcomes for our local communities. Their authentic commitment to sustainability truly inspires me, and some of their efforts are detailed throughout this report.

I also thank our shareholders and community partners for their continued support of our vision to be the Premier Americas Gold Producer.

**Maryse Bélanger**  
Chair, Board ESG Committee

# 2023 ESG Highlights

### Environment



**Beat all environmental targets**  
with a Significant Environmental Incident Frequency Rate of 0.29 (2023 target = 1.40 or less)

**100% Level A**  
rating for the TSM Biodiversity Conservation Management protocol indicators (self-assessment)

**Climate reporting**  
aligned with Task Force on Climate-related Financial Disclosures (TCFD)

**11,786**  
trees planted in reforestation projects

### Social



**Beat all safety targets**  
with a Total Recordable Injury Frequency Rate of 1.47 (2023 target = 3.25 or less)

**99%**  
of employees from within countries of operations

**Invested \$9.5 million**  
to support local community programs<sup>1</sup>

**100% Level A**  
rating for the TSM Indigenous and Community Relationships protocol indicators (internal verification)

### Governance



**88%**  
of directors have ESG experience and expertise

**8%**  
of corporate incentive plan tied to ESG factors

**100%**  
of workforce and directors completed Code of Conduct and Business Ethics training

**Launched Supplier Code of Conduct**  
to ensure suppliers adhere to high standards of responsible business conduct

TSM = The Mining Association of Canada's Towards Sustainable Mining (TSM) protocols.

<sup>1</sup> We are reporting 100% of Greenstone's community investment, not just the 60% ownership Equinox Gold held during 2023.

# By the Numbers<sup>1</sup>

7

operating gold mines

1

new mine in 2024

4

countries of operation

3

growth projects

8,076

members of our workforce,  
including contractors

8.5%

shares of the Company held by  
insiders, one of the highest insider  
ownership rates in the industry

564,458

ounces of gold production  
in 2023

\$1,088M

revenue in 2023

<sup>1</sup> As at December 31, 2023.

# Our Business at a Glance

Equinox Gold is a growth-focused Canadian mining company with seven operating gold mines, a new mine on track to pour gold in the first half of 2024, and a path to achieve more than one million ounces of annual gold production by advancing a pipeline of expansion projects. Equinox Gold operates entirely in the Americas with mines in Canada, the United States, Mexico and Brazil.

## 1. Mesquite Mine

California, USA



Mesquite is an open-pit, run-of-mine heap leach gold mine located in California, USA, with a long history of successful operations. Mesquite has produced more than 5 Moz of gold since it commenced operations in 1986. Mining in 2023 pivoted to a small-pit approach to reduce capitalized stripping while the Company undertakes exploration and permitting for mine life extension. Mesquite is expected to produce ~80,000 oz of gold in 2024.

## 2. Castle Mountain Mine

California, USA



Castle Mountain is an open-pit heap leach gold mine located in California, USA that produced more than 1.3 Moz of gold from 1992 to 2004. With significant gold reserves and a Phase 2 expansion plan, Castle Mountain is expected to be a long-life flagship asset. Equinox Gold completed construction and commenced production at Castle Mountain in 2020, with the expectation of producing ~30,000 oz per year during Phase 1 operations.

### EXPANSION

In March 2021, Equinox Gold released the results of a feasibility study for the planned Phase 2 expansion, which will increase production to well over 200,000 oz of gold per year and extend the total mine life to more than 20 years. Phase 2 permitting and front-end engineering design is underway.

## 3. Los Filos Mine Complex

Guerrero, Mexico



The Los Filos Mine Complex currently comprises three open pits (Los Filos, Bermejil and Guadalupe) and one underground mine (Los Filos). Ore from all of the deposits is processed using heap leach recovery. Los Filos is expected to produce ~165,000 oz of gold in 2024.

### EXPANSION

In October 2022, Equinox Gold completed a feasibility study that contemplates development of the Bermejil underground mine and construction of a new carbon-in-leach plant to process higher-grade ore, which would extend the mine life and could increase production to more than 300,000 oz of gold per year.

#### 4. Greenstone Project (60%)

Ontario, Canada



Greenstone will be a large-scale, low-cost, long-life gold project in one of the world's best mining jurisdictions. The project is expected to produce more than 400,000 oz of gold annually for the first five years of its initial 14-year mine life. Commissioning is underway and the project is on track to pour gold in May 2024. On April 23, 2024, Equinox Gold announced that it will acquire the remaining 40% interest and consolidate 100% ownership of Greenstone to Equinox Gold, with the transaction expected to close in Q2 2024.

#### 5. Aurizona Mine

Maranhão, Brazil



Aurizona is an open-pit gold mine located in northeastern Brazil that achieved commercial production in Q3 2019. Aurizona is expected to produce ~115,000 oz of gold in 2024.

##### EXPANSION

In September 2021, Equinox Gold completed a positive pre-feasibility study for an expansion that would extend the mine life to 11 years and increase annual production by concurrently mining new underground and satellite open-pit deposits with the existing open-pit mine. The Company has permits in place and is advancing plans to commence underground portal development.

#### 6. Santa Luz Mine

Bahia, Brazil



Santa Luz construction was completed with no lost-time injuries and the mine achieved commercial production on October 1, 2022. The team is focused on optimizing throughput and recoveries from the new resin-in-leach plant. When operating at capacity, Santa Luz should produce close to 80,000 oz of gold annually, with expansion potential from underground development.

#### 7. Fazenda Mine

Bahia, Brazil



Fazenda has been in operation for more than 25 years within the Maria Preta mining district in Bahia State, Brazil. Fazenda is primarily an underground operation with ore processed in a carbon-in-leach plant. Fazenda is expected to produce ~70,000 oz of gold in 2024.

#### 8. RDM Mine

Minas Gerais, Brazil



RDM is a conventional open-pit mine with a carbon-in-leach plant, located in Minas Gerais State, Brazil. RDM is expected to produce ~55,000 oz of gold in 2024.



## Creating the Premier Americas Gold Producer

Equinox Gold was formed at the end of 2017 with the strategic vision of building a company that will responsibly and safely produce more than one million ounces of gold annually, bring long-term social and economic benefits to our host communities, create a safe and rewarding workplace for our employees and contractors, and provide above-average investment returns to our shareholders.

Since forming the Company, Equinox Gold has delivered on its growth objectives by constructing four new mines and completing a number of

strategic acquisitions. Along with increased production and cash flow and a larger reserve and resource base, these acquisitions reduced both asset and geopolitical risk by spreading the Company's production base across multiple mines in four countries. We now have a diversified asset portfolio and a clear plan to add approximately 580,000 ounces of additional annual gold production over the next several years by advancing our development and expansion projects.

We think like owners and encourage our team to invest in the Company

through a share ownership plan and with share-based compensation so we are aligned with investors. Equinox Gold's executives and directors have personally invested and at the end of 2023 owned approximately 8.5% of the Company, which is one of the highest insider ownership profiles in the industry. Learn more about our operations and business strategy at [www.equinoxgold.com](http://www.equinoxgold.com).





## About This Report

Our annual Environmental, Social and Governance (ESG) Report summarizes our goals and performance over the past year and our targets and priorities for the current year.

### Reporting Scope

This report focuses on ESG-related topics that are deemed “material” to our business and our stakeholders, as determined through a materiality assessment process (refer to section [ESG Material Topics](#)). The report presents our commitments, approach and performance in addressing these issues, as well as learnings and challenges. Where possible, we guide readers to additional sources of information including our website, corporate policies and other Company documents. Previous ESG reports are available at <https://www.equinoxgold.com/corporate-governance/filings>.

This report discusses ESG performance at all of Equinox Gold’s wholly-owned operations and subsidiaries. We also include information regarding our Greenstone Project that during 2023 was advanced in a joint venture with Orion Mine Finance Group (Orion), with Equinox Gold holding a 60% interest and Orion 40%. On April 23, 2024, Equinox Gold announced that it will acquire the remaining 40% interest and consolidate 100% ownership of Greenstone to

Equinox Gold, with the transaction expected to close in Q2 2024.

### Reporting Period and Measurement

All data and examples in this report reflect activities and achievements from our fiscal year ended December 31, 2023, unless otherwise noted. In some sections, we also provide data for previous fiscal years to present performance trends. Any restatements or significant changes from the previous report are described where relevant.

All dollar amounts in this report are in United States dollars unless otherwise noted.

### Reporting Standards and Frameworks

Our ESG reporting framework is informed by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). On our website, we provide data tables that summarize our performance against relevant GRI and SASB metrics. [GRI and SASB Index](#)

### Content Preparation and Review

We strive to offer a clear, accurate and balanced account of our ESG performance. To achieve this, the information provided in this report is prepared by our ESG Team in collaboration with relevant personnel and departments across the Company, and is then reviewed by internal subject-matter experts, senior management, an internal ESG Working Group and the Board of Director’s (Board) ESG Committee. Certain key metrics of the report were internally assured. No external assurance was performed but this is planned for future years. This report was approved for publication on May 8, 2024.

### Feedback

We welcome your feedback on how we can improve our ESG performance and reporting. Please send your comments to Rhylin Bailie, Vice President Investor Relations, at [ir@equinoxgold.com](mailto:ir@equinoxgold.com).



# ESG AT EQUINOX GOLD



## In This Section

- Our ESG Strategy
- ESG Material Topics
- 2023 Scorecard and 2024 Targets
- Memberships and Standards
- Sustainable Development Goals





## Our ESG Strategy

Our ESG vision is to become an industry leader for responsible mining and sustainable development.

Equinox Gold's approach to project development and operations is based on the philosophy that strong financial, social, environmental and governance performance are all equally important to our success. Robust ESG practices are integral to achieving our business objectives, creating enduring value for our

community partners and delivering the strong financial returns that our shareholders expect. As temporary custodians of the sites we operate, we are deeply aware of our responsibilities to be environmental stewards while contributing to a positive legacy for local communities.



## Equinox Gold's ESG Strategy

Our ESG vision remains unchanged since we started the Company - to become an industry leader for responsible mining and sustainable development. We have put significant effort into developing policies that articulate our commitments to sustainability and formalizing procedures that ensure those commitments are embedded in our day-to-day activities and decision-making process.

Anchored by our objective to demonstrate excellence across all facets of the business, we identify investments and initiatives that address the ESG issues that matter most to us and our stakeholders. Learn more in the [ESG Material Topics](#) section of this report.

The Board's ESG Committee reviews and approves the Company's ESG targets at the start of the year, and then evaluates performance monthly, quarterly and at year end. These targets guide Equinox Gold's

ESG initiatives through the year and also form the basis for future improvement, as we monitor our progress and find new ways to improve our strategy and enhance the positive impacts of our business.

Our ESG governance structure demonstrates the importance we place on embedding ESG priorities and connectivity across the organization, with clear accountabilities across reporting lines. Learn more in the [Corporate Governance](#) section of this report.

Equinox Gold's stakeholders are increasingly interested in our ESG performance and initiatives. Underpinning our ESG strategy, as well as our approach to stakeholder engagement, is our commitment to transparent disclosure. We want all stakeholders to have clear, reliable information about our annual targets, performance and management approach regarding the material aspects of our business.

We continue to evolve and expand our ESG disclosures in this report, on our website and in other Company materials. Equinox Gold has adopted a number of leading industry frameworks and standards to guide and help improve our ESG performance - learn more in [Memberships and Standards](#).



### Environment

Minimize and mitigate our impact on the environment. Contribute positively to environmental sustainability.

### Social

Protect the health, safety and wellbeing of our workforce and local communities. Collaborate with our community partners to deliver tangible social and economic benefits.

### Governance

Act with integrity and transparency. Maintain governance frameworks and management processes that strengthen our business and protect our stakeholders.

# ESG Material Topics

## Listening to Our Stakeholders

Our ESG strategy is focused on the issues of greatest importance to our internal and external stakeholders. Our key stakeholders are our employees, unions, contractors, suppliers, local governments and regulators, our community and Indigenous partners, community organizations and our investors.

We work hard to build and maintain strong relationships with these diverse stakeholders and stay connected to their evolving interests and expectations. To achieve this, we engage with stakeholders through face-to-face meetings, calls, consultations, focus groups, surveys, and by participating in industry forums and events so we can solicit feedback, better understand their perspectives and address any concerns.

## Materiality Assessment Process

To ensure we act and report on the ESG topics that matter most, we regularly assess stakeholder feedback, the potential impacts to our business and potential impacts of our activities. Our materiality assessment process continues to evolve as our business grows and stakeholder expectations change.

- In 2021, we started with a formal materiality assessment survey wherein we surveyed more than 3,500 external and internal stakeholders including Equinox Gold investors, directors, employees and contractors, community members and Indigenous peoples, suppliers and consultants, and government officials across the four countries where we operate.
- In 2022, we conducted a desk-top review of topics considered material to our industry and held workshops with team members

across our sites to rate the relevance of each material topic to our mine sites and to external stakeholders.

- In 2023, we conducted a double materiality assessment to assist in identifying and prioritizing the most significant ESG issues according to the likelihood and severity of their potential impacts on the Company's financial value, as well as the Company's impacts on the environment, local economies and the communities in which we operate. In this assessment, we identified the ESG issues with higher potential financial impacts on the Company following the criteria defined in our enterprise risk management methodology. We also identified the Company's potential impacts on people and the environment using the guidelines in our environmental, health and safety, and social risk classifications.

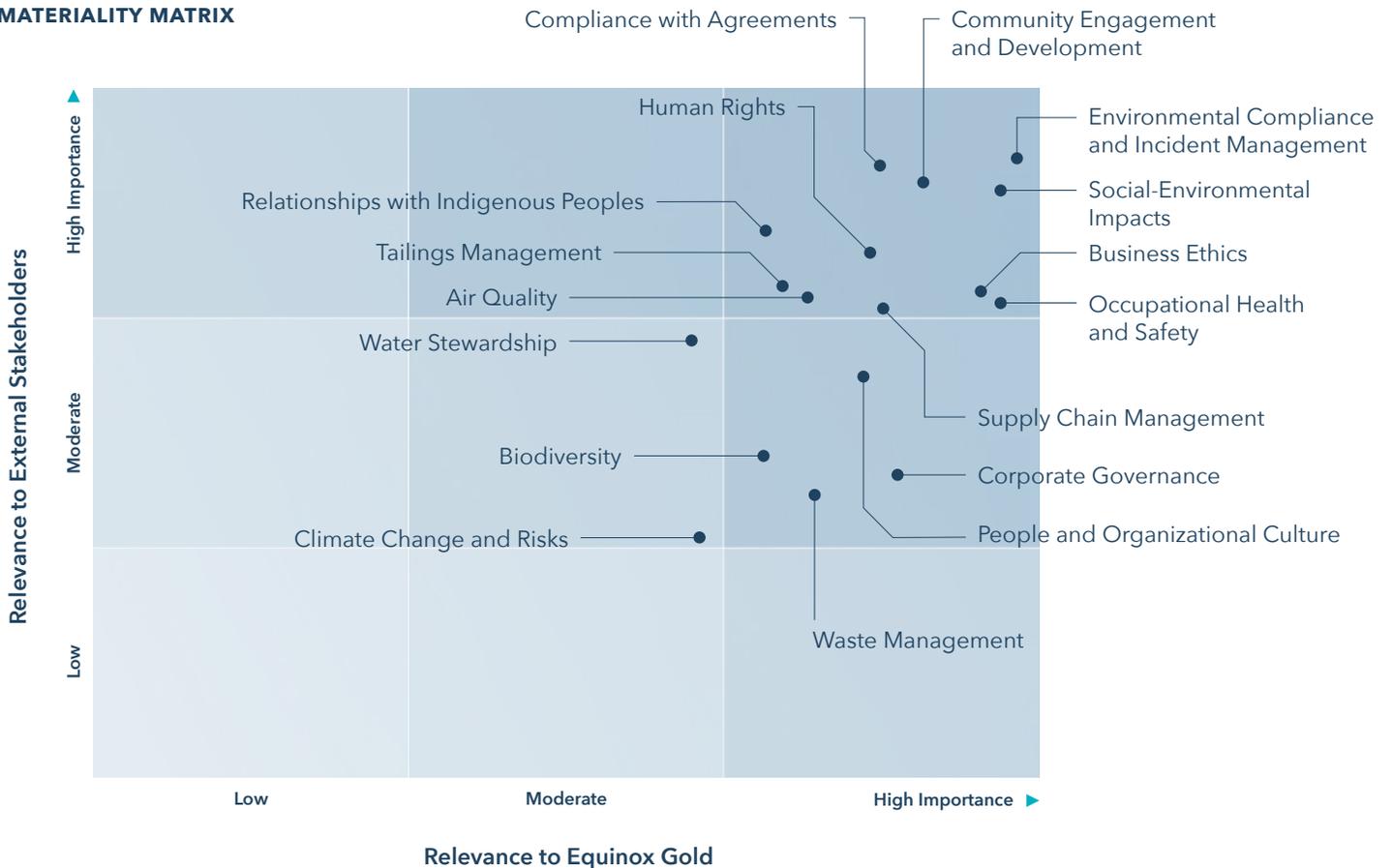


The results of our 2023 materiality exercise were consistent with the material topics previously identified. As such, we have maintained the 2022 Materiality Matrix (see accompanying graphic). For this report, we have grouped similar

topics together to avoid overlap and bring focus to the most significant issues - 14 in total. This year's ESG report is structured around those topics, based on the three focus pillars of our ESG strategy:

ENVIRONMENT	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> <li>• <u>Environmental Compliance and Incident Management</u></li> <li>• <u>Climate Action</u></li> <li>• <u>Tailings and Waste Management</u></li> <li>• <u>Water Stewardship</u></li> <li>• <u>Biodiversity</u></li> </ul>	<ul style="list-style-type: none"> <li>• <u>Occupational Health and Safety</u></li> <li>• <u>People and Organizational Culture</u></li> <li>• <u>Relationships with Indigenous Peoples</u></li> <li>• <u>Community Engagement and Development</u></li> </ul>	<ul style="list-style-type: none"> <li>• <u>Corporate Governance and ESG Oversight</u></li> <li>• <u>Business Ethics</u></li> <li>• <u>Human Rights</u></li> <li>• <u>Risk Management</u></li> <li>• <u>Supply Chain Management</u></li> </ul>

**EQUINOX GOLD MATERIALITY MATRIX**



# 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 <sup>1</sup> 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

<sup>1</sup> TSM Level A is considered good practice by the Mining Association of Canada.

# Memberships and Standards

To guide our business objectives and ESG strategies, Equinox Gold participates in external initiatives and applies globally recognized standards.

## Memberships



### World Gold Council

The World Gold Council works to improve understanding of the gold market and underscore gold's value to individuals, investors, and the world at large.



### Canadian Institute of Mining (CIM)

CIM is Canada's leading technical industry resource for the minerals, metals, materials and petroleum sectors.



### Camara Minera de Mexico (CAMIMEX)

The Mexican Mining Chamber (CAMIMEX) fosters a comprehensive development of the mining and metals industries in Mexico as well as coordinating and representing its interests.



### Arizona Mining Association

This association is composed of mining companies, suppliers, consultants and firms that provide services in the mining industry, advocating for policy and legislation that promotes the industry and improves the standard of living of every Arizonan.



### Mining Association of Canada (MAC)

MAC actively represents the Canadian mining industry on key public policy areas, including: regulatory efficiency, economic competitiveness, northern development, climate change, corporate social responsibility, Indigenous affairs and human resources.



### Instituto Brasileiro de Mineração (IBRAM)

The Brazilian Mining Institute (IBRAM), a private, non-profit national organization, brings together more than 130 companies and institutions operating in the mineral sector to encourage innovation and the dissemination of best practices and technologies to make the industry more productive, and to promote health and safety and sustainable development.



### Society for Mining, Metallurgy & Exploration (SME)

The Society for Mining, Metallurgy and Exploration (SME) is a professional society (nonprofit) whose membership represents professionals serving the minerals industry by advancing the minerals community through information exchange and professional development.



### International Cyanide Management Code (ICMC)

This code is a voluntary industry program for gold and silver mining companies that focuses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions.



### California Chamber of Commerce (Calchamber)

CalChamber is a broad-based business advocate to government in California, United States, promoting international trade and investment to stimulate California's economy and create jobs.





## Standards



### United Nations Global Compact (UNGC)

The UNGC is a voluntary framework for companies to align their strategies and operations with 10 principles covering human rights, labour, environment and anti-corruption.



### United Nations Guiding Principles on Business and Human Rights (UNGPs)

The aim of the UNGPs is to enhance standards and practices regarding business and human rights.



### World Gold Council's Responsible Gold Mining Principles (RGMPs)

The ten World Gold Council RGMPs articulate the key principles of responsible gold mining.



### Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD is a guidance framework to help companies disclose climate-related financial risks to investors, lenders and insurers.



### Mining Association of Canada's Towards Sustainable Mining (TSM) Protocols

The TSM protocols are designed to help mining companies manage key environmental and social responsibilities.



### Global Reporting Initiative (GRI)

The GRI is the world's most widely used sustainability reporting standard.



### Sustainability Accounting Standards Board (SASB)

The SASB standards identify ESG issues most relevant to financial performance and enterprise value for 77 industries.



### Voluntary Principles on Security and Human Rights

The Voluntary Principles are a globally recognized standard for the promotion and protection of human rights addressing the roles of businesses, governments, and civil society.

# Sustainable Development Goals

Equinox Gold supports the United Nations Sustainable Development Goals (SDGs). Of the 17 SDGs, we have prioritized the six most relevant to our business, stakeholders and material topics. Focusing our ESG actions and strategic investments on these SDGs helps us to identify the actions and programs that will contribute the most to sustainable improvements in the regions in which we work, and also the activities required to mitigate potential adverse impacts. Below we have mapped our priority SDGs to sections of this report that outline our contributions.



We contribute to poverty reduction by creating employment and business opportunities and ensuring local communities share in the value created by our business.

- [Community Engagement and Development](#)



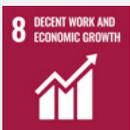
We promote the health and well-being of both our workforce and local communities.

- [Occupational Health and Safety](#)
- [Climate Action](#)
- [Water Stewardship](#)



We invest significant resources to ensure we do not have a negative impact on the quality or availability of water in the regions in which we operate.

- [Water Stewardship](#)



We promote economic growth and opportunities in the communities surrounding our operations and provide meaningful work for our employees and contractors.

- [People and Organizational Culture](#)
- [Relationships with Indigenous Peoples](#)
- [Human Rights](#)
- [Business Ethics](#)



We have a strategy to reduce our GHG emissions by 25% by 2030.

- [Climate Action](#)



We take steps to prevent or mitigate the impact of our mining activities on habitat and species loss and to promote conservation of local biodiversity.

- [Environmental Compliance and Incident Management](#)
- [Tailings and Waste Management](#)
- [Biodiversity](#)





# ENVIRONMENT



## In This Section

- Environmental Compliance and Incident Management
- Climate Action
- Tailings and Waste Management
- Water Stewardship
- Biodiversity



## How are you achieving Equinox Gold's environmental goals?

"Each year we set new goals in key areas with the objective of achieving year-on-year improvement for environmental performance. While our environmental stewardship efforts are focused in a number of areas, a key focus for 2023 was establishing corporate strategies for water stewardship and reducing our GHG emissions.

We are also finding ways to align our environmental stewardship initiatives with our social and economic priorities. Our site environmental personnel, supported by the community relations and procurement teams, actively look for opportunities to engage with local businesses and communities to implement programs related to progressive reclamation and waste management. We've already made great strides in mitigating our environmental impacts through this type of thinking and will continue to collaborate with our community partners as we work to achieve our sustainable development goals."



**Paul Belair**  
Vice President  
Health, Safety and Environment

# ENVIRONMENTAL COMPLIANCE AND INCIDENT MANAGEMENT

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Our Company's activities are guided by many environmental laws, regulations and standards that govern the full life cycle of mining, from exploration to mining operations to end-of-mine closure and remediation. Since the mining sector receives continuous scrutiny of its environmental performance, mine operators face significant regulatory requirements around environmental protection and we must meet our stakeholders' high expectations. Our ability to maintain productive, uninterrupted business operations depends on cooperation with stakeholders, including the governing authorities that grant or control our permits, licenses and agreements.

# Our Approach

We follow a formal Environment and Climate Change Policy that summarizes our expectations for our workforce and suppliers and our commitment to achieving excellence in environmental performance.

## RELEVANT POLICIES

→ Environment and Climate Change Policy

We rigorously apply international standards and industry best practices to avoid, wherever possible, or mitigate the environmental impacts of our activities. To ensure we achieve compliance with all environmental requirements, we maintain an environmental management system (EMS) that establishes the standards that all Equinox Gold operations must satisfy. The EMS upholds

external and internal communication requirements set by organizations in which Equinox Gold is a member, including the Mining Association of Canada and the World Gold Council, and reflects international reporting frameworks including SASB and GRI. During 2024 the EMS will be updated to better conform with ISO 14001: 2015 to improve our environmental management practices.

## Managing Environmental Permits and Licenses

Site teams track compliance with all environmental permits and licenses and work closely with mine planners to identify any additional permits that may be required to ensure continuity of operations. The teams also coordinate the efforts of internal departments and external consultants to conduct the studies required to understand potential environmental impacts and develop appropriate mitigations as part of the permit

application process. This proactive approach to permitting is intended to de-risk potential impacts to site operations by ensuring necessary permits are received in a timely manner. Site permitting teams also engage regularly with regulators and local communities in advance of, and during, the permitting process to ensure timely responses to requests for additional information as a means of streamlining the permitting process.



## Emergency Response

Emergency response is managed under the Company's Corporate Crisis Management Plan, which outlines a crisis management framework including emergency communications. The corporate office and mines are aligned using the Incident Command System, which is a standardized international system that allows for proper communication and documentation of any incident. Each mine also has its own Emergency Response Plan (ERP) that outlines the appropriate response at a site level and includes documented levels for incident notification, to escalate issues across the organization as needed.

All our sites have completed risk assessments in order to understand the types of emergency events that may be encountered. Scenario specific response plans are developed (e.g., fire, cyanide spill) and included in the site-level ERPs, which outline actions to be taken during an emergency including community and local stakeholder communications. Sites perform emergency drills annually to simulate their response to different emergencies documented in the ERPs, and use the lessons learned from each exercise to improve operational readiness. Emergency response team members also receive training specific to their role to ensure they are adequately prepared.

## Managing Environmental Incidents

We use detailed incident reporting, comprehensive investigations and a number of reporting databases to track our environmental risks and performance, so that trend analyses can be completed to highlight areas for improvement. All of our mining and exploration projects report, investigate and remediate environmental incidents in compliance with Equinox Gold's Incident Reporting Guidelines so we can respond to these events and develop new strategies and procedures to continually improve. We also publish the data through quarterly environmental performance updates on our website so our stakeholders can monitor our performance, and the Board ESG Committee receives quarterly reports on environmental performance.

We use a five-tier rating system that classifies incidents as 'low,' 'minor,' 'moderate,' 'major' or 'catastrophic.' Incidents classified as moderate or above are considered 'significant' and include:

- Cyanide spills outside of normal containment area
- Wildlife deaths due to cyanide
- Death of species with special protection status according to local jurisdiction
- Environment-related regulatory non-compliance that triggers regulatory reporting and fines
- Spills that trigger regulatory reporting and fines
- Confirmed abnormal monitoring results detecting cyanide outside of a cyanide facility, or a breach of permit conditions





## Mine Closure

In recognition of the potential economic, social and environmental impacts our operations could have on local communities, Equinox Gold develops and maintains extensive mine closure plans for each of our sites to prepare for the future end of operations and transition to closure and remediation activities. These plans, which are often required by federal, state and local authorities before issuing mine operating permits and licenses, are carefully scrutinized by governing agencies to ensure the plans are adequate to meet our commitments when a mine closure occurs. All our mine closure plans have associated cost estimates that are updated at prescribed frequencies so the anticipated cost of closure can be included in our financial reporting as asset retirement obligations.

Depending on the jurisdiction, closure plans take into consideration a range of impacts such as direct and indirect job loss, the economic impact on local commerce, reduced taxation income for surrounding communities, and potential environmental risks at the closed mine site, including shuttered facilities, water quality issues, land contamination or subsidence, and

degradation of the surrounding ecosystem. Our mine closure plans include efforts to mitigate these risks throughout the mine's operating life. For example, we prioritize ongoing progressive reclamation during mine operations to reduce the amount of effort required during closure and to return the site to a more natural and stable state as soon as possible.

Mine closure planning also aims to ensure nearby communities develop other forms of income and employment opportunities. We make direct investments in sustainable community projects to reduce direct economic dependence on the mine operation and encourage economic diversification, including agriculture, tourism, renewable energy and small businesses. We also invest in crucial local infrastructure, such as schools, health facilities and roadways and provide training and support so the communities can maintain this infrastructure after the mine closes. See the [Community Engagement and Development](#) and [Biodiversity](#) sections of this report for examples of initiatives undertaken at our mines to preserve or restore environmental conditions and to support long-term sustainability for our host communities.

## Accountability

All employees and contractors are required to follow our Environment and Climate Change Policy and record and report environmental incidents. The Company's Director of Environmental Affairs, based at our corporate office, has general responsibility for monitoring and collating incident reporting data from the mine sites and providing this information to the Company's Vice President Health, Safety and Environment. This information is reported quarterly to the Board ESG Committee and also published on our website.



## Our Performance in 2023

0.29

Significant Environmental Incident Frequency Rate

1

Incident considered higher than 'moderate'

1

Notice of an environmental fine

### Summary

During the year, we achieved a SEIFR of 0.29, beating our 2023 target of 1.40. We recorded 219 environmental incidents at our sites compared to 270 in 2022. Hydrocarbon spills (47%) and other spills (32%) were the two largest categories of incidents. Incident consequence classification recorded one major (0.5%), 11 moderate (5%), and 45 minor (21%) incidents, with the remaining 162 (74%) classified as low. As a result, we achieved a Significant Environmental Incident Frequency Rate per million hours worked of 0.29, a 54% improvement over our 2022 rate of 0.63 and beating our 2023 target of 1.40 or less.

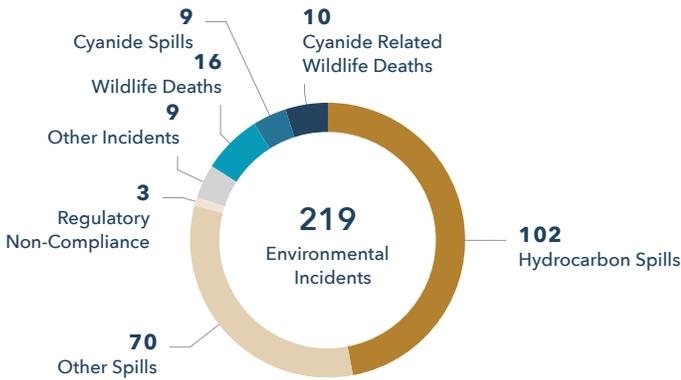
We incurred three infractions during the year for not meeting environmental regulations:

- At our Greenstone Project there was a failure to remove vegetation from the southwest tributary arm of the tailings management area. This resulted in an administrative order from the Ontario Ministry of Environment, Conservation and Parks. This incident was classified as 'major' based on our internal rating system.
- At our Castle Mountain Mine, we failed to collect a required monthly potable water sample during October 2023, resulting in the

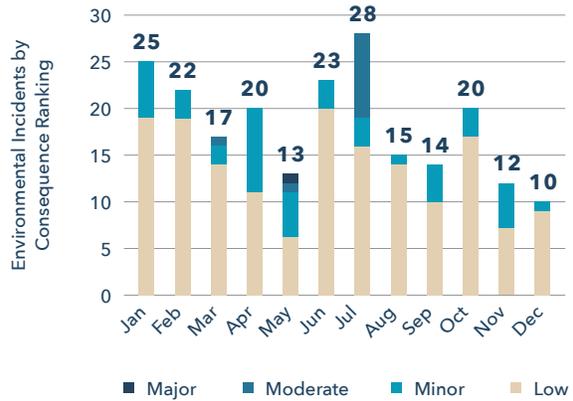
California Public Health department issuing an administrative permit violation in early November. There was no financial fine assigned with the violation.

- We paid a fine in 2023 stemming from an infraction issued by the State Environmental Policy Council (COPAM) from Minas Gerais that occurred at our RDM Mine in 2019. The violation was for the failure to conduct a tailings storage facility technical audit and the failure to submit a stability condition declaration within the required timeframe.

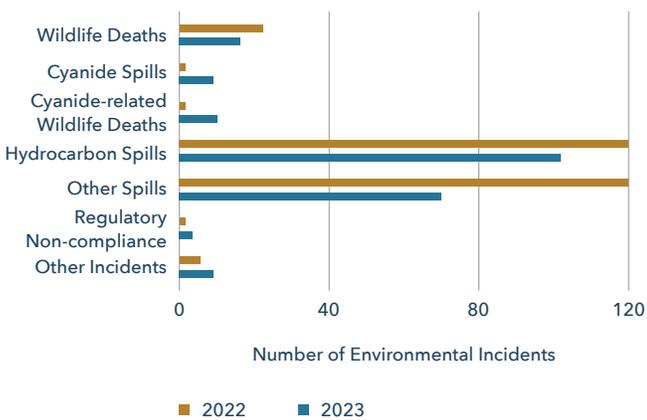
**2023 ENVIRONMENTAL INCIDENTS BY CATEGORY**



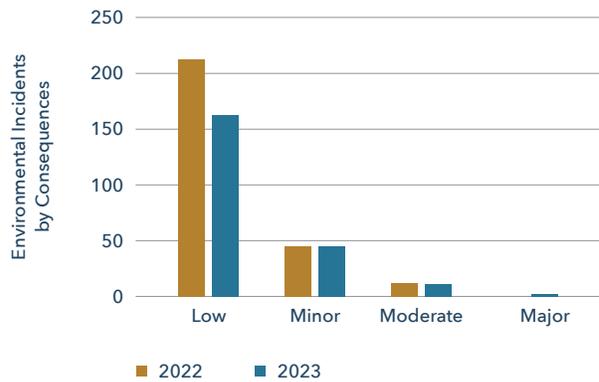
**2023 ENVIRONMENTAL INCIDENTS BY CONSEQUENCE RANKING**



**2022 AND 2023 ENVIRONMENTAL INCIDENTS BY CATEGORY**



**2022 AND 2023 ENVIRONMENTAL INCIDENTS BY CONSEQUENCE RANKING**



# Priorities for 2024

- Roll out Equinox Gold Environmental Management Standards to ensure all site management systems conform to ISO14001:2015
- Achieve a SEIFR of 1.26 or less

# CLIMATE ACTION

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Climate change is a global issue with the potential to impact Equinox Gold's operations and business strategy. Equinox Gold and our local communities have experienced firsthand the impacts of climate change, with extended rainy seasons in Brazil and more frequently occurring extreme weather events at several mines.

Reducing our climate footprint is not just the right thing to do – it is fundamental to the long-term success of our Company. We recognize our responsibility to stakeholders to evaluate, manage and, where possible, mitigate potential impacts of climate change on our operations. At the same time, new products, technologies and government incentives related to addressing climate change may provide opportunities that benefit our business.

# Our Approach

## RELEVANT POLICIES

→ Environment and Climate Change Policy

Playing our part to combat climate change is crucial to our mission to be an industry leader for responsible mining and sustainable development. We support the goals of the Paris Agreement to reduce GHG emissions and are working to mitigate the impact of our operations on the climate. We have also adopted leading industry standards, including the United Nations Global Compact, the World Gold Council's RGMPs and the Mining Association of Canada's TSM protocols to guide and help improve our performance.

## TARGET

# 25%

reduction of our Scope 1 and Scope 2 GHG emissions by 2030

## Climate Strategy

We are committed to being part of the solution to mitigate climate change and are taking action to reduce our GHG emissions, support the goals of the Paris Agreement and steward a more sustainable environment. Since 2020 we have taken important steps to understand our carbon footprint, identify opportunities for improvement and create an achievable climate action roadmap to guide our actions.

In February 2023, we announced a Climate Action Strategy that sets an ambitious but achievable target to achieve a 25% reduction in our GHG emissions by 2030. This target applies to our Scope 1 and Scope 2 GHG emissions compared to our "business-as-usual" forecast GHG emissions in 2030 if no intervention

measures were taken. To establish this target, we used baseline GHG emissions data, life-of-mine production forecasts, a detailed assessment of climate-related risks and opportunities at all our mine sites, and a review of industry standards and available technology. We currently do not track or report Scope 3 emissions.

Based on feedback from the third-party assessment of our baseline data and Climate Action Strategy targets, we will be incorporating an emissions intensity metric for the 2030 business-as-usual total emissions reduction forecast based on updated mine plans, while also updating our progress against targeted reductions (more details below in the Performance section).

### GHG Reduction Initiatives

To reach our targets, we continue to implement initiatives at our operating mines aimed at reducing both GHG emissions and operating costs, while also exploring GHG emissions mitigation opportunities at our development projects so we can achieve both production growth and our climate-related objectives.

Most of the Company’s emissions come from diesel combustion onsite in mobile equipment and from electricity generation, either onsite or offsite, for fixed equipment. Focusing our GHG emissions reduction strategies in these areas will have the most impact towards achieving our 25% by 2030 reduction target. As such, our near-term initiatives centre on more efficient diesel and electricity use and, where possible, sourcing electricity from green power sources.

### Climate Risk Management

We continue analyzing the risks and potential impacts of climate change on our operations and the regions in which we operate. Such risks are considered and overseen through our ERM process. We conducted a comprehensive Climate Risk Assessment in 2021 to identify, assess and rank climate-related risks, as well as to establish response and mitigation strategies for each risk. We also engaged an independent third party to further analyze these risks under different climate scenarios.

These analyses determined that climate change-related physical impacts on our facilities and infrastructure (as a result of extreme weather events such as heavy precipitation and hurricanes) and possible new regulations (e.g., increased taxation of GHG emissions, increased emissions reporting obligations) are the most immediate risks to our business.

### Potential Opportunities for Equinox Gold

As industries and countries work to combat climate change, new products, technologies and government incentives may provide opportunities to offset some of the costs of our GHG emissions reduction efforts at Equinox Gold’s business and operations. A high-level analysis of potential opportunities is summarized in the next page.

#### ANALYSIS OF CLIMATE-RELATED PHYSICAL RISKS AT EQUINOX GOLD MINES (MODERATE SCENARIO TO 2050)

RANK	MINE SITE, COUNTRY	RISK EXPOSURE SCORE	RISK EXPOSURE CLASSIFICATION	LONG TERM TREND (2020 -2050)	WILD FIRE	COLD WAVE	HEAT WAVE	WATER STRESS	RIVERINE FLOOD	SEA LEVEL RISE	HURRICANE
1	Castle Mountain, USA	69	High	●	100	25	11	27	1	1	1
2	Mesquite, USA	65	Moderate	●	11	26	10	100	1	1	1
3	Los Filos, Mexico	44	Moderate	●	20	14	34	8	1	1	4
4	Aurizona, Brazil	43	Moderate	●	13	2	61	1	1	1	1
5	Santa Luz, Brazil	40	Moderate	●	8	5	25	32	1	1	1
6	Fazenda, Brazil	39	Moderate	●	5	5	25	32	1	1	1
7	Greenstone, Canada	38	Moderate	●	22	19	7	3	14	1	1
8	RDM, Brazil	30	Low	●	10	11	16	9	1	1	1

Note: Assessment prepared using information available in early 2022.



## CLIMATE-RELATED OPPORTUNITIES

TCFD CLIMATE-RELATED OPPORTUNITIES	DESCRIPTION	POTENTIAL IMPACT ON EQUINOX GOLD OPERATIONS
Resource Efficiency	Opportunities that may arise due to increased efficiency of equipment and operations	<p>As upstream suppliers become more efficient, the cost of the supplies may decrease, and Equinox Gold's Scope 3 emissions may decrease.</p> <p>Equinox Gold can likely reduce operating costs by using more efficient operating processes and equipment. In addition, sites that are highly efficient and low in carbon emissions will have a higher capital value should Equinox Gold choose to divest.</p>
Energy Sources	Opportunities for fuel-shifting, both in terms of fuel supply and equipment selection	<p>The availability of low-carbon electricity is likely to increase as governments promote decarbonization. Electrifying operations will reduce Equinox Gold's exposure to fluctuating fuel prices. Regarding equipment selection, hybrid and battery electric haul trucks are being developed by suppliers.</p>
Products and Services	Development of new products and changes in customer preference	<p>Some segments of the gold market may differentiate between high-carbon-intensity gold and low-carbon-intensity gold and pay a premium for low-carbon-intensity gold.</p>
Markets	Access to new markets and new funding sources	<p>Equinox Gold may be able to leverage government incentives for decarbonization initiatives. Obtaining capital funding and the social license for low-carbon initiatives may be more accessible.</p>
Resilience	Opportunities in resource substitutes/diversification	<p>As part of decarbonization, Equinox Gold may have the opportunity to develop more diversity in our supply chain, which will increase supply chain resilience. Equinox Gold may also have an opportunity to develop alternative processes and materials.</p>



## Governance Around Climate Change

Equinox Gold's Board provides strategic oversight regarding the Company's GHG emissions reduction planning and management of climate-related risks and opportunities, with the intention that our response to climate change enhances shareholder value. Two Board-level committees are directly involved in oversight of Equinox Gold's GHG emissions reduction and climate-related risk management strategy:

- The ESG Committee oversees ESG matters, including target setting and management of GHG emissions and energy initiatives.
- The Audit Committee oversees the Company's ERM process, including risks associated with climate change.

Senior management is responsible for managing and evaluating the Company's environmental performance, setting climate-related commitments and targets, setting and managing strategies to ensure we meet our commitments and targets, managing climate-related risks and leveraging climate-related opportunities. Equinox Gold links a portion of management compensation to performance against climate-related goals. We also have an Energy and GHG Management Committee, comprising senior management from both our corporate and operations teams, with the mandate to ensure we progress toward our objectives related to energy efficiency and GHG emissions reduction.

Our Director of Environmental Affairs is responsible for collecting and compiling site emissions data, coordinating GHG emissions reduction initiatives with the mine sites, collecting and compiling data related to GHG emissions reduction initiatives, and the management of climate-related risks and opportunities. Responsibility for energy and carbon management spans all levels of our organization but is principally led by our mine sites. Mine site management are responsible for determining targets for their operations, managing GHG emissions, implementing GHG emissions reduction initiatives, and communicating the importance of the Company's GHG emissions reduction efforts to our workforce.

# Our Performance in 2023

## 5.8M

gigajoules of energy consumption

## 4%

reduction in Scope 1 and Scope 2 emissions

## 327,780

tonnes of CO<sub>2</sub>e emissions

### Key Highlights

- Reduced GHG emissions by 4%, with 327,780 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) emissions during 2023 (2022: 341,147)
- Began implementing our new Climate Action Strategy focused on reducing the Company's GHG emissions by 25% by 2030
- Achieved emissions reductions of 3,566 and 2,630 tCO<sub>2</sub>e, respectively, at our Santa Luz and Fazenda mines in Brazil by implementing renewable energy (wind) power contracts

### Summary

Currently, diesel trucks represent about 70% of our GHG emissions, and with new fleet orders for larger payload trucks we anticipate this will decrease to closer to 50% once the Greenstone fleet is fully in place. During equipment selection at Greenstone a decision was made to switch from the CAT793F to the CAT793-8 haul truck, which has a 6% (14t) larger payload. Ensuring the haul trucks are loaded to design capacity reduces emissions and also reduces operating costs by reducing diesel consumption, since the mined material is moved with fewer hauls. During 2023 our Los Filos site saved 167,800 litres of diesel through its load optimization initiative that added 10t to each load. The 2023 benefit from this program at Los Filos was a 521 tCO<sub>2</sub>e reduction in emissions and \$175,000 in savings.

Another element of our Climate Action Strategy is transitioning to more renewable energy sources. In Brazil, we now have wind power contracts at our Santa Luz and Fazenda mines that will reduce our GHG emissions and achieve around \$40 million in savings over 10 years. In our first year of these contracts, we achieved emissions reductions

of 3,566 and 2,630 tCO<sub>2</sub>e, respectively. For these two mines, we now have 100% clean electrical power (a combination of solar, wind and hydro-electric generation) meeting all our operational requirements. Fossil fuel power generation for stationary equipment not connected to the grid (e.g., generators) accounts for 10% and 3%, respectively, of the total power generation at these two sites.

It is worth noting that our other Brazilian operations benefited from high rainfall in 2023 leading to an abundance of hydro power capacity in Brazil. Our Aurizona and RDM mines are connected to the power grid and due to the extended wet season, the majority of our power was sourced from hydro power, which resulted in a low emission factor for 2023.

At Aurizona, evaluations are ongoing for the potential to use solar power later in the mine life, and we have also studied solar power options at some of our other mines. Solar initiatives could help support our 2030 reduction target.

A key initiative in 2023 was engaging a third-party consultant to assess our new Climate Action Strategy baseline and associated targets. The objective was to have a third-party expert audit the strategy and confirm the soundness of our methodology. The results were positive, with validation of our methodology and only minor recommendations for future improvements, including setting an "intensity target" with a baseline.

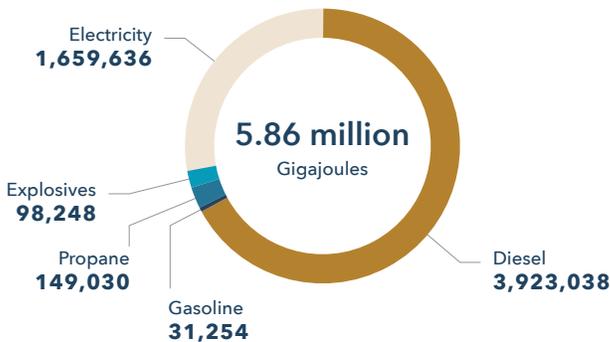
During 2023 we also expanded the ERM process to assess the interrelation and/or aggregation of risks as appropriate so we can understand the full potential impact of climate change risks to the Company and can implement action plans that address these risks. We also started rolling out business continuity management plans at select sites to ensure we can continue operating effectively should any risk, including a climate-related risk, become a reality.

Last year we submitted our third year of climate-related data to CDP (formerly the Climate Disclosure Project) and released a Climate Action Report aligned with the disclosure guidelines of the Task Force on Climate-Related Financial Disclosures (TCFD). Going forward, we plan to publish TCFD disclosures in our annual ESG Report and accompanying [appendices](#).

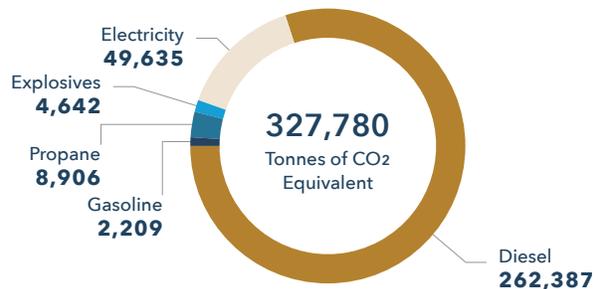
In the following charts, we show the energy consumption, GHG emissions and energy intensity at our producing sites. Equinox Gold uses emission factors from the TSM Energy and Greenhouse Gas Emissions Management Reference Guide, 2014, to calculate direct (Scope 1) GHG emissions, and uses emission factors from respective government or regional utility disclosures to calculate grid electricity (Scope 2) GHG emissions. Energy consumption increases during 2023 were primarily driven by increased diesel consumption at Aurizona and

increased electricity consumption at RDM. The Aurizona increases relate to additional haulage distances from the open pit as well as progressive reclamation work being completed on areas of the northern waste rock dump. Increased electricity consumption at RDM is associated with increased plant operations during 2023 compared with 2022, when the plant was shut down for a portion of the year.

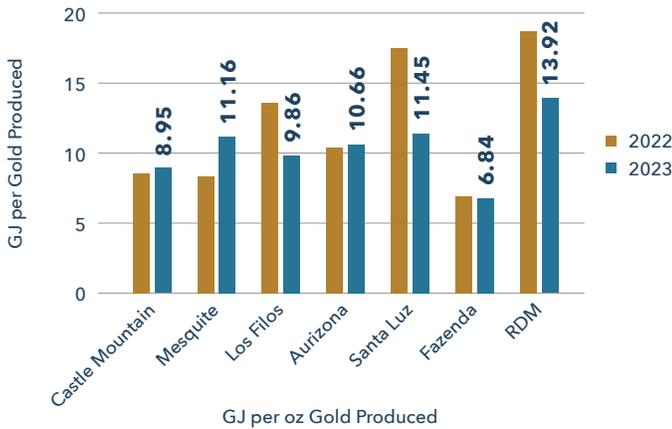
**2023 GHG EMISSIONS BY SOURCE (GJ)**



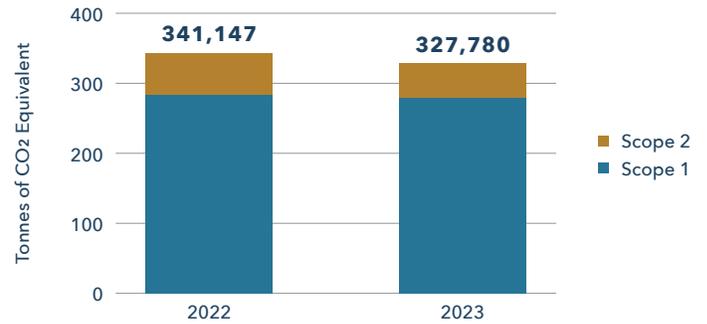
**2023 ENERGY CONSUMPTION BY SOURCE (TCO<sub>2</sub>E)**



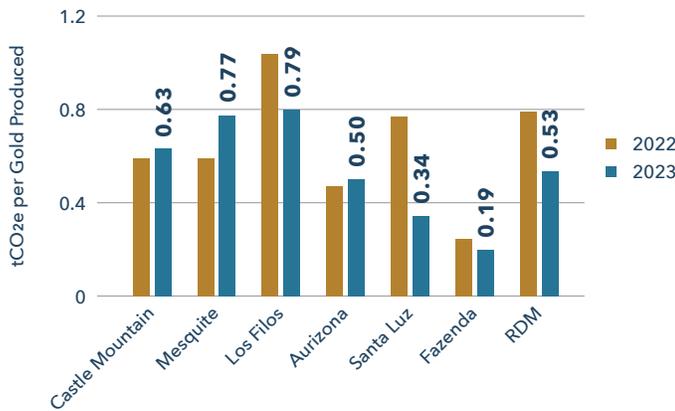
**2022 AND 2023 GHG EMISSIONS INTENSITY BY SITE (GJ PER OZ GOLD PRODUCED)**



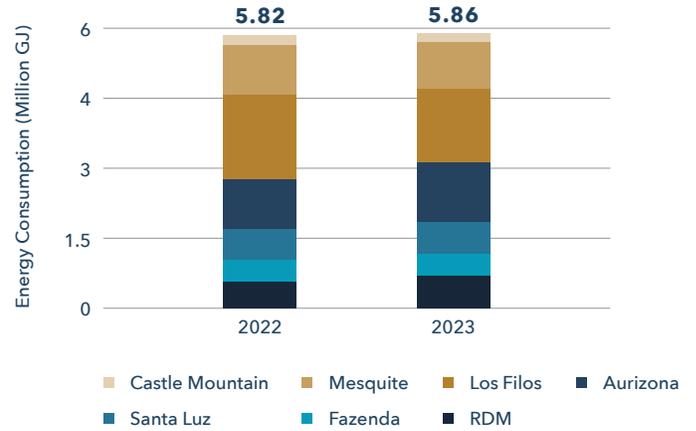
**2022 AND 2023 SCOPE 1 AND SCOPE 2 EMISSIONS (tCO<sub>2e</sub>)**



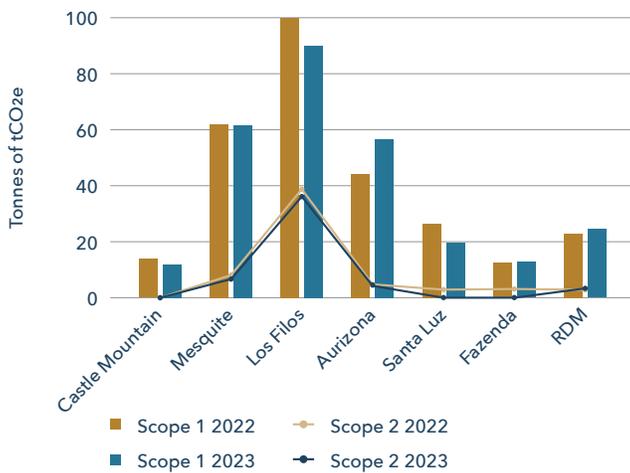
**2022 AND 2023 GHG EMISSIONS INTENSITY BY SITE (tCO<sub>2e</sub> PER OZ GOLD PRODUCED)**



**2022 AND 2023 ENERGY CONSUMPTION BY SITE (GJ)**



**2022 AND 2023 SCOPE 1 AND SCOPE 2 EMISSIONS BY SITE (tCO<sub>2e</sub>)**



# Priorities for 2024

- Continue to coordinate GHG emissions reduction initiatives across the mine sites
- Enhance tracking tools to monitor progress with GHG emissions reduction initiatives
- Develop intensity-based emissions target based on the 2030 business-as-usual forecast

# TAILINGS AND WASTE MANAGEMENT

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Mining activities generate both tailings and waste rock. Tailings are a mixture of ground rock and process effluents that are generated in a mineral processing plant. Waste rock is the material that is displaced by mining but not processed because it contains little to no valuable mineralization. As an industry we must manage both our tailings and waste rock with the utmost care to protect the communities and environment surrounding our operations. Equinox Gold has robust safety and waste management procedures in place to ensure we are responsibly handling the waste generated from our operations.

# Our Approach

This section focuses primarily on Equinox Gold's two biggest sources of mining waste: tailings and waste rock. We have robust procedures in place to ensure our mine waste is safely managed and that our tailings storage facilities (TSFs) are properly designed, physically and chemically stable for long-term storage, and routinely inspected and audited. We are also committed to communicating regularly with local communities to address any questions or concerns about how we manage mining waste.

4

Active TSFs

3

Legacy TSFs

2

New TSFs under construction

1

TSF scheduled for closure

## Responsible Tailings Management

Equinox Gold has four active TSFs and three legacy TSFs in Brazil, several legacy tailings piles in Canada, and two recently constructed TSFs in Brazil and Canada. Our mines in the United States and Mexico use heap leach processing and do not generate tailings.

To achieve our goal of zero harm to people and the environment, we uphold high standards and practices for the safe, responsible management of our tailings across their life cycle. For example:

- As a member of the Mining Association of Canada, we have implemented the TSM Tailings Management protocol at all sites with a TSF.
- As a member of the World Gold Council, we have adopted the RGMPs, which include principles related to tailings and waste management.
- We are a signatory to the International Cyanide Management

Code, which provides standards of practice regarding safe disposal of tailings where cyanide is used in mineral processing.

- We intend to review and strengthen, where necessary, our systems and processes through alignment with the International Council on Mining and Metals' Global Industry Standard on Tailings Management (GISTM).

Local and international specialists design all our TSFs based on internationally recognized engineering practices, and Independent Tailings Review Boards oversee the design and construction of our new TSFs and select TSF expansions. We use only 'centreline' or 'downstream' construction methods and conduct regular internal and third-party inspections and audits to ensure our TSFs are built and operated in compliance with all regulatory requirements.

The majority of our TSFs have geosynthetic (plastic) liners throughout their storage reservoirs to minimize the likelihood of any seepage from the stored tailings, and all TSFs have seepage detection systems that are regularly monitored. In compliance with regulations from Brazil's National Mining Agency (ANM), which is responsible for overseeing the safe operation of TSFs in that country, each of our operating TSFs in Brazil is equipped with an audible early warning system that would alert both our team and nearby communities within 10 kilometres downstream of the TSF of any instability issues.

We ensure our workforce, consultants and contractors are qualified, well trained and aware of potential risks associated with tailings storage so they can successfully carry out their responsibilities with regard to construction, operations and management of the TSFs.



## Our Commitments

Equinox Gold is committed to upholding high standards and practices for the management of our TSFs including:

- Locating, designing, constructing, operating, decommissioning and closing TSFs so they are structurally stable and safely managed to prevent pollution.
- Using only centreline or downstream methods of construction for new TSFs and all TSF raises.
- Avoiding riverine and submarine tailings disposal in any new mine projects.
- Identifying, assessing and mitigating geotechnical and geochemical risks with TSFs and incorporating the results into the design.
- Embracing tailings disposal techniques and technologies that minimize water use, where feasible.
- Ensuring our TSFs are in compliance with all regulatory requirements and sound engineering practices by conducting regular internal and third-party inspections as well as internal and external audits.
- Engaging an external engineering company, designated as the Engineer of Record, that is responsible for assuring the TSF is designed, constructed, operated and closed in accordance with applicable regulations, guidelines and codes, and works in conjunction with Equinox Gold's Resident Tailings Engineer at each of our mine sites.
- Monitoring our TSFs using standard industry techniques at a frequency that allows for early identification of potential issues.
- Retaining an Independent Tailings Review Board (ITRB) or having equivalent third-party oversight to review the design, construction and management practices of our TSFs and provide recommendations to further reduce risks and optimize TSF structural safety.
- Maintaining early warning alert systems for potential tailings incidents for workers and persons living downstream of the facilities.
- Ensuring our workforce, consultants and contractors understand TSF-related risks so they can successfully carry out their responsibilities with regard to TSF construction, operations and management.
- Ensuring that internal governance of our TSFs includes policies, systems and accountabilities that support TSF safety, such as regular communication with the Board, appointment of a corporate Accountable Executive Officer with direct reporting to the COO, and having a Resident Tailings Engineer at each site who is responsible for TSF operations and expansions and is in direct communication with the Accountable Executive Officer.
- Communicating regularly and openly with local communities to address any concerns regarding our TSFs.

## Continuous Performance Monitoring

Equinox Gold has a tailings management process in place at each of our mines with an operating TSF to ensure our facilities are operated appropriately. We monitor our TSFs and conduct regular inspections, including internal and external reviews, to ensure the facilities continue to function in a safe and environmentally responsible way. Key monitoring activities are described below.

- Both our active and inactive TSFs are monitored with instrumentation to measure internal water levels within the dams and foundations, and movement monitors on the TSFs would notify us immediately of any potential stability issues. For example, real-time video surveillance systems continuously monitor the downstream slope of the TSFs. Automated movement detection monitors are installed along the crest and downstream slope of the facilities and automated water level monitors are installed within the TSFs and their foundations.
- Monitoring data are collected either hourly, daily or weekly, depending on the required parameters, and compiled in a monthly internal report.
- A central geotechnical monitoring centre has been established in Belo Horizonte for all of our Brazilian TSFs. This centre's primary purpose is to continually monitor the stability and operation of our TSFs on a 24/7 basis. Instrumentation data that are collected for internal water levels, movement detection, etc. are transferred to this centre and constantly reviewed for any significant changes that could indicate potential instability of the TSFs.
- Each of our sites has a dedicated Resident Tailings Engineer who is responsible for overseeing safe operation of the TSFs. This engineer performs regular visual inspections of the dam(s), reviews the instrumentation data, monitors the water and tailings levels within the facility's reservoir and coordinates with third-party engineers to convey the key operating data to the regulatory authorities on a regular basis.
- We regularly inspect for any seepage from within the dams or their foundations and monitor for any movement of the dams to ensure the facilities are performing as designed. Data are compared against normal operating parameters by our Resident Tailings

Engineer at each site and, in the event of any significant deviation, the design engineer (Engineer of Record) and the federal mining agency (ANM) would be alerted. The Accountable Executive Officer (our Senior Vice President Technical Services) and Equinox Gold's COO would also be notified of any significant deviation and the results of any investigations that are conducted.

- As per Brazil regulations, an independent engineer visits each site twice a year and conducts a dam safety review. In addition, an independent engineer visits each site monthly to observe the performance of the dam(s) and report the instrumentation data results to ANM.

Equinox Gold has an Accountable Executive Officer, designated by the COO, CEO and Board, who is responsible for the development and implementation of the systems needed for responsible tailings management at a corporate level. This position reports on TSF performance to the Board on a quarterly basis, and we publish tailings disclosure information annually to our stakeholders through this report and on our website.



## Emergency Response and Crisis Management

Emergency Preparedness and Response Plans are in place for both our operating and legacy TSFs. These plans describe measures to respond to emergency situations and to prevent and mitigate both on- and off-site safety or environmental impacts. In addition, emergency response simulations are conducted at each site in Brazil by operations personnel, typically on an annual basis.

Crisis management plans are also in place to support the site team should a tailings breach occur. These plans follow the Incident Command System, which is a common

international system that allows for proper response, communication and documentation of any incident.

As a part of our commitments to the TSM protocols, which include Crisis Management, our site teams and corporate teams are required to perform desktop exercises annually and full-scale exercises every three years so our teams can practice emergency response protocols and to ensure individual members understand their roles and responsibilities in the event of a crisis.

At each of our mines with operating TSFs, an audible early warning system

has been installed to provide an alert to our team and to people living within 10 kilometres downstream of the TSFs. We have conducted simulation emergency response exercises that incorporate community members and our workforce to ensure everyone that may potentially be impacted downstream from our facilities understands how to stay safe in the unlikely event of a tailings breach. These simulations provide crucial emergency training and also help to improve our emergency response plans.

## Responsible Heap Leach Management

Gold from low-grade ore is typically extracted using a process called heap leaching. The ore is stacked onto large pads that are lined with a geosynthetic (plastic) base and collection pipes. A process solution is applied to the top of the heap and the solution percolates down through the ore, collecting gold as it goes. The gold-laden solution is collected at the base of the heap and transferred through piping to collection ponds and then the processing plant for gold extraction.

Equinox Gold has robust safety and heap leach management procedures

in place to ensure we are responsibly handling the leach solution and maintaining the heap leach pads at our operations. We have two active heap leach pads and two legacy pads in the USA, and two active heap leach pads in Mexico. None of our Brazil mines nor our mine in Canada currently use heap leach processing, but we have two legacy pads in Brazil.

Our operations teams perform regular inspections of heap leach pads to ensure any slopes showing local instability can be addressed. Groundwater monitoring wells are installed at all active leach pads and

are checked regularly to ensure early detection of any potential seepage. All our operating and legacy heap leach pads have geosynthetic liners at the base of the pads to minimize the likelihood of any solution seepage into surrounding soil, and all operating pads have double liners in the solution collection ponds. No water is discharged from any of our heap leach mine sites.

More details and a summary of the physical characteristics of our operating and legacy heap leach pads is provided in [Appendix page 137](#).



Last September, our Santa Luz team participated in an “ecological awareness walk” through the nearby Morro dos Lopes area. Guided by local writer and historian, Nelci Lima da Cruz, the event aimed to increase environmental knowledge about the impact of solid waste on the ecosystem and to promote environmental collaboration among employees. During the walk, participants collected 200 kg of litter.



## Waste Rock

Each of our operations has waste rock storage facilities. At our underground mines, we use some waste rock as underground backfill to minimize the amount of waste rock brought to the surface for permanent storage. At our open pit mines, we store waste rock in surface storage facilities that are engineered to be both geotechnically and geochemically stable. When the facility is no longer in use, the waste rock facility is rehabilitated based on government approved closure plans to comply with the agreed end land use.

## Other Types of Waste

In addition to tailings and waste rock, our day-to-day operations generate other types of waste including hazardous materials (e.g., waste oils, batteries) and non-hazardous waste (e.g., food waste, construction materials). Our goal is to minimize these forms of waste where possible through reuse and recycling.

Guided by our environmental management systems (EMS), which are aligned with ISO 14001:2015, our local teams manage and track the waste resulting from our business activities so we can evaluate our performance and identify areas for improvement. Employees must follow certain rules and procedures for segregating waste at source (by type and characteristic), transporting waste to a temporary storage centre, storing, separating, loading, transporting and finally disposing of waste. We also provide training on safe handling of waste to

demonstrate what actions must be taken daily to properly separate it, and regular inspections are carried out in generating areas to verify separation compliance.

All our mine sites have recycling programs in place and many of the mine sites also have composting programs. The site recycling programs also include the sale of waste steel and obsolete parts and equipment, where possible. We run waste and recycling education campaigns and issue regular communications to encourage employees to make environmentally conscious decisions. To achieve proper treatment and final disposal of waste, our sites engage with specialized third-party companies that are responsible for providing proper documentation to ensure compliance with local waste regulations.



## Our Performance in 2023

**Zero**

tailings-related environmental or safety incidents

**100%**

of our TSFs had third-party inspections

**2,076t**

of hazardous and non-hazardous materials flagged for disposal were recycled

### Key Highlights

- Achieved a Level A rating for the TSM Tailings Management protocol indicators

### Summary

In 2023, we continued to strengthen our tailings management practices with implementation of the TSM Tailings Management protocol. We engaged an external consultant to co-review our systems to verify compliance and identify areas where improvements can be made. Longer term, we intend to participate in an external audit with the goal to ultimately achieve a level AA or AAA rating across our operations.

All our operating and legacy TSFs in Brazil underwent regular internal reviews and third-party safety inspections. We also held

on-site meetings with Independent Tailings Review Boards (ITRBs) at our Aurizona and Greenstone mines to provide independent assessment and opinion of the planned design, construction, operation and closure of the new TSFs at these sites to assess whether they meet design and operational guidelines based on internationally accepted standards. The ITRBs made recommendations to improve certain aspects of the design, construction, operation and closure of the TSFs, which we are in the process of implementing.

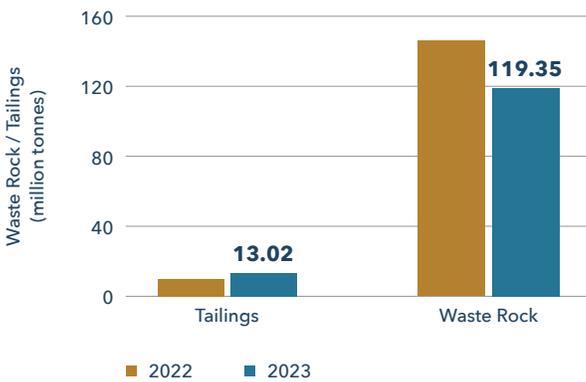
We are committed to being transparent about our TSF management practices so our stakeholders are aware of the standards, systems and operational processes we have in place to ensure our people, the environment and local communities are protected. In 2022 and 2023, we released a standalone Tailings Management Report. To streamline reporting going forward, instead of producing

a separate report we will provide comprehensive tailings disclosures in our annual ESG Report and on our website. Refer to the [Appendix](#) for a disclosure table of technical information.

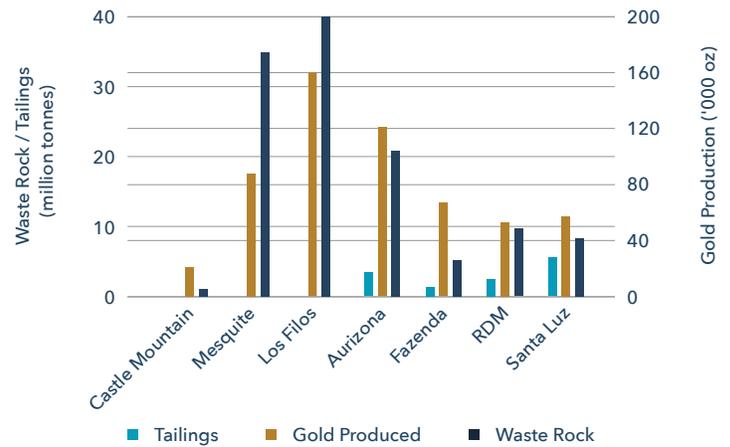
In December 2023, a section of the northern waste rock facility at our Aurizona mine slumped, temporarily blocking a village access road. There were no injuries, no environmental damage, and

no damage to equipment or mine infrastructure. Our mine site team quickly established an alternate access route for the village and the main road was rebuilt and reopened eight days later. Subsequent to this event, the slope of the waste rock facility was recontoured to a flatter slope to prevent any future slump from occurring and instrumentation was installed to continually monitor the new slope for any movement.

**2022 AND 2023 WASTE ROCK AND TAILINGS GENERATION**



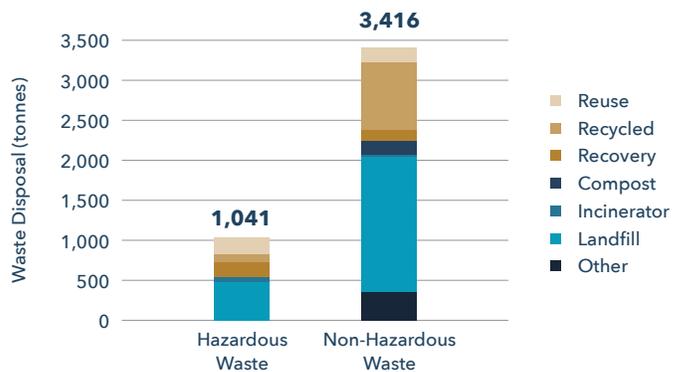
**2023 PRODUCTION OF GOLD, WASTE ROCK, AND TAILINGS BY SITE**



\* The Mesquite, Castle Mountain and Los Filos mines use heap leach processing and do not generate tailings.

In 2023, 62% of non-mineral waste was diverted from disposal through reuse, recycling or recovery processes, while the remaining 38% was appropriately disposed of. Additionally, 30% of the total hazardous waste generated was successfully recycled, and 64% of non-hazardous industrial waste was recycled or reused. These figures highlight significant achievements in waste management, emphasizing the team's effective management and reduction of waste, and responsible handling of hazardous materials.

**2023 WASTE DISPOSAL METHODS**



# Priorities for 2024

- Have zero tailings and heap leach pad incidents
- Maintain a Level A rating for TSM Tailings Management protocol and improve on any deficiencies identified from the 2023 internal assessment
- Continue with regular inspections of the tailings, waste rock and heap leach facilities to minimize any potential instability of slopes
- Continue to identify and implement opportunities to reduce the generation of other types of waste

CASE STUDY

## Fazenda’s recycling program a win-win for the environment and Equinox Gold

The Environmental and Social teams at Fazenda Mine have shown that recycling can benefit both communities and the Company’s bottom line.

Starting in early 2021, the teams collaborated to initiate a program for waste segregation and recycling, whereby recyclable materials are donated to local associations and metal scraps are sold to local recycling companies.

At first, the program was managed in-house by our local teams, who cleaned and organized areas where scrap metal and unusable equipment could be stored.

They took responsibility for segregating and managing the storage and final disposal of solid waste, including scrap metal such as mixed steel and copper, as well as unusable equipment.

Soon it was decided the program would run more efficiently - and profitably - if outsourced to a local company.

In October 2021, we engaged a third-party company to run the program with an expanded scope including loading, transport and disposal of other scrap metals. A welcome opportunity arose through this partnership: this company

offered to generate revenue for Equinox Gold by facilitating the sale of the used metals and materials on our behalf.

Since the program’s launch over two years ago, we have generated income through the sale of more than 2,500 tonnes of scrap, including manganese scrap, mixed steel, copper and tires.

Through more strategic waste management and segregation, metal scraps have proven a successful solution for generating additional financial returns for Equinox Gold while diverting literally tonnes of waste from landfills to recycling.



# WATER STEWARDSHIP

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Equinox Gold's operating sites are spread across a range of locations and ecosystems, from the western deserts of the United States to the tropical forests of northern Brazil to the temperate forests of the Canadian Shield. Each of these areas provides both opportunities and risks related to water management.

Water is a critical resource for mining, for our host communities and for the flora and fauna surrounding our operations. Water also consistently ranks near the top of the materiality assessment results of most mining companies, and Equinox Gold is no exception in this regard. Addressing water stewardship is not only a responsible and ethical choice for a mining company but also a strategic decision that aligns with regulatory compliance, risk mitigation, access to capital, and long-term sustainability goals.



## Our Approach

**Water stewardship is an integral component of our ESG strategy. We aim to protect the quality and quantity of regional water resources and to conserve and reuse water as much as possible during our mining activities.**

All our mines have developed water resource and water quality monitoring programs focused on surface water and groundwater quality to mitigate potential impacts of our operations. To ensure effective and transparent water resource management, the mines have teams that communicate and report water management strategies, oversee environmental compliance and develop strategies to mitigate socio-environmental impacts. In 2023 we released a Water Stewardship Report to document the activities underway at each site and to set the path to development and implementation of a comprehensive corporate water stewardship strategy that is aligned with the International Council on Mining and Metals (ICMM) Water Stewardship Framework and the TSM Water Stewardship protocol.

### Managing Water Risks and Impacts

Equinox Gold uses a water balance to understand the various inputs and outputs of water at each site. This requires an in-depth understanding of the hydrology, climate and hydrogeology of the site as well as the production needs of the mine. Water withdrawn by the sites varies depending on the type of process used to extract gold from the ore, the size of the mine, the climate and the geographic location. Many of our mines operate in arid and semi-arid regions, or in regions with a distinct wet and dry season. We store water to mitigate water scarcity during the dry season, and in the rainy season we have to manage excess water and storm events.

### Minimizing Consumption, Maximizing Reuse

A key component of our approach is to reuse water (water recycling) as much as possible. This helps reduce overall consumption, lessens our dependence on community water sources and enhances water security for our operations. We reuse water that has percolated through our heap leach pads and reclaim water from our TSFs. Through our environmental management system, we continually assess compliance with our permitted water allocations, track how much water we withdraw and consume at each site, and work to improve our water-use efficiency per ounce of gold produced.

## Monitoring Water Quality and Effluent Discharge

We also work to protect water quality through effluent management. Seven of Equinox Gold's eight projects are zero-effluent discharge sites, which means no water impacted by operations leaves the site and excess water is instead either stored for later use or evaporated. Where we are required to discharge water, we ensure water quality complies with permitted standards before discharge. We also use evaporators to reduce excessive water inventories in areas with a positive water balance.

We carefully manage chemicals used in the mining and processing of ore. Contaminants can also move through the air in dust particles or become mobilized in water. To eliminate or mitigate the impact of our operations on local water quality, we have procedures in place to reduce dust and ensure any water-borne contaminants are either contained on site or treated to appropriate water quality standards before any

effluent is discharged. We also monitor water quality in both surface and groundwater sources to detect if any mine-related contaminants have affected water bodies outside our approved mining areas so we can take appropriate action to mitigate the issue and prevent recurrence.

Monitoring programs to detect cyanide in both surface and groundwater are required by the International Cyanide Management Code (ICMC), of which Equinox Gold is a signatory. Our Mesquite, Los Filos and Fazenda mines are certified in compliance with ICMC, with the latter completing re-certification in 2023. Aurizona undertook its certification audit in 2023 and received partial certification, while Greenstone completed a "pre-operational" gap analysis. In 2024, we expect Aurizona and Castle Mountain to become fully certified. Greenstone is to be certified by 2027 based on the three year timeframe following achieving commercial production.

## Adapting to Climate Change

The effects of climate change may impact both our mine water balance and our structures, such as water storage and tailings storage facilities. We are adapting to the potential impacts of climate change by regularly updating our storage facility design parameters to account for increasingly intense rainfall events. We also design our drainage systems and water structures with a significant amount of contingency for added assurance that our site structures will remain stable even through extreme weather events.

## Collaboration with Communities

To address our shared interests in water management, Equinox Gold meets regularly with local stakeholders to address water-related concerns and challenges.





## Water Stewardship Strategy

In 2023, we developed and launched our inaugural Water Stewardship Strategy, which sets the stage for future work and decision-making related to water. In 2023 we also issued a standalone Water Stewardship Report. Going forward, we plan to publish all water-related disclosures in our annual ESG Report and accompanying appendices.

We intend to build on our current water stewardship practices over the next two years by focusing on the following initiatives:

- **Benchmarking:** In 2024, we will benchmark the performance of Equinox Gold at a corporate level, which will involve a comparison of corporate commitments and public disclosure from members of our peer group in addition to looking at the water stewardship strategies of mining industry leaders. Benchmarking against both groups allow Equinox Gold to understand where we sit relative to our peers and to evaluate what steps should be taken to be considered a leader for water stewardship. We will also undertake benchmarking at the asset level to evaluate how each mine's water use intensity compares to similar operations (similar size, processing flowsheet and climate location).
- **Water management optimization and target development:** An evaluation of the water consumption of each asset will be conducted during 2024 based on a review of each asset's water balance and discussions with site personnel. This evaluation will involve identification of the site's major water uses and opportunities for improving water management practices. In addition, the team will document how the mine sites are engaging with neighboring communities and water users at the catchment level to identify opportunities for increased collaboration. The results of this phase of investigation will inform the development of Equinox Gold's water stewardship targets, which will be applied to our operations in 2025.
- **Performance reporting:** We will publicly report our performance against the new water stewardship targets starting with the 2025 calendar year.

## Our Performance in 2023

# 80%

Water reused in processing operations

# 17.2m<sup>3</sup>

Average water use per ounce of gold produced

# 15.2Mm<sup>3</sup>

Total water withdrawn and collected

### Key Highlights

- Achieved a Level A rating for 100% of the TSM Water Stewardship protocol indicators
- Remained in compliance with water management permits across our operations
- Built a new water treatment plant for the community of Mazapa, Mexico, near our Los Filos Mine

### Summary

We achieved our 2023 target to achieve a Level A rating for 100% of the TSM Water Stewardship protocol indicators across all operations. Our longer-term goal is to achieve a Level AA or AAA rating.

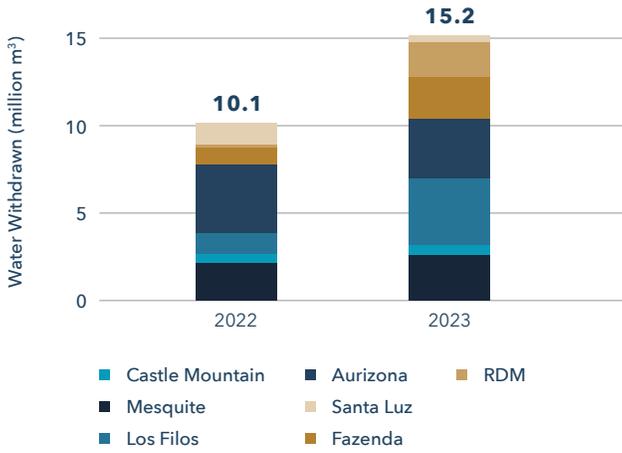
Of the water used at our operations in 2023, 80% was recycled (2022: 58%), demonstrating a 22% increase in water recycling at our sites. Our water sources are groundwater (water wells), surface water (rivers and lakes), external sources (third party), and mine dewatering. Of the 15.2M m<sup>3</sup> of water withdrawn and collected during 2023, 12% of the water was withdrawn from surface sources, 38.3% was from groundwater, 21.3% was sourced from precipitation (rainfall collected) while 28.3% was collected from mine dewatering. We discharged 75% of the excess water collected by mine dewatering back to the environment, and the remaining 25% was sustainably used for dust control and heavy equipment washing.

Water use intensity is a measure of how much new water was used in our mines per ounce of gold produced. In 2023, water use intensity was 17.2 m<sup>3</sup> per ounce of gold produced on a consolidated basis, but water use intensity ranged from 2.11 m<sup>3</sup> per ounce of gold produced at Los

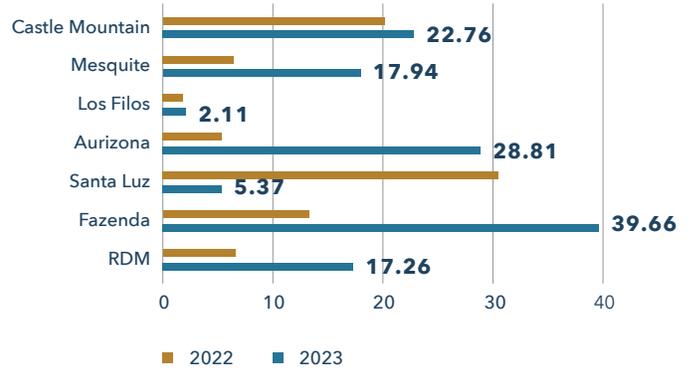
Filos to 39.66 m<sup>3</sup> per ounce of gold produced at Fazenda. Water use by the sites varies depending on the type of mining, the type of process used to extract gold from the ore, the size of the mine, the climate and the geographic location.

We are constantly evaluating our measurement methodologies and techniques to improve the accuracy of our water consumption reporting. As a result of this process our reported water withdrawal figures increased in 2023 compared to previous years because water accumulated and used from precipitation was not previously included in our ESG reporting. The 2023 figures reflect precipitation that fell into infrastructures (e.g., tailings ponds, heap leach pads) and was captured in our contact water circuit. As a result, we had an increase of 5,017,000 m<sup>3</sup> of water withdrawal, with Los Filos (2,645,000 m<sup>3</sup>) and RDM (1,777,000 m<sup>3</sup>) being the two largest contributors. Other drivers for increased water consumption during 2023 were based primarily on greater measured volumes of mine dewatering at Fazenda (794,000 m<sup>3</sup>) and RDM (628,000 m<sup>3</sup>) and groundwater withdrawal at Fazenda (681,000 m<sup>3</sup>) and Mesquite (433,000 m<sup>3</sup>).

**2022 AND 2023 WATER WITHDRAWAL BY SITE**



**2022 AND 2023 WATER INTENSITY BY SITE<sup>1</sup>**



<sup>1</sup> Water intensity between 2022 and 2023 is not entirely comparable because precipitation was not reported in 2022.

**2023 WATER USAGE (m³)**



# Priorities for 2024

- Complete benchmarking of sites against mines with comparable mining methods, processing technologies and climate settings
- Implement our Water Stewardship Strategy and set Company-wide water stewardship targets

## CASE STUDY

### Clean and Safe Drinking Water for the Rural Population of Mazapa, Mexico

In 2023, Equinox Gold built a new water treatment plant for the community of Mazapa, near our Los Filos Mine.

Los Filos financed and supervised construction of the new water treatment plant. The fully commissioned plant is scheduled to be handed over to the Mazapa community in 2024.

Prior to construction of the water treatment plant, Los Filos donated 200 drinking water containers to the community on a weekly basis. With implementation of the treatment plant, the community will no longer have to rely on Los Filos for access to clean drinking water.

In addition to being able to independently produce the purified water they need for daily consumption,

the Mazapa community will have the potential to engage in a bottled water-selling business, further enhancing their self-sufficiency and economic prospects. This transition marks a significant step towards the community's empowerment and long-term sustainability.

Los Filos also provided funding for the construction of a sewage treatment facility powered partly by solar energy in the community of Mezcala, which is fully managed by the community.

The Los Filos team is working with the community of Carrizalillo to update their water distribution system and started the construction of a water treatment plant in early 2024.



# BIODIVERSITY

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

It is widely recognized that biodiversity - having a variety of plants, animals, insects and microorganisms - keeps our global ecosystem in balance and is a critical natural defence against climate change. Following a landmark agreement at the 2022 United Nations Biodiversity Conference to strive for widescale protection of the world's lands and waters, a new GRI Biodiversity Standard (GRI 101: Biodiversity 2024) was established to help organizations comprehensively disclose their operational and value chain impacts on biodiversity. It is important that businesses support these global efforts by voluntarily tracking, reporting and mitigating their biodiversity impacts and making investments to help restore biodiversity in the areas where they work.



## Our Approach

We are committed to taking meaningful action to prevent biodiversity loss and support healthy ecosystems throughout the lifecycle of our mines.

Our Environment and Climate Change Policy outlines our commitment to protecting the species and habitats of the areas in which we operate and promoting the conservation of local biodiversity. We carefully adhere to all local and federal regulations related to biodiversity protection and go beyond these mandated duties by implementing additional voluntary standards. These include the RGMPs for Biodiversity, Land Use and Mine Closure and the TSM Biodiversity Conservation Management Protocol.

We operate in proximity to several important ecosystems including the Amazon Preservation Area in Maranhão, Brazil and the Caatinga

region in Bahia, Brazil; the Zopilote Gorge near our operations in Guerrero, Mexico; and the Mojave National Preserve in California, USA and the Avi Kwa Ame National Monument in Nevada, USA. We carefully manage our activities to minimize and mitigate both immediate and long-term adverse impacts on the flora and fauna in these locations, and we give special consideration to locally threatened species and critical habitats. All of our sites monitor the International Union for Conservation of Nature's Red List of Threatened Species as well as locally legislated protected species lists so we can adapt our activities to reflect urgent conservation needs.

### RELEVANT POLICIES

→ Environment and Climate Change Policy

## A Comprehensive Approach

We take a multi-pronged approach to biodiversity conservation.

- Before we undertake any activities that could disturb the land, we develop a baseline inventory of flora and fauna to identify the biota of both ecological and cultural significance.
- Based on this inventory, we conduct biodiversity impact assessments to understand our site's characteristics, allowing our local teams to ensure that identified native fauna and significant flora elements can be relocated during clearing procedures.
- We then develop biodiversity management plans for each mine. These plans detail our actions to mitigate or eliminate harm where possible and include monitoring and reclamation of habitats for local protected species. We update the plans as necessary to reflect evolving circumstances and the stages of mining development.
- Before we begin construction and operations, our local teams salvage and relocate any native fauna and significant flora elements.
- We maintain plant nurseries at our sites (where applicable) with plants salvaged during the clearing process or grown from locally sourced seed that can be used to replant areas as they are reclaimed.
- When undertaking reclamation, we set vegetation density and species targets that mirror the surrounding natural area so we can monitor the success of our reclamation activities.
- We collaborate with local communities, NGOs, government agencies and academic institutions to achieve positive biodiversity outcomes in the areas where we work.

Since we work in a variety of ecosystems, each site's biodiversity plans and activities are tailored to the specific needs and circumstances of the area. For example:

- In Mexico, our Los Filos Mine is implementing a soil regeneration project on waste dumps to understand how these areas can be used for agriculture by the local communities in the future.
- In Brazil, as required by law, we create conservation areas by purchasing undisturbed land to protect natural ecosystems. We safeguard these conservation areas from development, hunters, poachers and illegal small-scale mining activity, and also document the biological wealth of these areas and their importance to the maintenance of regional biodiversity. Efforts at our individual mines include:
  - At the RDM Mine, characterized by savannah-like vegetation, we are focused on forest restoration, including planting and direct seeding in large clearings, or enrichment planting to revitalize flora and soil in smaller clearings. We also have an active wildlife rescue program to minimize loss of wildlife and relocate animals when required.
  - At the Fazenda Mine, which has a unique ecosystem due to very arid conditions, our onsite team is working with forest restoration specialists to ensure guidelines for the degraded areas recovery plan for this special ecosystem are incorporated into our mine closure program.
  - At our Aurizona Mine, located in the Amazon biome with its distinct tropical rainforest, we are

safeguarding the flora, fauna and ecosystems in legal reserve areas and are working with academic groups to protect the biome, including conducting biodiversity surveys, collecting and producing native seedlings, and assisting with wildlife rescue programs.

- At the semi-arid Santa Luz Mine, we monitor flora and fauna conditions at two protected habitat areas outside the mine boundaries and work to enhance local vegetation and wildlife preservation.
- In California, USA, our Castle Mountain Mine team has supported biodiversity research and restoration programs to fortify the vulnerable Joshua tree species (see case study below) and protect local Bighorn Sheep and Golden Eagles. We have also taken measures to protect the threatened Desert Tortoise by fully fencing our operational areas with 'tortoise-proof' mesh and enforcing access road speed limits to reduce risk from vehicles. Employees are trained to identify and report tortoises found onsite and trained biologists are employed to identify tortoise dens, so the tortoises can be relocated to suitable habitat outside the mine boundary.

EMPLOYEE  
PROFILE

## Marcionilio Santos

Forest Assistant  
RDM Mine

If the responsibility lies with Marcionilio Dias dos Santos, commonly referred to as Sinhô, our environment is well-cared for. Sinhô's commitment and love for his work shine through, particularly in the RDM Seedling Nursery, where he devotes most of his time to nurturing a diverse array of fruits and native species. Sinhô's involvement with environmental protection began in 1986 when he started his mining career with another mining operator. While serving as a security guard, he guided mine officials and researchers around the terrain, pointing out local flora, fauna and geology, so they could perform crucial research on areas that would be impacted by dam construction.

Since 2012, he has been an integral part of the Environmental Department at our RDM Mine, where he is directly involved in reforestation processes, the restoration of degraded areas, environmental monitoring for analyzing air and water quality, and fauna rescue. He also has specialized training in capturing venomous animals. Beyond these responsibilities, Sinhô oversees the seedling nursery, which he fondly

refers to as his "second home." This work inspired him to complete an environmental technician course and in 2021 he became our Forest Assistant.

Sinhô is a highly respected member of the RDM team. His enthusiasm and ever-present smile reflect the immense pride Sinhô takes in his work: "As a resident of the region, and someone who is familiar with the land, wildlife and vegetation, I have been able to make an ongoing contribution to the mining industry, while protecting our precious natural surroundings. This experience has been a true blessing for me."



The success of Equinox Gold's conservation activities depends in large part on the skills and dedication of employees such as Marcionilio Santos at our RDM Mine in Minas Gerais, Brazil.

# Our Performance in 2023

100%

Level A or above rating for the TSM Biodiversity Conservation Management protocol

11,786

trees planted in reforestation projects around our sites

47ha

of land reclaimed

## Key Highlights

- Achieved a Level A rating for 100% of the TSM Biodiversity Conservation Management protocol indicators
- Invested in environmental projects to protect and enrich biodiversity in the regions surrounding our mines

## Summary

We achieved a Level A rating for 100% of the TSM Biodiversity Conservation Management protocol indicators across all operations. We did this by implementing a facility-level plan to manage significant biodiversity aspects, with clearly defined roles, responsibilities and accountabilities as well as the resources to implement our biodiversity commitments, and by publicly reporting on our biodiversity conservation performance.

We supported several projects in 2023 to protect and increase biodiversity. For example:

- We continued land recovery and restoration efforts across our mine sites, including the recovery of 234 hectares at the Fazenda Mine, where 17,000 seedlings have been planted over the past two years.
- At the RDM Mine, we planted more than 3,000 seedlings over a five-hectare area to help restore the native “Pequi” plant.
- Our Santa Luz Mine continued its extensive biodiversity programs, which included enhancing the vegetation in key areas, such as the permanent preservation area of the Itapicuru river and the Legal Reserve, by planting seedlings of native and endemic species of the caatinga.
- The Los Filos Mine 2023 biodiversity plan focused on conservation of bat species near the site, as well as the redistribution of various bird and mammal species in remediation areas to support the germination and spread of agave and other flora. Los Filos also continued to implement an environmental remediation program that will convert former mining land, including waste rock deposits and leach pads, into forest or viable agricultural land. In 2023, we continued to nurture one hectare of the restored land by performing crop rotation, from corn planted in 2022 to beans in 2023, to restore the soil to its natural state.
- At our Castle Mountain Mine, we implemented a program to protect wildlife from solution ponding on the heap leach pads. Since these temporary water collection areas can attract thirsty wildlife, in 2023 we installed ultrasonic/sonic equipment that emits sound waves to deter wildlife from approaching the leach pads. This program models a similar, successful initiative at Los Filos Mine to protect wildlife from leach pads at that location. Castle Mountain also provides water guzzlers to ensure wildlife have access to fresh, clean water.
- Our Aurizona Mine successfully completed a land rehabilitation and biodiversity recovery project to convert a former mining pit into a freshwater lagoon. The initiative will be extended to two other mine sites.

# Priorities for 2024

- Assess site biodiversity programs against the requirements for GRI 101: Biodiversity 2024
- Continue to engage and build strong relationships with local communities, NGOs, government agencies and academic institutions to support life-of-mine biodiversity programs and plans

Castle Mountain Mine welcomed approximately 50 kindergarten to grade 12 teachers during a Nevada educators' mine tour to demonstrate how modern mining includes mine site reclamation and conservation. The visit included a tour of our on-site nursery, which includes 4,000 Joshua tree seedlings, and each teacher received a young tree to take back to their school to support hands-on, in-class learning.



CASE  
STUDY

## Hands-on Support to Protect Eastern Joshua Trees

Equinox Gold's Castle Mountain Mine team is supporting critical environmental conservation research to benefit the Eastern Joshua tree.

While the Joshua tree is an iconic image of the southwestern U.S. landscape, it faces numerous threats. For example, the Western Joshua subspecies is at risk from habitat contraction, low germination rates and high mortality levels, and the Eastern Joshua subspecies, found on Castle Mountain Mine lands, faces the emerging risk of habitat loss due to wildfires. In 2023, the York Fire adjacent to the Castle Mountain Mine site resulted in the loss of almost 100,000 acres of pristine Joshua tree habitat.

In recognition of these risks, Equinox Gold welcomed the opportunity to partner with the Desert Research Institute (DRI), the non-profit research arm of the Nevada System of Higher Education, on a research project to benefit the species. As part of the multi-year project, researchers are investigating Joshua tree germination, emergence and establishment - scientific knowledge that is critical to help a species that successfully establishes new seedlings only a few times each decade.

Equinox Gold's Castle Mountain team has collected and preserved Eastern Joshua tree seeds during two seeding events since 2017.

In addition to collecting approximately 500 pounds of seeds, they have worked alongside DRI scientists to safely store and prepare the seeds for planting at the Castle Mountain Mine greenhouse.

This meticulous process continued in 2023, as the team prepared 540 seedling cartons and performed germination treatments. The team will also track the seedlings' growth and survivorship as they are transplanted over the next two years.

Equinox Gold has committed \$150,000 over the course of this three-year research partnership with DRI, in addition to contributing greenhouse facility access and our employees' time. The Castle Mountain team is proud to be part of this important work to ensure the survival of the beautiful Joshua tree.



CASE  
STUDY

## Evaluating Our Habitat Restoration Work in Mexico

Restoring an ecosystem to its pre-development state can take many years and involves the patient application and testing of both proven and new techniques. Equinox Gold has been monitoring wildlife populations around our Los Filos Mine for the past three years to assess the success of the Company's land remediation projects.

Los Filos Mine is situated in Mexico's Guerrero State, a tropical region with an abundance of bird species that thrive only in the humid Sierra Madre del Sur mountains and the semi-arid Balsas Basin. During 2023, to help assess site rehabilitation work performed since 2017, our environmental team and contract biologists conducted flora and fauna sampling to evaluate wildlife populations on reforested areas of the mine. During the 10-day project, the team reported more than 827 sightings of 83 bird species and evidence of 10 other types of wildlife.

These findings, which complement increased, informal day-to-day wildlife observations by Equinox Gold employees, suggest that wildlife is indeed returning to the area, likely due to the increase in available shelter, water and food created by our habitat restoration work. The growing presence of animal populations is gratifying to the Equinox Gold team, who work diligently

to perform land restoration work. It also bodes well for continued, natural habitat regeneration, since the returning wildlife can further support the seed dispersal needed for native vegetation to spread. We are proud that a helping hand from Equinox Gold is enabling this unique ecosystem to restore itself to a healthy, natural state.





# SOCIAL

## In This Section

- Occupational Health and Safety
- People and Organizational Culture
- Relationships with Indigenous Peoples
- Community Engagement and Development



### What's the key to delivering Equinox Gold's many, diverse social objectives?

"Our social objectives cover a wide range of issues, including maintaining excellent health and safety performance at our sites, creating a workplace where everyone can advance and succeed, and building trusting community partnerships to deliver lasting, shared benefits.

We'll achieve these goals by implementing recognized global standards and establishing concrete plans and targets to achieve our objectives. In many cases, our individual teams and mines have pioneered innovative approaches that respond to local needs. We are focused now on gathering performance data from their efforts and sharing those best practices to drive more consistent progress Company-wide. Perhaps most importantly, we can deliver the greatest results by engaging our people to lead and contribute to the things that matter most to them, whether as health and safety champions for their co-workers, as outreach delegates in their own communities, or as active participants on operations committees to leverage their knowledge, experience and ideas. By setting targets, recognizing innovation, and encouraging our people, we can drive wide-ranging and sustainable social gains."



**John Marshall**  
Vice President Human Resources

# OCCUPATIONAL HEALTH AND SAFETY

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Throughout the life cycle of our mines, protecting the health and safety of our workforce is our greatest responsibility. The mining industry has inherent hazards such as working at heights and in confined spaces, the potential for ground instability, rock bursts and equipment mishaps, and the use of explosives. We need to ensure our team has the training and tools to understand and effectively manage these risks to ensure the safety of our workforce.

# Our Approach



→ Health and Safety Policy

## Safety Policies and Standards

Our objective is to achieve a workplace of zero harm, with no injuries or fatalities. To achieve that, we work diligently to:

- comply with applicable health and safety laws and regulations;
- implement effective health and safety management systems;
- identify and mitigate health and safety hazards before accidents occur, so that every member of our workforce goes home safely at the end of each shift;
- investigate all near misses and safety incidents and share those learnings across all sites; and
- continually monitor and assess the safety practices and performance at each of our operations to identify areas for improvement.

Our commitment to creating a safe and healthy working environment is formalized in our Health and Safety Policy and Occupational Health and Safety (OHS) Management Standards. Every member of our workforce is expected to adhere to these important standards.

## Occupational Health and Safety Management System

We have a comprehensive OHS Management System that embodies our commitments to ensure the health and safety of our employees, contractors and anyone working at or visiting our sites. This management system encompasses a set of safe work procedures, instructions, records and controls. It enables us to identify and remove hazards and ultimately decrease health and safety risks in our workplace. The system was developed using the ISO 45001:2018 framework to both comply with local requirements and reflect stringent global standards, and incorporates industry best standards guidance, including the TSM Safety and Health and Critical Management and Communications Planning protocols and the health and safety requirements of the RGMPs.

Our sites follow customized local procedures, processes and technologies to satisfy the OHS Management System. For example:

- Our Brazilian mines use the Record of Safety Occurrence (ROS) system, which provides employees with the ability to log issues either manually or electronically using their cell phones and QR codes.
- At our USA operations, we use Automated Mining Operations Software (AMOS) to perform daily walkaround inspections of our workplace and mobile equipment.

- Our Los Filos Mine adheres to Mexico's 'Five Points of Safety Card' system.
- As we prepare for our Greenstone Mine to enter production, we are building comprehensive safety systems that will satisfy ISO 45001 and Canadian Standards Association (CSA) standards, as well as applicable legislation. In addition to performing regular inspections of workplace health and safety during the construction stage, our safety department is performing audits on systems in place to address any issues prior to the commencement of operations.

Health and safety internal audits are also conducted at each mine, and our Brazilian locations follow a process of cross-auditing (teams from one mine audit another mine) for added assurance.

As part of the OHS Management System, we also have occupational hygiene programs that aim to limit worker exposure to potentially harmful substances, such as dust, chemicals and other sources of occupational hazards. We run ongoing health campaigns and screening to gauge worker health related to potential workplace exposures.



## Shared Responsibility: Building a Strong Safety Culture

Equinox Gold has a culture of shared responsibility, where everyone is responsible for their own safety and also the safety of their co-workers. To achieve a culture of zero harm, every day at our mine sites starts with a safety 'toolbox' meeting to discuss the tasks at hand, identify potential risks and promote personal responsibility. This includes empowering our workforce to refuse unsafe work, and 'right to refuse work' policies are in place at each site.

We engage our people in creating a strong safety culture by encouraging their input through our OHS Committees. We provide mandatory training and tools to help employees safely perform their tasks and require participation in ongoing programs

that promote safety and well-being, including safety meetings and regular refresher training. Our contractors follow the same rules and procedures as employees and we provide them with health and safety orientation, evaluate their performance and workplace risks, and ensure that any incidents with contractors are registered and investigated. By doing so, we achieve consistent reporting of key metrics and standardized processes to ensure that all health and safety incidents are recorded.

To reinforce our safety culture and encourage innovation and leadership, Equinox Gold has a safety recognition program providing three awards for safety excellence within our Company:

- The Chairman's Safety Award recognizes the mine site with the best safety performance each year.
- The CEO Safety Leader Award recognizes three individuals who have displayed exemplary safety leadership.
- The COO Most Improved Site Award is presented to the site that shows the best improvement in safety performance compared with the previous year.

## Monitoring and Measuring Safety Performance

Health and safety performance is a critical measure of success for Equinox Gold. We track key health and safety indicators, and a portion of the corporate component of both executive compensation and our site-based employees' performance-based compensation is tied to health and safety performance.

We require our workforce to report all accidents, incidents and near misses so the incidents can be properly investigated and understood, and those learnings are shared across our mine sites to prevent recurrence. When hazards are identified, we have systems in place to determine the appropriate corrective actions and ensure that controls are implemented. We also enforce disciplinary action following deliberate or repeated breaches of our "Life-saving Rules" and serious violations of safety standards and procedures.

Equinox Gold participates in the Mine Safety Roundtable, a group of Canadian mining companies working together to reduce injuries and safety incidents. The group shares strategies and best practices that address industry hazards and risks. In addition, as members of the Mining Association of Canada and the World Gold Council, we apply the TSM protocols and RGMPs, both of which include health and safety obligations. Equinox Gold is also a signatory to the UN Global Compact and to the International Cyanide Management Code.

## Supporting Overall Health and Wellness

To support the overall health and wellness of our employees, Equinox Gold provides extensive health benefits and supportive services, from corporate medical insurance to locally tailored programs that team members can access to ensure physical and mental health for themselves and their family members. These local programs are designed to comply with specific governments standards, such as fatigue management policies in the USA or stress reduction guidelines in Mexico, and often include employee medical exams and health surveys. We also offer a range of optional services that employees may choose to participate in, from individual counselling and mental health support to on-site health screening events, voluntary vaccination campaigns and healthy lifestyle and sports activities.

## Accountability

The Board and its ESG Committee has oversight for the Company's health and safety policies, systems and performance. The Vice President, Health, Safety and Environment leads our overall safety program, and health and safety teams at each site are responsible for daily safety vigilance.

We hold monthly safety review meetings involving the CEO, COO, country Senior Vice Presidents, site General Managers, and Health and Safety management from both the corporate and site teams. Together this group studies the causal factors of significant incidents and gauges the quality of the subsequent investigations and corrective actions that are intended to prevent recurrence, effectively sharing learnings amongst all operations.



CASE STUDY

## Awarding Outstanding Safety Practices

In 2023, Equinox Gold continued its annual tradition of recognizing the top safety behaviours and achievements across the Company, based on performance measures tracked during the year and recommendations from site management and employees.

The winner of the 2023 Chairman’s Safety Award went to Los Filos Mine, which achieved the lowest Total Recordable Injury Frequency Rate (TRIFR) per million hours worked of 0.68.



Aurizona Mine was awarded the COO's Most Improved Safety Award in 2023 for having the largest improvement among eligible sites,

achieving a 32% improvement in their TRIFR compared to 2022. Additionally, Aurizona had the second lowest "all injury frequency rate."



The CEO's Safety Leader Award was awarded to three employees for their safety leadership.



**1st Place - Luis Rangel (Los Filos)** for leading the development of 20 improvement projects that contributed positively to the safety performance of his work area and site.



**2nd Place - Uraí Guerreiro (Santa Luz)** for initiating the installation of automatic valves on the elution tanks, eliminating the need for workers to climb seven metres to manually operate the valves.



**3rd Place - Joao Filho (Fazenda)** for leading a project that allowed for non-destructive testing of leach tanks using alternate technology, eliminating the risk of working at heights or exposure to cyanide bearing solution.





## Our Performance in 2023

# 1.47

Total Recordable Injury Frequency Rate (31% improvement from previous year)

# 89% Level A

rating for the TSM Health and Safety protocol indicators (self-assessment)

# 4 of 8

sites had no lost-time injuries in 2023

### Key Highlights

- Beat all of our 2023 safety targets
- Achieved a Level A rating for 89% of the TSM Health and Safety protocol indicators
- Completed safety evaluations of all sites against ISO 45001
- Introduced new accident investigation program and training to better identify root causes of safety incidents
- Delivered 57,000+ hours of health and safety training to our workforce

### Summary

In 2023, we achieved a Total Recordable Injury Frequency Rate (TRIFR) of 1.47 per million hours worked (2022: 2.12), beating our 2023 target of 3.25 or less. This performance puts us in the top quartile of our peers. Similarly, we had a Lost Time Injury Frequency Rate of 0.34 (2022: 0.34), beating our 2023 target of 0.63.

Despite these strong results, and after more than five years with no fatalities, Equinox Gold had one fatality during 2023. The incident occurred during

work on the Santa Luz TSF. No other personnel were injured, and a site-wide safety stop took place, including three full days of safety refresher training for the Santa Luz workforce, before restarting operations. This tragic loss is a reminder that constant safety vigilance is required to achieve our corporate vision of a zero-harm workplace.

In 2023, we continued working to meet industry best practices. We completed evaluations of all operational sites against the

ISO 45001 international standards for Occupational Health and Safety Management. We also worked towards achieving 100% compliance with the Level A rating of the TSM Health and Safety protocol indicators. We reached 89% compliance, up from 86% in 2022, making notable improvement in the areas of effective planning for managing health and safety controls, training, and our site's overall health and safety performance.

After introducing new corporate incident management and reporting software in 2022, we expanded its application in 2023 to enhance management access to data, including safety inspections, audits and risk management. Our Greenstone team implemented the software in mid-2023, and we can now access consistent, comprehensive data from all Equinox Gold sites. We also implemented a permit management module to help ensure our adherence to all regulatory requirements. Additional technologies introduced during the year to support our efforts included a Company-wide Health, Safety and Environment intranet on which all our sites can share timely communications about health and safety risks, incidents and best practices.

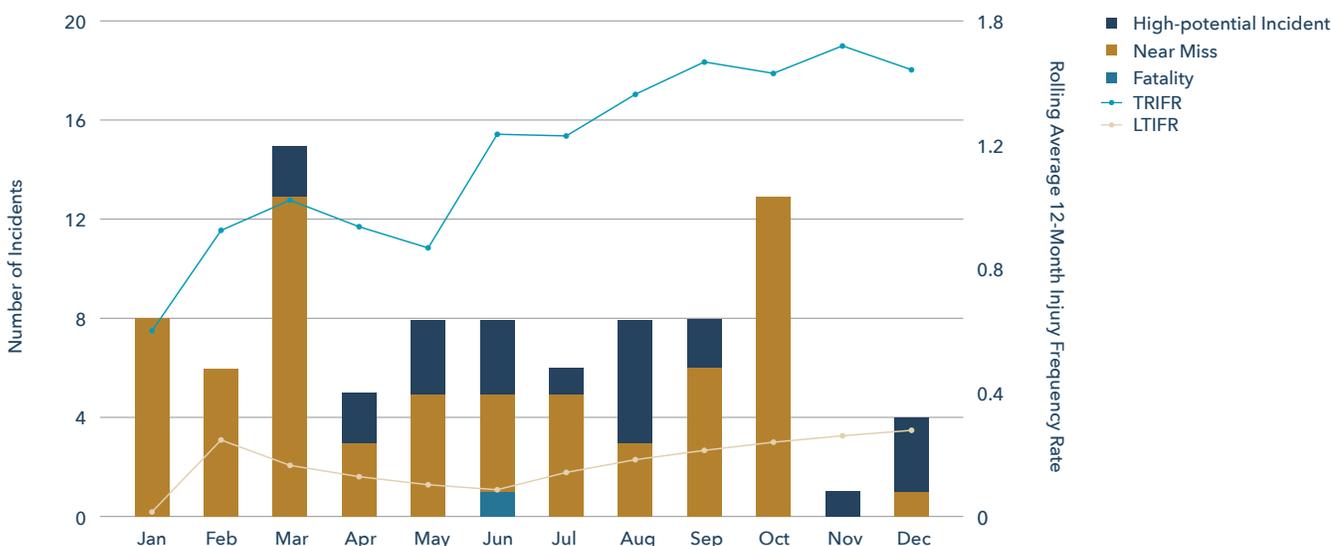
We continued to strengthen our health and safety processes and approaches, which included the introduction of the 'Taproot' incident investigation methodology. This leading industry-wide program helps management identify the root causes of incidents to improve investigation quality and identify effective corrective actions that can prevent future recurrence. With our Brazilian and Mexican sites now leveraging this program, we are already seeing a reduction in repeat incidents and plan to introduce it soon at our USA and Canadian sites.

Training is also critical to maintain a safe and healthy workplace. In 2023, we provided 57,564 hours of health and safety training across our sites for topics such as emergency response, safety orientation, first aid, cyanide code, fire brigade, confined

space and mobile equipment, among others. In addition to conducting emergency response exercises at all our sites during the year, we also completed a corporate crisis management drill in November 2023 to test our corporate team's emergency response capabilities.

While we had excellent safety performance in 2023, we did experience high-potential incidents (HIPO), 'near misses' and repeat events. To support the learnings from our HIPO review meetings, which include site health and safety personnel and corporate senior management, we introduced root cause analysis training along with our new software system, enabling us to focus on root causes, identify adverse trends, and generate corrective action to prevent recurrence.

**2023 CONSOLIDATED TRIFR, LTIFR AND NEAR MISS**





Employees in Brazil getting ready to set out for a health and wellness hiking activity



Family fun golf event at Greenstone Mine



Corporate Office Fierce Females Team from the Power to Summit fundraiser

We held a variety of activities in 2023 to support the overall health and wellness of our employees.

- In Brazil and Mexico, we held breast cancer awareness and screening events.
- In Brazil, we implemented the Equilibrium Program to support employee well-being through physical activities such as hiking, yoga, gymnastics and employee memberships with local health clubs.

- In Mexico, we held a soccer tournament among our employees, contractors and union members, in which 12 teams and 296 players took part.
- In Canada, we promoted a family fun golf event at the Kenogamisis Golf Course. The event had 16 teams participating in the Scramble Tournament and Kids Putting Contest.
- In Vancouver, four employees took part in the BMO Half Marathon

to fundraise for the Canadian Mental Health Association and 12 employees joined the Power to Summit hiking event to fundraise for the Power To Be non-profit organization.

**2022 AND 2023 SAFETY PERFORMANCE BY SITE**

	AIFR		TRIFR		LTIFR		HIPO AND NMI		FATALITY	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Greenstone	27.05	32.24	4.08	2.39	0	0.30	0	0	0	0
Mesquite	1.44	6.12	1.44	1.53	0	0	6.00	5.00	0	0
Castle Mountain	22.52	15.90	11.26	7.95	0	0	0	0	0	0
Los Filos	11.94	7.95	2.17	0.68	0.54	0.51	29.00	13.00	0	0
Aurizona	5.03	2.31	1.89	1.28	0.63	0.26	0	49.00	0	0
Fazenda	2.82	1.80	0.80	1.08	0	0.72	2.00	0	0	0
RDM	3.88	3.42	2.22	1.71	0.55	0	20.00	10.00	0	0
Santa Luz	13.27	4.61	2.21	2.30	0	0	11.00	12.00	0	1.00
Total	10.48	9.34	2.12	1.47	0.34	0.34	68.00	89.00	0	1.00

AIFR: All Injury Frequency Rate

TRIFR: Total Recordable Injury Frequency Rate

LTIFR: Lost Time Injury Frequency Rate

NMI: Near Miss Incident

HIPO: High-potential Incident

## Health and Safety: 2023 Highlights from Our Sites



### RDM

- 3 million hours worked without a lost-time injury (LTI)
- Implemented vehicle inspection and monitoring program to target top incident trends
- Introduced on-site medical and physical exams for all employees



### Aurizona

- Won the COO's Safety Award for most improved site with a TRIFR of 1.28
- Began integrating a site management system that conforms to ISO 45001 and ISO 14001
- Implementation of a weekly "Safety Walk" program involving employees, contractor safety technicians and managers
- Achieved a level A for all TSM Health and Safety indicators



### Mesquite

- No LTIs in 2023 (and none in past seven years); achieved a low TRIFR of 1.53
- Supporting a strong safety culture through its visual felt leadership program where supervisors and managers engage actively with crews in safety meetings and discussions job risks in the field



### Los Filos

- Won the Chairman's Safety Award for the site with the lowest TRIFR of 0.68
- Trained 99 employees as First Responders in First Aid and Fire Suppression with the Mexican Red Cross
- Reduced the number of high potential safety incidents by over 77% through focused health, safety and risk awareness campaigns



### Fazenda

- Implemented the "Safety Culture Maturity Curve", which focuses on managing proactive, leading safety indicators
- Achieved Level A in all TSM Safety and Health protocols, with one indicator reaching Level AA and another Level AAA



### Santa Luz

- Launched 'Happy Worker/Happy Family' safety program to encourage family member involvement and training to promote workplace and home safety
- Focused on improving contractor health and safety performance with a field behavioural audit, new policies, safety campaigns and training



### Castle Mountain

- Improved health and safety management systems in support of cyanide code certification
- Collaborated with Mesquite Mine on health and safety programs and emergency response team training



### Greenstone

- Achieved LTI frequency rate of 0.30 and has had only one LTI with more than 6.4 million hours worked project to date
- Established Joint Health and Safety Committee to represent all site workers
- Creating Safety Learning Teams that participated in investigations and gave ownership to the workers to find suitable corrective actions

# Priorities for 2024

- Achieve Level A rating for 100% of the TSM Health and Safety protocol indicators
- Refine and update corporate standards for the identification and management of critical controls to prevent the most serious types of health and safety incidents in conformance with ICMM best practices
- Continue enhancing safety performance management protocols, exercises and plans at each site

CASE STUDY

## Coming Together to Chart Mutual Safety Goals

To help bridge the complexities of having Equinox Gold mine sites in four countries, we hosted our first in-person Health, Safety and Environment (HS&E) Summit in 2023.

Held at our Vancouver office over three days in October, the event brought together the team leads from each Equinox Gold operation to discuss issues and make plans to strengthen our HS&E initiatives in 2024.

As a young company, this was an important opportunity to align the individual HS&E departments with common goals, programs and practices. Team members presented their local successes and challenges, reviewed Company-wide HS&E data, and set combined objectives for the year ahead.

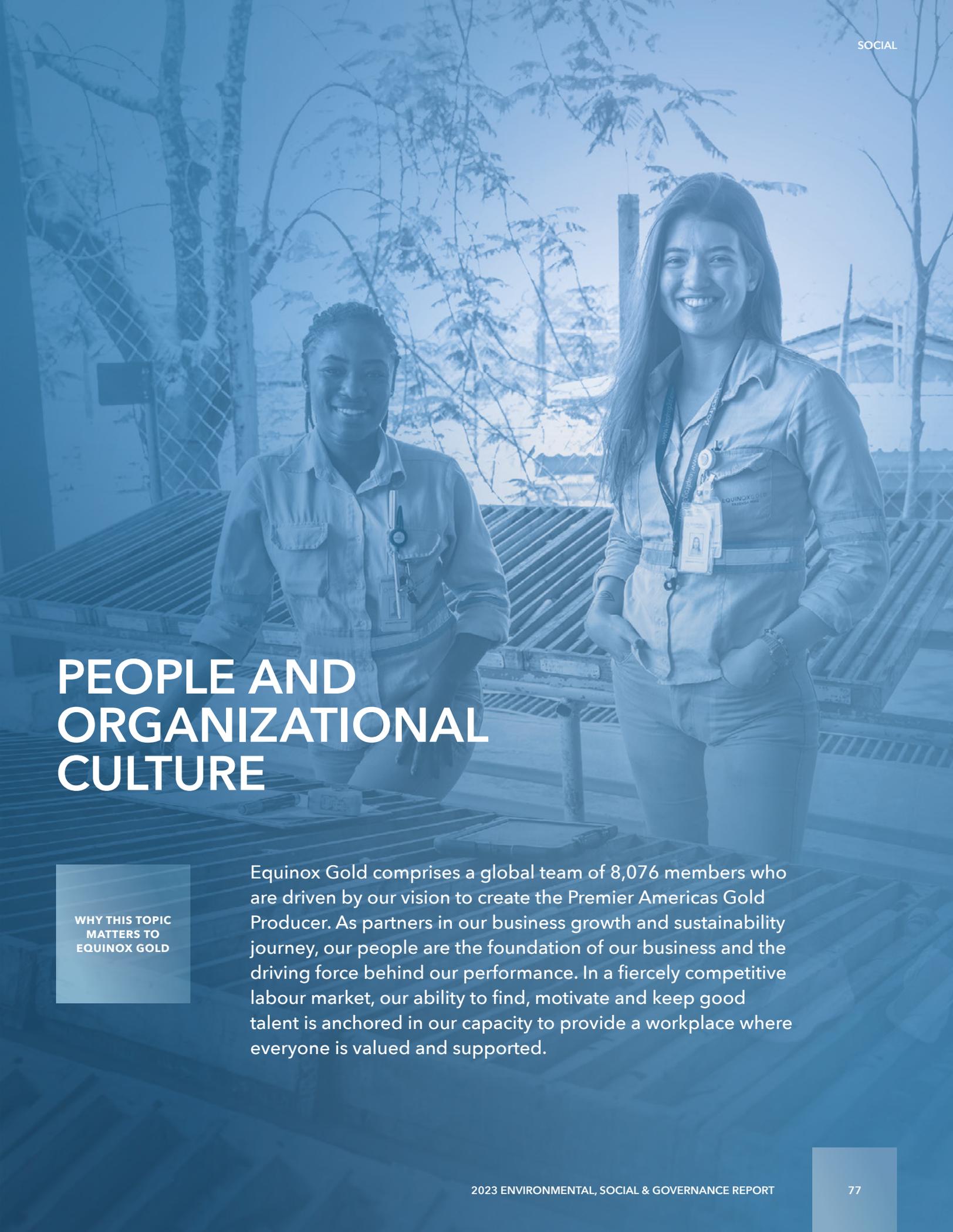
The group agreed a key priority is fatigue management, which is often a significant issue at mine sites. The attendees also decided to concentrate on a critical controls program to ensure

top operational risks are measured and managed and ISO standards are consistently monitored and met.

“This event ensured we are all on the same page when it comes to improving safety and health at Equinox Gold,” remarked Paul Belair, Vice President, Health, Safety and Environment.

“Everyone learned from each other’s experiences and expertise, and the tremendous collaboration reinforced the seriousness of our collective commitment to staying safe daily.”





# PEOPLE AND ORGANIZATIONAL CULTURE

## WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Equinox Gold comprises a global team of 8,076 members who are driven by our vision to create the Premier Americas Gold Producer. As partners in our business growth and sustainability journey, our people are the foundation of our business and the driving force behind our performance. In a fiercely competitive labour market, our ability to find, motivate and keep good talent is anchored in our capacity to provide a workplace where everyone is valued and supported.



## Our Approach

With the goal of being an employer of choice, we provide attractive pay and benefits, have created a culture where people are welcomed, valued and treated fairly, and honour the highest principles and standards to respect their rights. We also offer training programs to give our employees the ability to advance their career and to create opportunities for community members who may want to join our team.

### RELEVANT POLICIES

- Code of Conduct and Business Ethics
- Social Responsibility and Human Rights Policy
- Diversity Policy

### Creating Employment Opportunities

Job creation is one of our most important commitments to local communities to support economic development and well-being within the regions where we operate. With more than 20 communities near our eight mine sites, we hire local talent as much as possible and provide education and training opportunities so community members can obtain the skills needed to join our team and

advance within the Company. We are proud that every year almost 100% of our workforce comes from the various countries of our operations and, on average, more than 70% of our workforce comes from the communities and areas of influence where our mines are located.

The composition of employees and contractors varies in the different countries where we operate. During

construction at Greenstone the majority of the workforce was made up of contractors (80%), but in 2023 we started hiring for operations and at December 31, 2023, 76% of the workforce was full-time employees. In Brazil, contractors comprise more than half of our workforce (63%), while in the USA, nearly 81% are employees.

## People Development and Engagement

We are committed to helping our people advance their careers by providing a range of tailored educational programs that support new hires to succeed in their roles, and providing established employees opportunities to expand their skill set or pursue leadership positions. These programs vary from focused training and education curriculums for specific roles to ongoing, on-the-job training and coaching. Both employees and contractors at our operations are encouraged to participate in regular training specific to their roles and are also provided with opportunities to learn new skills.

We engage our team members by encouraging them to take an active part in achieving the Company's

objectives, and we reward their contribution with competitive pay and benefits. At all our operations and offices we pay well above legislated minimum wage and continually monitor industry and local best practices to ensure we offer competitive salaries that go beyond satisfying basic needs.

Since teamwork is one of our core values, we also recognize our team's efforts to achieve shared goals. All of Equinox Gold's employees participate in performance-related incentive compensation programs. Each mine site aligns its performance objectives with corporate objectives on an annual basis, and employees are eligible to receive a bonus based on individual and collective performance metrics.

## Labour Relations

We respect the rights of all workers, including freedom of association and collective bargaining, and strive to maintain collaborative relationships with the unions that represent our workforce. In Mexico, collective agreements are reviewed every two years, while in Brazil they are reviewed annually. Our workforce in the USA and in Canada is not currently unionized. As part of our commitment to continuous improvement, we are working to identify and remove barriers to advancement, and to ensure feedback mechanisms are available across all our sites so workers can express their concerns. We are dedicated to addressing and resolving any workplace or employment issues that arise and investigate all issues reported through our Whistleblower Hotline.

### EMPLOYEE PROFILE

## Geremias Oliveira

Administrative Assistant  
Aurizona Mine

Growth opportunities and open communication have marked the career trajectory of Geremias Oliveira, who joined the Aurizona Mine as a young apprentice in 2022. He chose Equinox Gold because he perceived the Company as an outstanding place to establish a career. That has proven true, since he completed five months of theoretical classes, followed by six months of practical training in plant administration, before being offered a full-time position.

Geremias says he has received terrific guidance and support from his seasoned co-workers, inspiring him to pursue a production engineering degree. He notes that he's seen how Equinox Gold

offers paths to career growth, citing the promotion of a colleague to a supervisor role and the hiring of several subcontractors as permanent, full-time employees.

Geremias also values the Company's commitment to open communication. For example, the 'Coffee with the General Manager' program enables 10 employees from different levels to take part in candid conversations with management. "This breaks down perceived barriers and helps you see that hierarchies are not genuine obstacles to sharing ideas around here. It shows me that each of us is respected and our opinions are valued."





## Fair and Equal Treatment

With more than 8,000 people in our workforce, spread across four countries, we strive to ensure our operations are free from discrimination or abusive practices and that all employees and contractors are treated with respect. To ensure we achieve this objective, we hire people who reflect our values, enforce corporate policies provide training related to anti-harassment and anti-discrimination and maintain a complaint reporting process (Whistleblower Hotline). We also implement specific training to address any behaviour not in accordance with our Code of Conduct. We prohibit child labour and all forms of modern slavery, including forced labour and human trafficking.

We abide by the applicable working hours legislation in all countries in which we operate, all of which have working hours legislation that is lower than the 48-hour standard established in the International Labour Organization conventions. We believe it is important that employees receive adequate breaks from work to recuperate and attend to their personal lives.

## Equity, Diversity and Inclusion

We are committed to building an organization where everyone is valued and supported. Our objective is to create a diverse and inclusive culture that reflects the communities in which we operate and welcomes multiple perspectives, free of conscious or unconscious bias and discrimination.

To set the tone from the top of the organization, our Diversity Policy expresses our commitment to achieving diversity among the Board and senior management. To guide our Equity, Diversity and Inclusion (EDI) efforts, Equinox Gold is developing a Company-wide EDI strategy to complement the work already being done at our various operations. In parallel, we have a number of initiatives in place to attract, hire, and retain a more diverse team, alongside programs to ensure that compensation, development, advancement and support programs are inclusive of all team members.

## Accountability

Our Vice President Human Resources, in conjunction with the executives leading each of our regions, has overall responsibility for employment at Equinox Gold. To manage daily workforce responsibilities, each Equinox Gold site has a human resources manager and each region has a human resources head. The Compensation and Nomination Committee of the Board oversees human resources performance across the Company.

## Our Performance in 2023

# 45.26

average hours of training per employee

# 99%

employees from within country of operation

# 19%

representation of women in executive and senior management positions

### Key Highlights

- Delivered more than 167,000 hours of training, averaging 45.26 hours per employee
- Launched a leadership academy in Brazil to help employees advance into senior positions
- 64.5% of eligible employees participated in our share ownership plan to further the Company's culture of share ownership
- Achieved 11% representation of women across our workforce and 19% in executive and senior management positions
- Continued to support Brazil's Young Apprentice and Intern Programs, welcoming 83 students (55 female) in 2023

#### CASE STUDY

## Helping Women Connect Heritage with Economic Opportunity

Across Brazil, Equinox Gold is involved in ground-breaking training programs for women that help preserve the country's cultural heritage and also reflect the United Nations Sustainable Development Goals of gender equality, education and economic growth.

Through Mulheres em Foco (Women in Focus), young women between the ages of 15 and 29 can participate in photography classes that teach them theory and technical skills, as well as techniques to support heritage preservation and restoration. These capabilities can open the doors to professional employment, stable income and financial independence. The program is offered in five cities where

Equinox Gold operates and provides up to 600 trainee positions each year, with an emphasis on participants who face social vulnerabilities.

In addition, the Company supported a complementary program, Semente Crioula ("Creole Seed" also known as Seeds of Life/ Seeds of Love), in São Luís in Maranhão State, Brazil, to provide free workshops in photography, video, heritage conservation and restoration to 47 low-income individuals who identify as women of colour or Indigenous. The program included free materials, meals and transportation to participants, and was also recorded to create a 10-part documentary series that will provide online training to other women across the region.



[Watch Video](#)

## Training, Development and Engagement

During 2023, we invested more than \$829,000 in employee training. Employees received more than 167,000 hours of training, of which 34% was on health and safety topics.

Both the quantity and quality of our learning and development programs increased in 2023. We continued to provide leadership development training, including one-on-one coaching and team-building exercises, and launched a leadership academy in Brazil. The academy prepares, high-potential employees to assume future leadership roles. Our leadership development

activities in Canada, the USA and Mexico also continued in 2023 and we are increasingly able to fill senior roles with internal candidates who have benefited from this emphasis on leadership development.

Continuing our commitment to employee engagement, our team in Brazil conducted the Employee Pulse Survey (2022: GPTW Employee Survey). In 2023, we invited 1,601 Brazil employees to participate, and we received responses from 1,555 (more than 97% response rate). The survey consisted of 29 closed-end questions aiming to assess

aspects like credibility, respect, impartiality, friendship and pride, and two open-ended questions asking respondents to identify what makes Equinox Gold an excellent place to work and how we can further improve our workplace.

The survey allowed participants to provide their perception of both their respective departments and the Company. Our Brazil Human Resources team has been working on the feedback provided by our employees to improve our work environment day by day.

## Equity, Diversity and Inclusion

During 2023, we engaged with a third party to help us develop a formal EDI Strategy that will be the basis for subsequent action plans to guide our efforts across the Company. In evaluating our EDI performance, we measure and monitor a number of key indicators based on available Equinox Gold workforce data.

- Currently, women comprise 19% of our executive and senior management team.
- During 2023, 2 of 8 directors on our Board were female. Another woman has been presented as a director nominee; if her nomination is approved at the 2024 Annual Meeting of Shareholders, female representation will increase to 3 out of 9 directors.
- Women comprised 11% of our total workforce in 2023 (2022: 10%), including employees and contractors. Considering only our employees, women represented 15% across the Company (2022: 14%). The percentage of female

employees at each of our mine sites varies significantly, which is often a reflection of cultural norms in the areas where we operate.

We have begun to gather the necessary data to track gender diversity and compensation by job category. For example, our Brazilian and Mexican compensations systems now use a common pay band evaluation methodology, so comparisons by pay level and job title will be possible in the future and centralized gender data can be compiled. These steps will help us identify possible barriers to greater female representation in certain job categories and make plans to address business processes to encourage more balanced representation.

To provide employees of all genders a chance to balance family responsibilities with their careers, we offer paid parental leave. In 2023, a total of 95 employees within our organization took parental leave. The employees who took parental

leave were 22% female employees and 78% male employees. Our local sites also took a number of actions during the year to enhance EDI. For example, in Brazil we initiated reimbursement for childcare expenses to our employees, enabling parents to return to the workforce. Fazenda Mine launched an industrial machine maintenance course specifically designed for women, with the objective of empowering and encouraging women to pursue careers in the field of industrial machine maintenance.

During 2023, we received 44 reports of inappropriate or unfair treatment through the Whistleblower Hotline (2022: 36<sup>1</sup>). Each report was investigated and, where substantiated, appropriate action was taken. The Whistleblower Hotline provides an anonymous way for employees to register a complaint without fear of reprisal.

<sup>1</sup> In our 2022 ESG Report, we published a total of 34; however, the number of reports was revised to 36 based on a reclassification review.

## 2023 Workforce Profile<sup>1</sup>

<sup>1</sup> As of December 31, 2023.

**3,692**  
employees

**4,384**  
contractors

**15%**  
female employees

**99%**  
of employees from within  
country of operation

**72%**  
of employees lived in local  
communities and areas of  
influence

**72%**  
unionized employees

### 2023 WORKFORCE BY COUNTRY

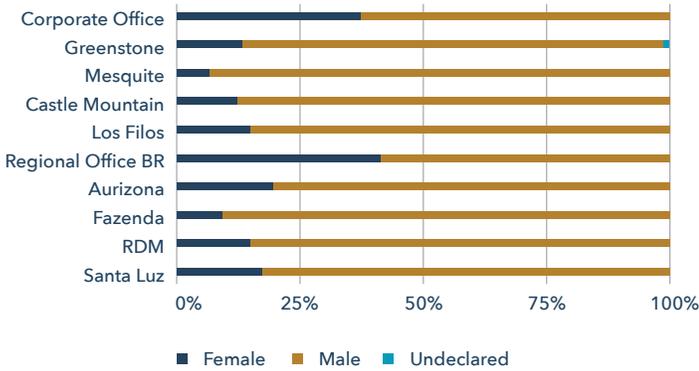


## Strengthening HR Programs for Employees

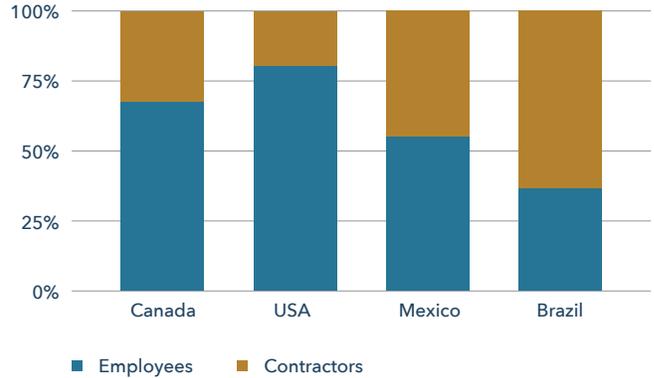
Equinox Gold leaders from our Human Resources, Health, Safety & Environment, and Risk Management groups were among the departments that came together from across our operations to develop united Company-wide strategies in 2023. For example, the HR Strategy Workshop in Vancouver (pictured) focused on developing long-term workforce plans to strengthen HR program delivery and enhance our employee experience.



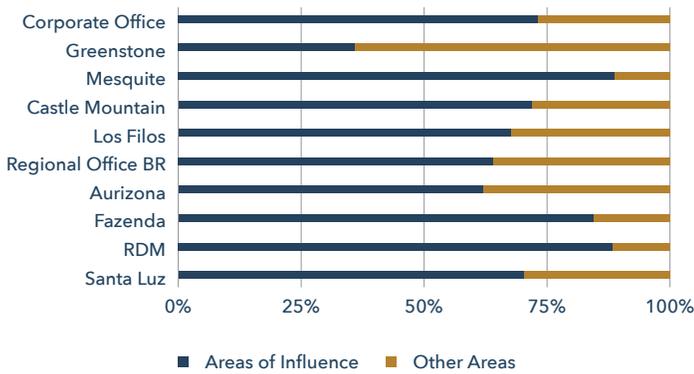
**2023 PERCENTAGE OF EMPLOYEES BY GENDER BY SITE**



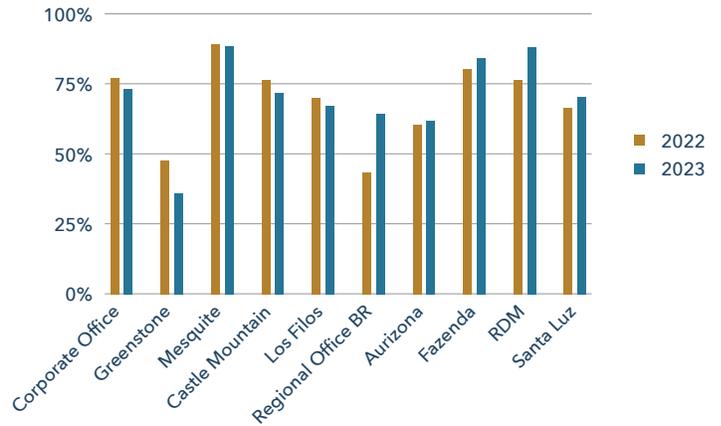
**2022 AND 2023 PERCENTAGE OF EMPLOYEES AND CONTRACTORS BY COUNTRY**



**2023 PERCENTAGE OF LOCAL<sup>1</sup> EMPLOYEES BY SITE**



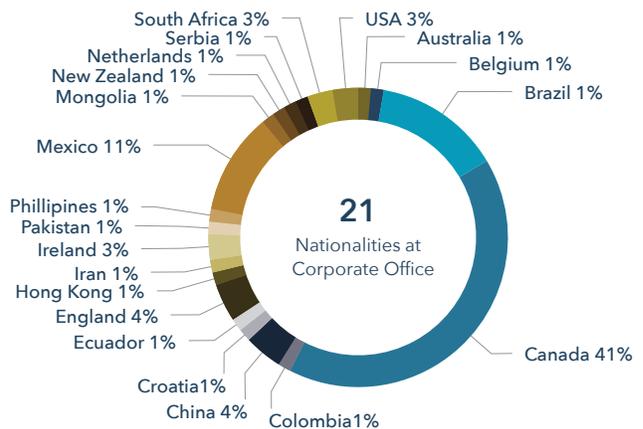
**2022 AND 2023 PERCENTAGE OF LOCAL<sup>1</sup> EMPLOYMENT BY SITE**



<sup>1</sup> Local area of influence defined as:

- Mesquite: Imperial County, CA, and Yuma County, AZ
- Castle Mountain: Clark County, NV, and San Bernardino County, CA
- Los Filos: Eduardo Neri Municipality
- Aurizona: Godofredo Viana, Aurizona Village, Candido Mendes, Luis Domingues and Carutapera
- Fazenda: Barrocas, Teofilândia, Serrinha and Biritinga
- RDM: Porterinha and Riacho dos Machados
- Santa Luz: Santa Luz and Cansanção
- Greenstone: Geraldton, Longlac, Beardmore, Caramat, Jellicoe, and Nakina

The Vancouver Corporate office is a multicultural and inclusive workplace that values the contributions of its diverse staff. The office has a total of 64 employees, who come from 21 different countries. The following is a breakdown of the office's diversity by country of origin.



# Priorities for 2024

- Continue developing and finalize the Company's EDI Strategy
- Finalize the Company's Human Resource Strategy and deliver on 2024 human resources strategic objectives

## CASE STUDY

### Providing Brazilian Students with their First Career Experience

Equinox Gold is providing many enthusiastic Brazilian students with their first formal work experience, as part of career-shaping apprentice and internship programs at our mines in Brazil. Since 2019, we have offered the Young Apprentice Program to students enrolled at National Industrial Learning Service schools, providing them with a year of on-site, theoretical and practical training at one of our four mines to help them launch their technical careers. We also offer an Internship Program at our Aurizona and Fazenda mines to provide high school or college students with one-year of practical work experience and career mentoring to help them attain future positions at Equinox Gold or other employers in the sector.

For its fifth year participating in the Young Apprentice Program, the Aurizona Mine

welcomed 30 students enrolled in a college electromechanical course, and 10 internship participants who assumed roles as mining and safety technicians, geologists, accountants and mining engineers.

In 2023, our RDM Mine was the latest Equinox Gold site to launch the Young Apprentice Program. To promote the participation of women and local residents in our workforce, RDM is requiring that 100% of the program candidates are female and from the local Riacho dos Machados community.

The RDM program is off to a great start, welcoming 13 students from more than 100 applicants. Among them, Sanny Victoria Nunes Silva Mineiro is thrilled to apply her psychology studies in the human resources department. She

describes the program as "an invaluable means to acquire professional knowledge that will support my immediate and future career goals." In fact, Sanny is now encouraging her younger sister to apply for next year's apprenticeship program so she can accelerate her own career ambitions.

In 2023, 83 students took part in these two youth development programs across Brazil, making a big impact on individual lives and positioning Equinox Gold as an employer of choice. The Company is also contributing to sustainability by helping the next generation gain critical career skills and nurturing the talent pool required to drive long-term success for the local economy.



Sanny Victoria Nunes Silva Mineiro, RDM mine apprentice



Aurizona mine apprentices


**EMPLOYEE  
PROFILE**

## Maricelia Lima Neri

Equipment Operator II  
Santa Luz Mine

Maricelia Lima Neri has overcome many obstacles - including typical gender-based barriers in heavy industry - to become the very first female heavy truck driver at Santa Luz Mine. With support from Equinox Gold, she is inspiring other women to pursue mining roles, or whatever career they aspire to.

Maricelia began her career journey in 2007, when she completed her studies at the Mining Technical School in Serrinha, Brazil. Although she soon found employment as a haul truck driver at Equinox Gold's Fazenda Mine, an

economic recession eliminated the job she loved.

Fortunately, in 2021 Maricelia was surprised to receive a call offering her a haul truck job opportunity at Santa Luz Mine, which is close to her home. Although Maricelia understood the challenges that mining careers can pose for women in Brazil, she embraced the chance and in March 2022 became the first woman to ever operate large trucks at Santa Luz Mine. After working for one year as a trainee, Maricelia was promoted to the position of Equipment Operator II

with one of the contracted companies at the mine.

Maricelia says she feels fulfilled in her work and is grateful to both her employer and her daughter, who offered unwavering support to pursue her career. "Mining is not just my livelihood, it is my passion," says Maricelia. "The seed of women's empowerment lies within my family and I'm determined to shape my daughter's future by helping her pursue a degree in law."

# RELATIONSHIPS WITH INDIGENOUS PEOPLES

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Partnerships between mining companies and Indigenous communities are essential to the success of the mining sector. As the first peoples to occupy the lands where we operate, Indigenous peoples have deep-rooted history and culture in the territory, and invaluable knowledge and experience pertaining to the natural environment. As a company operating within and in proximity to various Indigenous territories, it is important that we build and maintain respectful and mutually-beneficial relationships with these communities.

# Our Approach

Equinox Gold is committed to building strong, progressive relationships with Indigenous peoples wherever we do business, through collaboration and engagement in an inclusive, respectful and culturally appropriate manner.

## RELEVANT POLICIES

- Diversity Policy
- Social Responsibility and Human Rights Policy
- GGM Indigenous Relations Policy

In our Social Responsibility and Human Rights Policy, we articulate our commitments to working with Indigenous peoples to:

- respect their rights and consider their needs and interests,
- identify opportunities for social investment and community development, and
- communicate openly, honestly and regularly about Equinox Gold's plans, programs, performance and compliance.

We support the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which calls for free, prior and informed consent of Indigenous peoples for development affecting their lands. The relationships we have with Greenstone Mine's Indigenous peoples operate under these principles.

Throughout all stages of mining, from exploration through operations to mine closure, we implement practices to ensure meaningful participation of Indigenous peoples

in our workforce, in our procurement process and in other business opportunities. We foster a culture that is inclusive of Indigenous values, and we host regular discussions and training with our teams to promote respectful and inclusive practices. While our efforts to date have been focused mainly in Canada, where we have five Indigenous partners, our commitments extend to all other jurisdictions where we operate including in Mexico, where one of our host communities has recently self-identified as Indigenous.

## Celebrating National Indigenous Peoples Day

Equinox Gold recognized National Indigenous Peoples Day on June 21, 2023, by collaborating with Aramark Canada (our catering provider) and Long Lake #58 First Nation to host a culturally-inspired luncheon at the Ga-Be-She-Win Lodge for all Greenstone Mine employees and contractors. Long Lake #58 First Nation Elder Donna Waboose offered a blessing for the meal, followed by a warm welcome from Long Lake #58 First Nation Chief Judy Desmoulin. The event celebrated the distinct achievements, cultures and traditions of Indigenous communities.





## Greenstone Collaboration Delivering Benefits

Collaboration and engagement with Indigenous partners is essential to the success of our Greenstone Mine. The lands on which Greenstone operates are the traditional territories of Animiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation and Long Lake #58 First Nation, and home to the citizens of the Métis Nation of Ontario. Greenstone Mine has Long-Term Relationship Agreements in place with all of these groups, the result of several years of respectful and productive dialogue. The agreements include a range of commitments and shared responsibilities associated with environmental management, the use of traditional knowledge and heritage resources, employment and training, business and contracting opportunities, and financial participation.

We acknowledge our responsibilities under the Long-term Relationship

Agreements and are dedicated to working together to make Greenstone Mine a continuing success. To achieve this, we have formed committees with representation from Greenstone Mine and our Indigenous partners dedicated to ensuring compliance with the agreements as we move through the construction phase and commence operations. Many Indigenous people have been hired for permanent operations jobs, and community-based training programs continue so that Indigenous community members can develop the skills needed to join the team during operations, which will provide long-term, meaningful employment.

We strive to have Indigenous community members participate and benefit at every step of project development, and to help our Indigenous partners create businesses that will endure beyond the mine life.

## Accountability

Our CEO, COO, Senior Vice Presidents leading each of the countries where we operate, and Vice President External Affairs and Social Responsibility have overall responsibility for relationships with Indigenous peoples at Equinox Gold. To manage daily engagement responsibilities and compliance with our commitments with Indigenous communities, each Equinox Gold site has a Community Engagement leader. At Greenstone Mine, the General Manager has the responsibility for these relationships and has a dedicated Indigenous Relations Manager to conduct day-to-day activities.

# Our Performance in 2023

## 26%

of Greenstone employees self-identified as Indigenous

## 752,636

of total working hours (11%) at Greenstone were provided by our Indigenous employees and contractors

### Key Highlights

- Participated in community outreach including powwow celebrations (Indigenous spiritual community celebration) and on-site events
- Continuous dialogue with Indigenous partners through numerous Greenstone Mine Implementation Committees and Subcommittees to address planning and operational issues
- Completed design of Indigenous Cross-Cultural Awareness Training

### Summary

Greenstone Mine held regular Implementation Committee meetings with representatives from each Indigenous partner community, covering key operational topics such as project and environmental management, finance, human resources and procurement. Subcommittees, with delegates from Greenstone Mine and our Indigenous partners, also met to address detailed technical matters.

During 2023 we worked with Lakehead University and our First Nations partners to complete the development of a Cross-Cultural Awareness Training program that will help build awareness, understanding and respect for Indigenous culture, history and values throughout our entire Greenstone Mine workforce. The one-day workshop, to be delivered jointly by Greenstone Mine and representatives of each Indigenous community, will be rolled out to all site employees starting in 2024.

In addition, to help us include Indigenous businesses and partnerships in Greenstone Mine development and ensure they are integrated into our supply chain, we collaborated with a number of Indigenous-led organizations to create business opportunities at Greenstone Mine and in the surrounding communities.

We also participated in numerous outreach activities with members of the Indigenous communities surrounding Greenstone Mine, to both support and appreciate important cultural activities and create positive connections between community members and Equinox Gold team members. For example:

- Equinox Gold made a contribution to three Indigenous powwow celebrations and ceremonies in 2023. In addition, Greenstone Mine hosted hospitality booths to engage with community members while sharing information about

Greenstone Mine. In total, more than 1,300 guests visited the Greenstone Mine booths during the Ginoogaming First Nation Annual Traditional Powwow, the Long Lake #58 First Nation Annual Powwow and the Ongonigaming First Nation Powwow held at Aroland First Nation.

- When Long Lake #58 First Nation hosted its July 2023 Annual General Meeting for the nine nations of the Matawa Tribal Council (Aroland First Nation, Constance Lake First Nation, Eabametoong First Nation, Ginoogaming First Nation, Long Lake #58 First Nation, Marten Falls First Nation, Neskantaga First Nation, Nibinamik First Nation and Webequie First Nation), Greenstone Mine welcomed more than 100 delegates for a site tour, presentation and lunch.

# Priorities for 2024

- Deliver Indigenous Cross-Cultural Awareness Training to the Greenstone Mine workforce
- Continue supporting Indigenous businesses to be integrated into the mine supply chain
- Ensure alignment of our engagement practices with the self-identified Indigenous community at Los Filos Mine in accordance with Equinox Gold's Indigenous Relationships policies and standards

## EMPLOYEE PROFILE

### James Nord

Mill Maintenance Senior Supervisor  
Greenstone Mine



Over James Nord's 16-year career, he has continuously focused on upgrading his skills to earn new opportunities. Although he began working in the forestry sector, he later applied his Millwright qualifications to join the mining industry and, by attaining countless certifications, he rose through various supervisory roles to become a Reliability Coordinator.

When he lost that position due to economic conditions during the pandemic, James returned home to Geraldton, Ontario. As a proud member of Animbiigoo Zaagi'igan Anishinaabek, a partner community at Greenstone Mine, James found the opportunity to work for Minodahmun Development LP (MDLP) as the Indigenous Workforce Development Manager. In this role, he applied his personal experience to establish numerous training initiatives to prepare the local workforce for future jobs with Greenstone Mine. Over two and a half years, more than 200 participants completed these MDLP training

programs to learn life skills, trades and operations skills, with many obtaining employment at Greenstone Mine.

In 2023, James himself decided to join Equinox Gold as Greenstone's Mill Maintenance Senior Supervisor, where he helped the Mill Mechanical Maintenance, Mill Electrical and Mill Planning departments achieve operational readiness.

Noting that a big part of his job is coaching and mentoring a new generation of miners, James observes that, "My favourite part of the job is the people. Greenstone Mine has done an exceptional job developing the team thus far, providing everyone with the proper training to be successful in our roles and to stay safe in the workplace. I am excited to be part of a new mine in my hometown. Talk of this mine has been in the air all my life and it is nice to see it becoming a reality."



# COMMUNITY ENGAGEMENT AND DEVELOPMENT

## WHY THIS TOPIC MATTERS TO EQUINOX GOLD

In today's global economy, community engagement is more important than ever to mining projects. How we interact with, and contribute to, our host communities is integral to achieving positive outcomes for both our business and community members. Effective engagement builds trust with local citizens, gives us valuable input and feedback, and helps us avoid or minimize potential adverse impacts on the regions in which we work, ultimately giving our operations a greater chance of success over the long term.

# Our Approach

We are committed to engaging with local communities, Indigenous peoples and other rights holders in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations, and working to understand local interests and concerns so these can be considered in Equinox Gold's decision-making process. Our approach is guided by our [Social Responsibility and Human Rights Policy](#) and our Equinox Gold Social Management Standards.

## RELEVANT POLICIES

→ Social Responsibility and Human Rights Policy



Los Filos community development team with the Xochipala community authorities at the newly built sports complex. The community sports complex was built in partnership with the Municipal government, the Xochipala authorities and Equinox Gold.

Community engagement starts at the beginning of each project, where we identify local stakeholders (interested and affected parties) and document issues that are important to these groups. Each community is unique, so we develop site-specific plans in partnership with local communities that consider the local culture, livelihoods and traditions. We also seek to identify vulnerable groups that may be at heightened risk of marginalization and to consider those groups when managing the social and economic impacts of our operations.

Frequent and transparent dialogue with local leaders and community members is the cornerstone of our community engagement strategy, and we work to collaborate effectively and build relationships based on mutual understanding and trust. We strive to communicate openly, honestly and regularly with local communities, Indigenous peoples, rights holders and other interested parties about Equinox Gold's plans, programs, performance and compliance. Soliciting feedback and truly listening is essential, so we can stay in touch with new and emerging stakeholder issues and identify where we need to do better.

## Transparent Project Management

Our established community engagement approach is essential when it comes to land management, particularly during mine development or expansion. We work together with communities and landowners within the area of influence, as informed by social and environmental impact assessments, based on the principles of transparent communication and negotiation. This early engagement provides us with valuable insights and data that inform our community investment strategies and help address any concerns or challenges that may arise.

We hold community information sessions and prepare communication materials to provide community members and other rightsholders with timely project updates. Our efforts are guided not only by government mine licensing processes, which require us to document our plans and make them available to the public, but also by a genuine desire to establish true collaboration and partnerships with the communities where we work.



## How We Manage Community Grievances

We emphasize open, two-way dialogue with our community partners to help identify and manage any issues or concerns raised by our stakeholders, and we have community grievance mechanisms in place at all our sites to allow local residents and communities to voice any concerns. Issues are reported to and handled by site management, and we are committed to addressing them in a timely manner and achieving effective resolution. Sites register each grievance and report community feedback and engagement activities to Company leadership monthly. We also report this feedback quarterly to the Board and disclose the results annually in this report (see [2023 Performance in this section](#)).

## Community Investments

To help improve lives and build a prosperous society, Equinox Gold is also committed to investing in our neighbouring communities to create tangible, lasting benefits that endure beyond the life of our mines. Through our social investment programs, we support a variety of causes each year guided by the following themes:

- Promoting community health
- Contributing to local infrastructure and services
- Supporting education
- Promoting environmental conservation
- Supporting income generation and economic diversification projects

We champion these areas because they matter to our local stakeholders, as determined through engagement and consultation. We emphasize development and sustainability rather than philanthropy in order to foster positive, lasting change.

## Collaborating for Greater Impact

Collaboration is a key tenet of our approach to community investment. Team members at each site engage with our partners and host communities to identify local needs, and we then focus our community investments to support those priorities. We also team up with non-profit, government and private organizations to maximize the impact of the vital activities and services they provide to support community development.

Recognizing that it takes more than dollars to make a difference, we encourage and support employee volunteerism. Our team members proudly donate their time and talents to positively impact the lives of the people who live in the communities where we work. See the [VoluntEQX program spotlight on page 99](#), as an example of these initiatives.

## Other Contributions to Community Development

Complementing our community investments, our core business activities contribute to local economic development by generating jobs and business opportunities, providing training and apprenticeship programs, and increasing public income in the form of tax payments and royalties to governments that can be reinvested into the communities. We report on government payments through our annual Extractive Sector Transparency Measures Act ([ESTMA](#)) report. Through our procurement activities, we also contribute to host communities by supporting local businesses and entrepreneurs (see additional details in the [Supply Chain](#) section of this report).

## Accountability

Our CEO, COO, country Senior Vice Presidents and Vice President External Affairs and Social Responsibility have Company-wide responsibility for overseeing stakeholder relations and social performance. Each site has a dedicated Social Responsibility team that interacts with community stakeholders to solicit feedback and provide updates, engages in activities to build positive community relations, tracks external social impacts, and reports on social performance to the corporate office. The Vice President External Affairs and Social Responsibility reports these indicators to the Board's ESG Committee quarterly.



### SPOTLIGHT

## Supporting New Health Centre for the People, by the People

To ensure our community investments satisfy the high-priority needs of our communities, Equinox Gold prioritizes making investments in community-led initiatives, such as the Community Health Centre in Carrizalillo, Mexico.

This project, led by community health authorities, was a good fit for Equinox Gold since 'health' is one of the focus areas of the Company's social investment strategy.

Equinox Gold stepped up to fund construction and equip the new health centre, which will provide basic medical and emergency care to the area, reducing the need of patients to travel to distant clinics in Chilpancingo or Iguala.

As an added benefit, the centre will contribute to local economic development, since it is being constructed by contractors from the community, following a local design competition and resident input.

The construction process began in 2023 and is expected to be completed in 2024. When finished, Carrizalillo Health Centre will offer primary care to the more than 800 families from the community and surrounding area.



# Our Performance in 2023

## 100% Level A rating

all operations achieved Level A or above rating for the TSM Indigenous and Community Relationships protocol indicators (internal verification)

## 27%

year-over-year decrease in community issues reported

## \$9.5M

in social investments to support community programs and non-profit organizations

### Key Highlights

- Revised the Company's Social Management Standards and advanced the development of implementation guides and social sustainability tracking software
- Invested more than \$9.5 million on community projects (2022: \$9.5<sup>1</sup> million)
- Maintained grievance mechanisms at all sites and received 69 community issues reports, down from 95 the previous year
- Experienced no business interruptions due to protests or blockades

<sup>1</sup> In our 2022 ESG Report we reported a total of \$8.7 million; however, this amount was revised to \$9.5 million based on our Brazilian system's improved coding of community investments.

### Summary

In 2023, all our operations achieved Level A or above for 100% of the TSM indicators for the Indigenous and Community Relationships protocol, compared to Level A in 3 out of 5 indicators of the protocol in 2022. In addition, our four operations in Brazil achieved Level AA for all applicable indicators. We confirmed these scores through an internal verification conducted by our corporate office.

These results show our commitment to continual improvement. In 2024 we will continue working towards Level AA and AAA at our sites. Each site has also developed action plans to help improve their performance and set targets for annual progress, including the enhancement of our social management system, strengthening community relationships, and the promotion of sustainable community engagement and development. We continue to standardize the Company's management practices and reporting

of our social performance. Equinox Gold's Social Management Standards, based on international best practice including TSM and the RGMPs, are designed to help us clearly define the social outcomes we aspire to achieve and to support stakeholder identification and engagement, impact and risk management and other key aspects of social performance.

We continued to refine these Standards to ensure they are a best-fit model to guide our activities and satisfy the goals and requirements of the Company and our community, government and industry partners. We are now developing implementation guides to help our on-site teams adopt the Standards consistently, but with the flexibility to suit local needs. To help us do so, we are in the process of implementing a new software program Company-wide that will enable our local team members to better manage our social investments, evaluate the

social outcomes achieved and track and assess community feedback. In 2023, we continued to refine this software to ensure its ease of use and effectiveness for our site teams.

Our community investment reached a total of \$9.5 million in 2023, with the main focus being infrastructure, education and health. We allocated 21% of our community investment to infrastructure projects, such as road maintenance and improving community access to clean water, 22% for educational initiatives such as providing scholarships and technical courses for young adults, and 28% for supporting community health, such as building and equipping health facilities and supporting health education and awareness campaigns. The remaining 29% was invested in environmental conservation, sports, arts and culture, and economic development.

Through our grievance mechanisms, reported issues from community stakeholders relating to our sites or operations continued to trend downward:

- There were 69 community issues reports in 2023, compared to 95 in 2022 and 137 in 2021.
- We addressed all complaints and closed 91% of these issues within

30 days. The remaining 9% of issues are expected to be closed by Q2 2024.

- The most commonly reported issues are related to 'social impacts' (29%), in particular road conditions, followed by 'environmental issues' (26%) related primarily to dust. 'Behaviour of Company employees or contractors' and 'local employment or procurement'

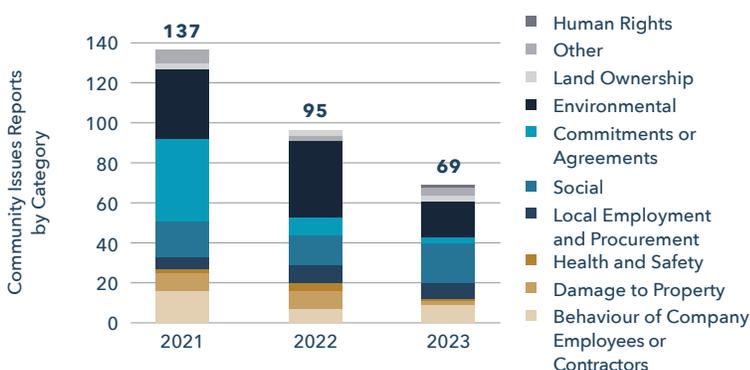
comprised 25% of total reported issues.

- There were no community issues reported at our Mesquite, Castle Mountain and Fazenda mines in 2023. Greenstone, Aurizona, RDM and Los Filos reported similar numbers compared to 2022, and Santa Luz experienced a 75% decrease in issues reported year-over-year.

**2023 COMMUNITY ISSUES REPORTS BY CATEGORY**



**2021, 2022 AND 2023 COMMUNITY ISSUES REPORTS BY CATEGORY**



**SPOTLIGHT**

**The Los Filos Mining Community Joins Efforts for Hurricane Otis Clean Up**

Last fall, Hurricane Otis hit the city of Acapulco in Guerrero State, Mexico, causing significant destruction and at least 52 deaths. Equinox Gold and the local communities of Los Filos Mine - Carrizalillo, Mezcala and Xochipala - teamed up as one group to help the people of Acapulco. The group, which they named "Los Filos Mining Community", included Company employees and members from the three communities.

Using heavy machinery and skilled workers, Los Filos Mining Community

formed teams and launched a two-week campaign to remove the storm debris from the streets and beaches of the Puerto Marquez area in Acapulco.

The Governor of Guerrero State and the citizens of Acapulco expressed their gratitude to Carrizalillo, Mezcala, Xochipala and Equinox Gold for bringing essential equipment and experienced workers to provide vital aid to the people of Acapulco.



We hosted numerous outreach events to engage with community members. For example, our Castle Mountain Mine welcomed 50 teachers from the Clark County School District for a site tour and visit to our greenhouse, and Joshua tree saplings were donated to each teacher.

Our Greenstone Mine team held a Community barbecue in May 2023 at the Geraldton waterfront that included site tours. The event included ceremonies with our Indigenous partners to acknowledge the Treaty 9 Territory that hosted the event and more than 600 people attended the festivities, including 320 who took part in the Greenstone Mine site tour. Also, to nurture positive long-term community collaboration at this site, we created the Greenstone Mine Community Sustainability Committee and invited residents of the Municipality of Greenstone, including local youth, to join the forum. The group meets regularly to share views and ideas to promote positive economic, social and environmental collaboration in the region.

In addition to frequent public and student tours of local operations, our Brazil sites introduced podcasts and social media 'digital cards' via

WhatsApp to keep stakeholders informed of mine activities and initiatives. In Mexico, the Los Filos Mine launched its own Facebook page to keep communities informed of key activities and continued broadcasting health and safety and community legacy messages through the "La Filosita" in-house radio station.

During 2023, we continued to support a range of community initiatives across our operations. Below are a few highlights:

- All our Brazil sites funded community programs focused on education, sports, cultural activities and skills training. For example, our Aurizona Mine launched a fitness program for senior citizens as well as computer classes as part of the "Projecto Capacitar", and our Fazenda Mine hosted on-site health and safety events for family members of our employees.
- Among a variety of community development activities in Mexico, our Los Filos Mine contributed to a public-private partnership with the municipal government and the community to build a sports complex that includes basketball, volleyball and soccer courts, an outdoor gym and a playground. Los Filos also donated fish to

a new fish farm project that is designed to encourage local sustainable development by boosting the population of in-demand fish species and increasing employment in the fishing industry.

- Through our Young Mining Professional Scholarships program in Canada, Equinox Gold provided four \$2,500 scholarships and two \$5,000 scholarships to students pursuing a degree in geology or mining for the 2023-2024 school year.
- At Greenstone Mine, we supported diverse community programs in 2023 including sponsorship of the Geraldton Children's Entertainment Series concerts, support for the inaugural Family Curling Funspiel at the Geraldton Curling Club, and a donation shared throughout the Greenstone region and local Indigenous communities to help provide nutritious snacks to children during the school day. We also helped fund the Fire Safety Family Resources campaign, with Greenstone Fire & Emergency Services and several local businesses, to provide local elementary school children with a fire safety manual to help prevent house fires and respond safely in emergencies.



# Priorities for 2024

- Maintain a minimum Level A for all indicators of the TSM Indigenous and Community Relationships protocol at all Equinox Gold sites, and strive for continual improvement
- Reach new community agreements in Mexico to reinforce our community engagement and stakeholder partnerships
- Continue to invest in community initiatives based on local needs and priorities
- Continue to resolve community concerns raised through our grievance mechanisms in a timely manner

## SPOTLIGHT

### New Volunteer Program in Brazil Engages Employees in Community Service

Recognizing the strong community spirit of our employees, Equinox Gold Brazil introduced the new VoluntEQX program to help bring community-minded employees together to support great causes.

Launched on August 28, 2023, National Volunteer Day, the program was inspired by employees who sought personal ways to bring to life Equinox Gold's values of social responsibility and teamwork.

"I participate in voluntary initiatives myself, and I see how this makes a difference in the lives of those in need," said Angela Vasconcelos, Equinox Gold Brazil's Vice President Finance and Administration and the project ambassador. "Now VoluntEQX will encourage even more people to join these positive actions and enable a more effective, targeted approach in our communities."

The program is already gaining momentum. Many employees have registered to participate and have begun a number of

community projects benefiting more than 1,000 people. In 2023, VoluntEQX promoted 14 programs including collecting donations of toys, books, clothes and food, coordinating a blood donation campaign, constructing a leisure area with recycled materials, and providing care and hugs to seniors from the local senior nursing home. The donation programs collected around 150 toys, 150 items of clothing and more than 500 kg of food for schools and community centres in local communities.





# GOVERNANCE

## In This Section

- Corporate Governance
- Business Ethics
- Human Rights
- Risk Management
- Supply Chain Management



### How can technology bolster Equinox Gold's ability to achieve our ESG objectives?

"Technology will play an invaluable role in how we develop and meet our ESG objectives. For example, right now we are immersed in digital transformation and data automation projects to connect disparate systems and processes across multiple departments. This will strengthen our data analytics capabilities and allow us to extract and reconcile ESG information from multiple sources.

With more ESG metrics at our fingertips, Equinox Gold's management team can effectively track performance relating to important issues and risks, set clear targets for improvement, precisely measure our progress, and deliver transparent, timely reporting to our stakeholders. Similarly, technology adoption, including the automation of labour-intensive, manual processes and the use of renewable energy, can help the Company to achieve operational efficiencies and cost savings. This frees up working capital so we can dedicate more resources to our ESG priorities. There is so much opportunity to leverage technology to become a truly sustainable mining company."



**Miller Dussan**  
Vice President Technology

EQUINOX GOLD  
ARIZONA MINE

# CORPORATE GOVERNANCE

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Responsible mining requires responsible management. Equinox Gold's success in both the public markets and the communities in which we operate is based on sound, disciplined management of the Company. We understand that having strong governance and accountability strengthens business performance, reduces risk and keeps us on track while advancing stakeholder interests.



## Our Approach

### Governance Policies and Practices

Our Board of Directors and executive team are committed to strong corporate governance. We have established governance policies and practices that provide the framework for the Company's management approach, responsibilities and

corporate culture. We review our governance policies and practices at least annually and refresh them as necessary to ensure they appropriately reflect changes to our business and applicable regulations.

### Board of Directors

The Board is responsible for stewardship of the Company, in accordance with the Company's constating documents and applicable laws. The Board's responsibilities include overseeing the Company's management and conduct, providing direction and guidance to management, overseeing the identification and management of risks associated with

the Company's business, establishing and reviewing Company policies, and approving corporate strategies and goals. The Board has three standing committees to help carry out its various oversight responsibilities: the Audit Committee, the Compensation and Nomination Committee, and the Environment, Social and Governance (ESG) Committee. Learn more in our Board Mandate.

#### RELEVANT POLICIES

- Advance Notice Policy
- Anti-Bribery and Anti-Corruption Policy
- Code of Conduct and Business Ethics
- Communications and Corporate Disclosure Policy
- Diversity Policy
- Environment and Climate Change Policy
- Executive Compensation Recovery Policy
- Health and Safety Policy
- Insider Trading and Use of Inside Information Policy
- Majority Voting Policy
- 'Say-on-Pay' Advisory Vote Policy
- Share Ownership Policy
- Social Responsibility and Human Rights Policy
- Supplier Code of Conduct
- Whistleblower Policy

## Board and Executive Oversight of ESG

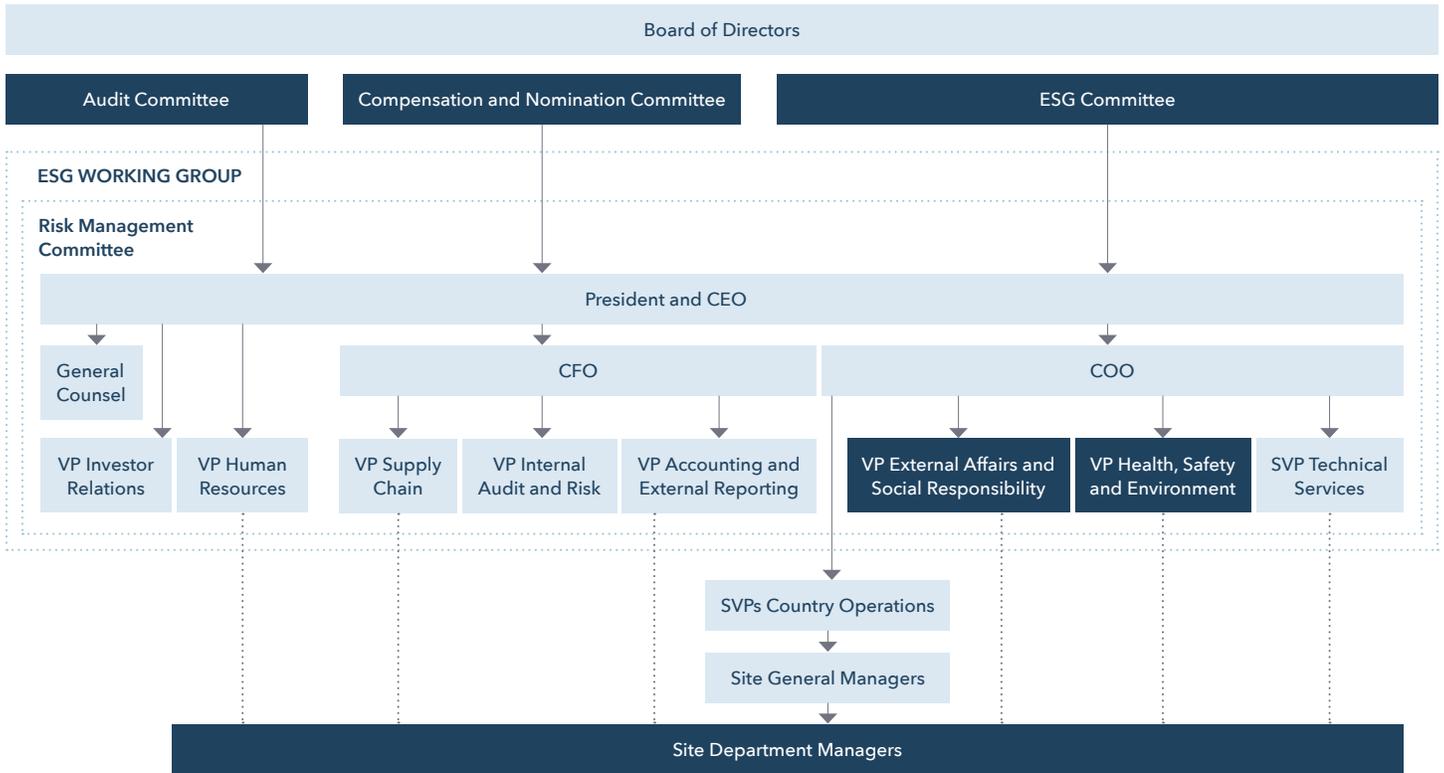
Equinox Gold’s ESG leadership structure demonstrates the importance placed on embedding ESG priorities throughout the organization. The Board oversees the Company’s performance and management of ESG risks and opportunities. Two Board-level committees are directly involved in oversight of Equinox Gold’s ESG impacts:

- **The ESG Committee** oversees ESG matters and the Company’s ESG performance. The Committee is responsible for developing the Company’s policies, programs and activities relating to environment,

social and governance matters, including health, safety, sustainable development, community relations, diversity initiatives, climate related issues, greenhouse gas emissions, human rights, governments relations and communications and social responsibility.

- **The Audit Committee** oversees the Company’s enterprise risk management process, including risks associated with climate change and other matters, and ensures the Company’s financial management is carried out ethically and in line with the Company’s business strategy.

Senior management personnel set the Company’s ESG strategy and manage performance, while the site-based teams implement on-the-ground initiatives. We also maintain an ESG Working Group, composed of the CEO, COO, CFO, General Counsel and the Vice Presidents of relevant departments. The ESG Working Group’s mandate is to guide our policies, standards, accountabilities and programs for ESG-related matters to ensure the Company applies best practices and we meet our objectives and obligations.





## Compensation Philosophy and Link to ESG

Equinox Gold’s compensation philosophy is to incentivize and reward management and employees for delivering on well-defined goals that are intended to increase long-term value for the Company’s shareholders. Employees are eligible to participate in performance-related incentive compensation programs. At the beginning of each year, we set corporate objectives that flow into the objectives for our corporate and regional offices, mine sites and each team member, who are then compensated based on a combination of corporate, site and/or personal performance.

Executive compensation is linked to ESG performance to ensure the Company’s leadership team and country managers stay focused on safety, environmental protection and social performance. The breakdown of ESG-linked compensation changes yearly (see next section for 2023 breakdown). As described in Equinox Gold’s [‘Say-on-Pay’ Advisory Vote Policy](#), the Board solicits shareholder feedback annually on the Company’s approach to executive compensation. Refer to our [2024 Management Information Circular](#) for more details, including how remuneration is determined for the Company’s named executive officers.

## Board and Management Diversity

We recognize the importance of diversity among Board members and senior management, and our commitment is outlined in Equinox Gold’s Diversity Policy. At the Board level, we believe that having highly qualified Board members from diverse backgrounds and with different perspectives, experiences and expertise promotes better corporate governance, performance

and decision-making. The majority of Board members have experience and expertise in ESG, health and safety, corporate social responsibility and government relations matters. To learn more about the Board composition, refer to our [2024 Management Information Circular](#) and the [Equity, Diversity and Inclusion section](#) of this report.

## Transparent Disclosure

We are committed to comprehensive, clear and transparent disclosures, so all stakeholders can understand our approach and performance regarding the material aspects of our business, including ESG matters. We continue to expand and enhance our disclosures each year and engage regularly with our stakeholders through formal feedback processes and informal discussions to provide the information they need to track our progress.

Board members are required to declare potential or actual conflicts of interest pursuant to applicable regulatory requirements. In addition, our Code sets out the Company’s expectations for all Board members, officers and employees relating to conflicts of interest. Conflicts of interest are reported in the [Company’s annual proxy circular](#), a copy of which is available on SEDAR+, EDGAR and the Company’s website.

# Our Performance in 2023

## 88%

Board members with ESG experience and expertise<sup>1</sup>

<sup>1</sup> Refer to the [Management Information Circular](#)

## 30%

women in executive positions

## 8%

of corporate incentive plan tied to ESG factors

## Key Highlights

- Conducted an extensive search of female candidates and have nominated three female and six male candidates for election to the Board at our 2024 Annual Meeting of Shareholders, increasing to 33% the number of female directors if all nominees are approved
- Increased the percentage of women in executive positions from 25% to 30%
- Expanded ESG disclosures with 10% more indicators in our 2023 ESG Report than the previous year

## Summary

Increasing Board gender diversity remains a priority. As of December 31, 2023, there were six independent directors (75%) and two female directors (25%) on the Board. We fell short of our target of achieving at least 30% representation of women on the Board in 2023, but we expect to meet this target in 2024 (please refer to the [2024 Management Information Circular](#) for the relevant nominee details. Currently, women comprise 30% of our executive team with the title of Vice President or higher (2022: 25%).

During 2023, the Board and its committees dedicated approximately 14% of agenda time to ESG topics to stay current with evolving risks and developments. As part of our commitment to advance the ESG knowledge, skills and experience of the Company's highest governance body, the Board completed two hours of classroom training in 2023, in addition to learning provided during site visits to Los Filos,

Castle Mountain and Greenstone. The training was focused on developments in sustainability disclosure reporting standards, as well as political risk in Latin America, including geopolitics, corruption, resource nationalism and community relations.

For 2023, a total of 8% of the corporate incentive plan was tied to ESG factors: 2% was linked to health and safety performance, 2% to environmental performance and 4% to delivering on our ESG targets, including climate action and water stewardship. This target changes annually based on the strategic objectives of the Company. As our ESG practices have matured and become standardized by improving the data collection and reporting procedures, we have adjusted the target as a percentage of the corporate incentive plan, allowing us to focus on other areas of our operations that require improvement.

# Priorities for 2024

- Increase Board gender diversity
- Continue to enhance Company-wide annual compliance training, with a focus in 2024 on equity, diversity and inclusion, modern slavery, anti-bribery and anti-corruption, and cybersecurity



# BUSINESS ETHICS

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Running our business with integrity is a fundamental value at Equinox Gold and critical to building trust with our stakeholders, who expect us to behave in an ethical and transparent manner in our everyday activities, interactions and decision-making.



## Our Approach

At Equinox Gold, we strive to operate with integrity and accountability and in accordance with all applicable laws and regulations. To achieve this, we have developed an integrated framework of values, standards and policies that define our culture and outline the expectations for our workforce and suppliers. As a signatory to the United Nations Global Compact, we have incorporated its principles for ethical business into our Company practices.

### RELEVANT POLICIES

- Anti-Bribery and Anti-Corruption Policy
- Code of Conduct and Business Ethics
- Supplier Code of Conduct
- Whistleblower Policy

### Vision and Values

Our vision provides the framework for our business strategy. Our values define our culture and guide every action we take.



#### INTEGRITY

We do the right thing, act ethically and communicate transparently and honestly with all stakeholders.



#### EXCELLENCE

We uphold the highest standards, have a well-trained workforce, and strive to continually improve.



#### ACCOUNTABILITY

Everyone takes ownership and works safely. We set ambitious targets and keep our promises.



#### TEAMWORK

We collaborate and share ideas, encourage improvement, and are respectful and inclusive.

## Code of Conduct and Business Ethics

Our Code of Conduct and Business Ethics (Code) sets out our guiding principles for professional behaviour. It outlines our standards for business conduct and ethics and addresses issues such as lawful conduct, professionalism in the work environment, human rights, confidentiality, community engagement and handling potential conflicts of interest. The Code applies to every individual representing Equinox Gold, including

management, Board members and employees, as well as our business partners, suppliers, consultants and contractors.

When first joining Equinox Gold, workforce members are required to complete training on the Code and sign an acknowledgment of understanding. All employees must also complete annual training regarding the Code, which has a different focus every year but always

includes modules on compliance with the Company's Anti-Bribery and Anti-Corruption (ABAC) Policy. In line with the World Gold Council's RGMPs, we also require that our suppliers conduct their business activities ethically and responsibly as a condition of doing business with us. They must also acknowledge our Supplier Code of Conduct, introduced in 2023.

## Anti-Bribery and Anti-Corruption

Complementing the Code, our ABAC Policy sets out requirements for compliance with anti-bribery and anti-corruption laws. As a Canadian company operating in several countries, Equinox Gold is subject to a range of domestic and foreign anti-bribery and anti-corruption laws, including but not limited to the Canadian Corruption of Foreign Public Officials Act, the United States Foreign Corrupt Practices Act, the Brazil Clean Company Act and the Mexico Criminal Code and Anti-Corruption in Public Contracts Act.

The high standards of our ABAC Policy reflect our zero-tolerance approach to bribery and corruption. Like the Code, the ABAC Policy applies to our workforce, our Board members and all third parties with whom we do business. When first joining the Company and annually thereafter, every member of our workforce is expected to complete training on the ABAC Policy. Our ABAC Policy prohibits making political contributions unless a proposed political contribution is in a jurisdiction where such contributions

are permitted, a satisfactory written opinion of qualified legal counsel about the proposed political contribution is received, and the proposed political contribution is approved in writing by the Board.

The Audit Committee oversees and reviews the preparation of the annual fraud risk assessment by Management. The Enterprise Risk Management team has also performed bribery and corruption risk assessments as part of the ERM process.





## Whistleblower Policy and Hotline

As part of our efforts to foster a healthy company culture, we ensure team members have safe and effective ways to communicate and report issues. In addition to empowering our workforce to speak up when they have concerns, our management and Board gain important insights about the Company through this communication channel.

Our Whistleblower Policy sets out expectations for reporting breaches of the Code or other worrisome conduct and explains how to report a concern. Both the Code and the [Whistleblower Policy](#) make it

clear that retaliation for reporting a concern is not permitted under any circumstance. Concerns can be reported anonymously to our Whistleblower Hotline, which is operated by an independent service provider: Integrity Counts. The service is available in three languages to employees, business partners and other parties, and concerns can be reported anytime and anonymously via phone, email or [online](#). While we encourage concerns to be reported in accordance with the Whistleblower Policy, concerns can also be reported to an appropriate Government agency at any time.

All concerns reported through the Whistleblower Hotline are treated with the same respect and degree of importance, regardless of their nature. Financial and accounting related concerns are investigated by Equinox Gold's Audit Committee, and investigations may be conducted internally or by external advisers. Other concerns are also investigated by the Audit Committee but with involvement of other relevant departments such as human resources and health and safety. In addition, the Audit Committee oversees any actions taken by the Company in connection with confirmed misconduct.

## Tax Transparency

Our operations generate income for the governments in the regions in which we operate primarily through the payment of taxes, fees and royalties. We publicly report on those government payments through our annual [Extractive Sector Transparency Measures Act \(ESTMA\) Report](#). We are committed to paying our fair share of taxes and royalties and recognize the important role they play in the economic development of our host communities.

To ensure we responsibly manage our tax obligations, Equinox Gold has an internal Tax Code of Conduct, approved by management and the Board, which outlines the Company's

tax governance framework. Taxation matters at Equinox Gold are overseen by the Vice President Taxation, who reports to the CFO and is responsible for the development, implementation and execution of Equinox Gold's tax strategy, planning, compliance and dispute resolution. With tax governance overseen by the Board, the Audit Committee is mandated to ensure the integrity of the Company's financial statements, consider tax risk management issues and monitor compliance with ethics policies. Our tax governance and control framework also regularly undergoes external and internal audits. The Code also lays out the process for reporting tax issues, complementing

the Company's Whistleblower Policy for reporting unethical or unlawful behaviour.

As set out in our Tax Code of Conduct, we build trusting relationships with tax authorities and respond openly and fully on a timely basis to all government requests for information pertaining to our legal structure, financial results and taxes during audits. Our tax reporting is audited on a quarterly basis by a third party. We do not engage in tax planning that relies on the non-disclosure of activity or ownership in tax havens or secrecy jurisdictions nor do we undertake any public policy advocacy in relation to tax matters.

# Our Performance in 2023

# 100%

of workforce and directors completed Code of Conduct and Business Ethics training

# 72

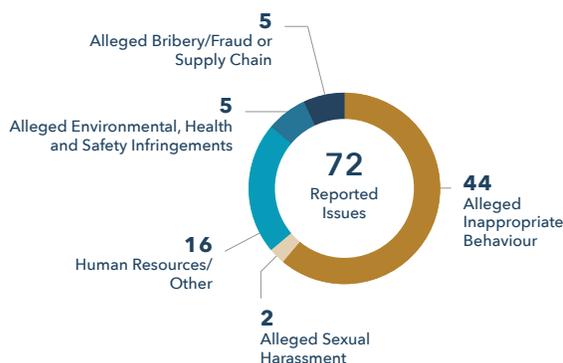
reports received through our Whistleblower Hotline

# Zero

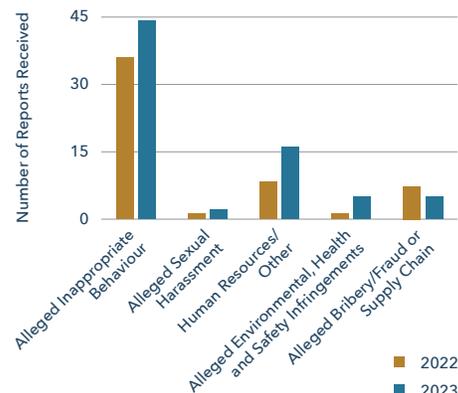
substantiated cases of bribery or corruption

## Priorities for 2024

### 2023 WHISTLEBLOWER REPORTS BY CATEGORY



### 2022 AND 2023 WHISTLEBLOWER REPORTS BY CATEGORY



### Key Highlights

- Enhanced our Company-wide annual ethics training
- Received 72 reports through our Whistleblower Hotline, zero substantiated cases of bribery or corruption

### Summary

During 2023, every member of our workforce and every Board member completed online ethics training and signed an acknowledgment of the Code. We continued to enhance our annual ethics training, with a focus in 2023 on anti-bribery and anti-corruption awareness in our supply chain, together with training on harassment, cybersecurity and human rights.

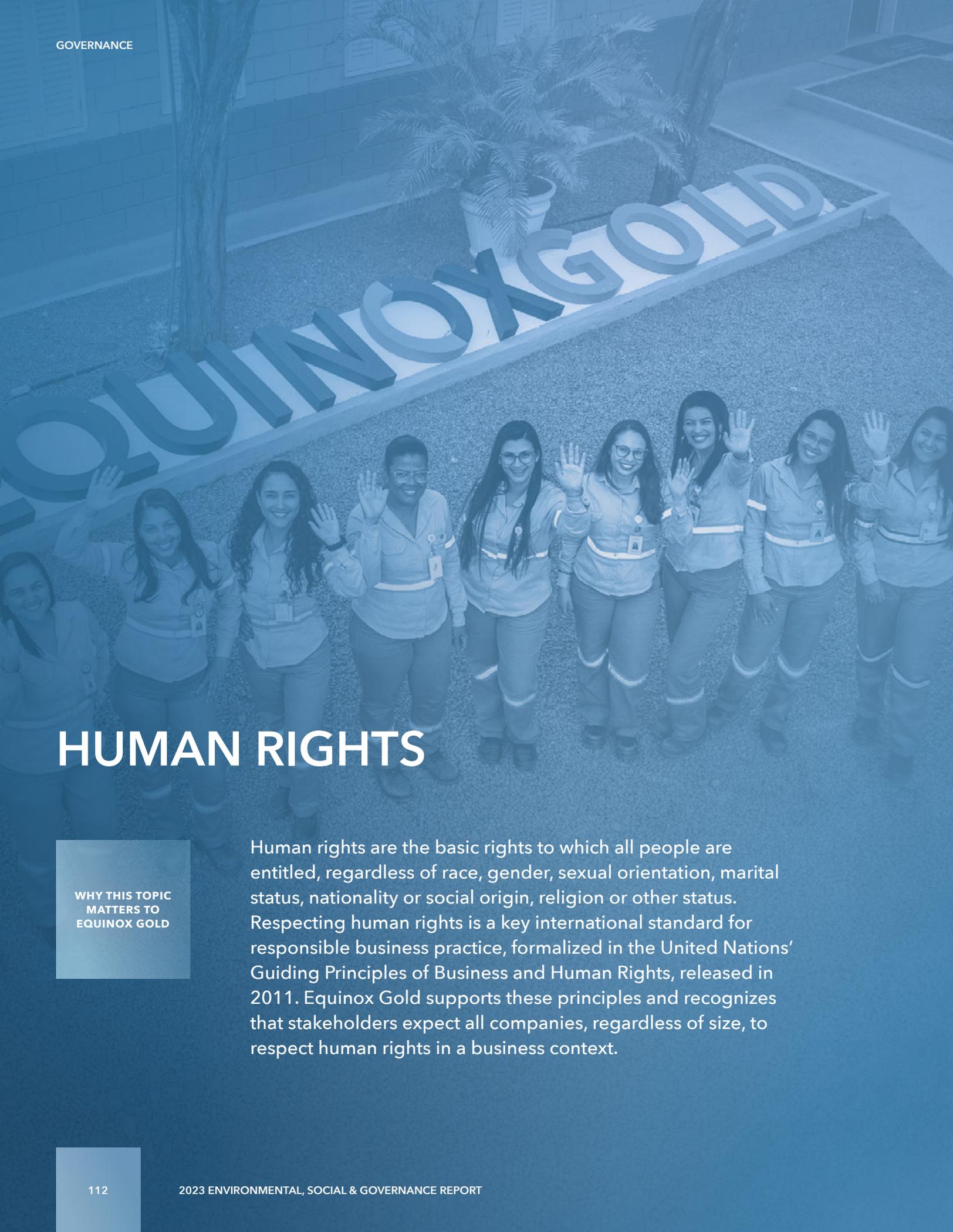
We received 72 reports through the Whistleblower Hotline in 2023 (2022: 53), which we believe indicates that our workforce is aware of and comfortable using the Whistleblower Hotline. Approximately 61% of the issues reported related to alleged inappropriate or unfair treatment of

employees by another employee, supervisor or manager. Each report was investigated, and action was taken where appropriate. There were zero substantiated reports of bribery or corruption.

In support of tax transparency, Equinox Gold submitted the Organisation for Economic Co-operation and Development Country-by-Country Report (CbCR) to the Canada Revenue Agency, since the Company surpassed the gross revenue threshold for CbCR for multinational enterprises.

In 2023, we did not make any political contributions.

- Continue to provide robust ethics and anti-corruption training for the entire workforce
- Incorporate the existing standalone fraud risk assessment into the Enterprise Risk Management process by Q2 2024 compared to Q4 in previous years



# HUMAN RIGHTS

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Human rights are the basic rights to which all people are entitled, regardless of race, gender, sexual orientation, marital status, nationality or social origin, religion or other status. Respecting human rights is a key international standard for responsible business practice, formalized in the United Nations' Guiding Principles of Business and Human Rights, released in 2011. Equinox Gold supports these principles and recognizes that stakeholders expect all companies, regardless of size, to respect human rights in a business context.

# Our Approach

## RELEVANT POLICIES

→ Social Responsibility and Human Rights Policy

Equinox Gold is committed to upholding internationally recognized human rights, creating a culture and workplace that respects the rights of all peoples, and contributing to improved quality of life and sustainable development in the regions and communities where we operate. This pledge includes respecting the rights of Indigenous and traditional peoples and working with these communities to contribute

positive benefits in the areas in which we operate (refer to the [Relationships with Indigenous Peoples](#) section).

We understand human rights as those defined in the United Nations Declaration on Human Rights, and have embedded our commitments to these principles in our Code of Conduct and Business Ethics, Social Responsibility and Human Rights Policy, and Greenstone's Indigenous Relations Policy.

## Salient Issues for Our Business

To gauge actual or potential human rights risks within our operations and supply chain, we have conducted research and consulted with stakeholders and human rights experts. This process has helped to identify the following areas where our activities could have the most impact, while also providing insights on where we can advance positive outcomes:

- Labour and working conditions
- Indigenous peoples' rights
- Land rights and security
- Ethical business practices
- Community environmental health, including access to clean water
- Community cultural, social and economic rights





## Human Rights Management and Due Diligence Oversight

Equinox Gold strictly adheres to labour laws and standards in all the countries in which we operate and are committed to integrating current best practices in identifying and managing the full range of human rights our business can affect. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact and the Voluntary Principles on Security and Human Rights, which provide guidelines for embedding human rights due diligence processes in the Company and address issues such as freedom of association, and the prohibition of forced and child labour.

To that end, we have implemented appropriate systems and safeguards to ensure we uphold human rights and neither cause nor are complicit in human rights violations or abuses, either directly or through our business relationships. The Board and its ESG Committee have oversight

over the Company's human rights policies, systems and performance. The Vice President External Affairs and Social Responsibility leads our overall human rights program, and the executives leading each of our regions have overall responsibility for human rights within the Company.

Our practices include:

- a Company-wide Human Rights Management Standard that is aligned with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council's RGMPs; our standard helps us identify and mitigate risks, including security-related human rights and conflict risks, in our operations and supply chain;
- educating our workforce and suppliers, including security personnel, on our expectations and their human rights responsibilities;
- promoting a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices;
- conducting regular audits to assess any potential adverse human rights impacts;
- treating communities with dignity and respect and communicating openly, honestly and regularly about Equinox Gold's plans, programs and performance;
- encouraging feedback and maintaining accessible grievance channels at each site, as well as a Company-wide Whistleblower Hotline, to allow for anonymous reporting of concerns and problems; and
- having plans in place to mitigate, and provide a remedy for, any negative human rights impacts, whether caused by or contributed to by Equinox Gold.

## Our Performance in 2023

# 64%

of our security personnel completed human rights training

# Zero

substantiated claims of human rights violations within our operations

## Priorities for 2024

### Key Highlights

- Revised the Company's Human Rights Management Standard
- Delivered human rights training to the entire workforce with a module specifically focused on Modern Slavery and Child Labour
- Delivered human rights training to security personnel

### Summary

During the year, we continued to enhance our human rights program. We revised and updated our Human Rights Management Standard and continued to provide training to security personnel, including contractors, on how to perform their security duties while respecting human rights.

Human rights risks have been integrated into the Company's ERM process. At the beginning of 2023, we reviewed the criteria used to rank the severity of potential human rights impacts. We also conducted a high-level human rights risk assessment of the countries where we operate. This assessment was used to identify any changes in the jurisdictions where our sites are located, and to

update our risk register accordingly. This human rights country-based risk assessment helps the Company's corporate office to determine the priority for human rights due diligence and whether site or issue-specific assessments are necessary such as a conflict assessment or labour rights assessment.

In May 2023, we joined a forum for mining security practitioners for collaboration and knowledge sharing. Through this forum, participants share experiences about the risks and challenges facing our industry as well as insights to advance the implementation of the Voluntary Principles on Security and Human Rights.

- Continue undertaking regular assessment of human rights risks at our sites and in the countries where we operate
- Work with sites within higher-risk areas to strengthen their human rights risk management practices





# RISK MANAGEMENT

WHY THIS TOPIC  
MATTERS TO  
EQUINOX GOLD

Anticipating and mitigating the impact of potential risks requires constant diligence. In a dynamic and ever-changing landscape, our business is exposed to diverse risks - from geopolitical uncertainty to cyber threats to extreme weather events spurred by a changing climate. Effectively managing current and emerging risks is central to good governance and helps ensure the long-term sustainability of our business.



## Our Approach

### RELEVANT POLICIES

- Anti-Bribery and Anti-Corruption Policy
- Audit Committee Charter
- Board Mandate
- Code of Conduct and Business Ethics
- Diversity Policy
- Environment and Climate Change Policy
- Health and Safety Policy
- Social Responsibility and Human Rights Policy
- Whistleblower Policy
- Supplier Code of Conduct

Our risk management culture and activities are guided by industry best practices. We use an Enterprise Risk Management (ERM) framework to ensure we proactively identify and mitigate risks that may have a significant impact on our operations and ability to meet our business objectives. The ERM process is vital to our organizational planning and decision-making, and is consistent with ISO 31000, an international standard that provides principles and guidelines for risk management.

As part of our ERM process, we identify strategic, tactical or major financial and non-financial risks to the Company, prioritized by their likelihood and potential consequence, establish our risk tolerance limits, and then identify and implement appropriate mitigating actions. As part of our risk analysis methodology, we perform sensitivity analysis/stress testing of significant risks, such as fluctuations in gold price and foreign exchange, to help with both strategic mine planning and treasury management.

### ESG Risks

Managing ESG-related risks is a key priority. Our Risk Register lists the most significant ESG risks at each operation, region and office, as well as risk response strategies. We consider our top current ESG risks to be tailings management, environmental permitting and compliance, health and safety performance, community relations, talent management and human rights issues, especially related to security. How we address these specific risks is discussed in each relevant section within this report.

## Monitoring and Oversight

Reliable, ongoing monitoring of risks is essential, as is communication of the risks to the team to ensure adequate oversight and mitigation. Equinox Gold applies a global ERM process at each site, along with common assessment criteria and reporting methodology, and sites report their top principal risks to the corporate office as part of the month-end reporting process.

The Management Risk Committee oversees the ERM process and reports at least quarterly to the Board through the Audit Committee. The Management Risk Committee is chaired by the CEO and includes the CFO, COO, General Counsel, Vice President Human Resources, Vice President Safety, Health and Environment, Vice President External Affairs and Social Responsibility and the Vice President Internal Audit and Risk. Everyone at Equinox Gold has a role to play in managing risk. All members of our workforce are expected to anticipate and escalate risks accordingly, and we educate our workforce on how to spot, manage and report risks that could affect our business.

## Technology and Cybersecurity

Technology plays a key role in mining, bringing new efficiencies, innovation and increased productivity to our Company, safely storing our data, and ensuring effective communication to keep our global team connected. Equinox Gold's Information Technology team manages an extensive information technology program, including delivery and maintenance of all hardware, software and network connectivity, as well as technology transformation projects to introduce digitization and automation to our operations. The group's activities are led by the Vice President Technology with oversight by the CFO.

The group also maintains an in-depth information and cybersecurity program to protect Company systems and data that incorporates a robust defense system and threat minimization, continuous risk monitoring, and incident response and mitigation plans. Our security policies and practices align with the National Institute of Standards and Technology Cybersecurity Framework. Ongoing employee cybersecurity training is an important element of our cybersecurity strategy, including awareness activities and training held annually during Cybersecurity Awareness Month in October.

## Regulatory and Public Affairs

Since Equinox Gold operates in a highly regulated environment and must comply with a wide range of national, state and local laws and regulations, we can be affected directly or indirectly by existing, new or proposed legislation in each jurisdiction where we operate. For example, federal mining laws and state labour, land use, environmental and other regulations can both influence our ability to operate productively and incentivize further investment and economic development. We must also follow rigorous permitting guidelines to continue daily operations.

We strive to maintain constructive dialogue with legislators and policymakers to keep current with relevant policy initiatives, preserve supportive business conditions and ensure we are aware of and fully satisfy regulatory expectations. These government and public affairs activities are overseen by the country heads and government relations personnel in each country in which we operate, and at corporate by our General Counsel and Vice President External Affairs and Social Responsibility.





## Our Performance in 2023

# Zero

significant non-compliance with regulations and laws

# Monthly

risk reporting performed across our operations

# 120 hours

of training dedicated to cybersecurity awareness

### Key Highlights

- Enhanced our Enterprise Risk Management approach by implementing an aggregation and interrelation method for risks
- Expanded risk assessments to better capture our risk profile
- Provided cybersecurity training to our employees
- Performed cybersecurity audits as part of the 2023 Internal Audit Plan

### Summary

Enhancing our risk intelligence and capabilities was a major focus in 2023. Throughout the year, we continuously strengthened our existing ERM approach by embedding best practices and standards into our activities and processes. Our ERM processes continue to evolve to reflect the requirements of a growing organization, and we are embedding the process throughout our Company by refining and extending risk assessments.

During 2023, we took steps to expand our risk assessment process by focusing on risk interrelation and aggregation of risks. We developed a methodology to aggregate diverse risks across the distinct sites and jurisdictions where we operate,

enabling us to more fully recognize the potential overall impact of a number of risks and determine suitable mitigation actions. These insights will inform future planning.

We continued to follow the practice of monthly risk reporting, from the site level to corporate management, to ensure we keep ahead of any potential issues and resolve them promptly. Over the year, we had no significant non-compliance with laws and regulations. In Brazil, we had one environmental fine paid in 2023 that did not reach our threshold of significance (\$10,000). The infraction notice was initially issued in 2019, and after a thorough administrative process, the final decision was reached in 2023.

## Priorities for 2024

- Update our Enterprise Risk Standards and procedures to reflect evolving Company requirements and practices
- Perform business continuity assessments for certain sites to ensure incident management readiness

# SUPPLY CHAIN MANAGEMENT

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Equinox Gold recognizes our responsibility to help ensure the business conduct of our extensive supply chain mirrors our own strong values and principles, with the goal of bringing positive outcomes to the communities our supply chain reaches. Beyond our Company's immediate impact on our stakeholders and local communities, our network of third-party suppliers also exerts a significant influence on the economic, environmental and social health and well-being of countless communities.

# Our Approach



RELEVANT  
POLICIES

→ Supplier Code of Conduct

During the lifespan of our mines, we procure a wide range of goods and services needed to run our operations, ranging from heavy equipment and construction materials to groceries for our camps and professional services for various aspects of the business. Equinox Gold is committed to working with responsible suppliers and building a global supply chain that is efficient, resilient and responsive to both Company requirements and the priorities of our communities.

We conduct procurement in an open, fair and transparent manner, and building robust ESG standards into our supplier screening is one of our longer-term objectives.

As outlined in our new [Supplier Code of Conduct](#), our supply chain priorities include ensuring that all suppliers adhere to fair, ethical and transparent practices and meet our expectations for sustainable business. We require that suppliers honour all relevant laws and industry regulations to protect the health and safety of their workers, respect labour and human rights, protect the environment, and act as good corporate citizens.

## Prioritizing Local Procurement

Equinox Gold also emphasizes building positive relationships with local and regional businesses and suppliers so that, wherever possible, we can direct our procurement spending to benefit the regions where we operate. Our goal is to buy locally as much as possible, prioritizing in-country suppliers and, where available, suppliers from communities surrounding our sites.

Reporting to Equinox Gold's Chief Financial Officer, the Vice President Procurement and Supply Chain holds responsibility for strategic sourcing of organizational purchases, aligned with global procurement standards, and adhering to solid governance and risk management controls. Procurement policies not only ensure we are following internal controls and reducing the risk of bribery or corruption, but having one department overseeing procurement and buying strategically also increases efficiencies and reduces costs. In 2023, Equinox Gold achieved \$19.4 million of financial benefits through strategic sourcing and asset optimization.





## Our Performance in 2023

### Launched Supplier Code of Conduct

# \$1.5B<sup>1</sup>

spent on in-country procurement

# 96%

of total procurement spent with in-country suppliers

### Key Highlights

- Introduced a Supplier Code of Conduct to ensure our suppliers adhere to high standards of responsible business
- Initiated Supplier Code of Conduct awareness and acknowledgment program for new and existing Equinox Gold suppliers
- Held suppliers' development event in Santa Luz, Brazil to engage local business suppliers
- Spent \$1.5 billion on in-country procurement (2022: \$1.5 billion)

### Summary

During 2023, we introduced Equinox Gold's Supplier Code of Conduct. It aligns various Company codes and standards, including the Company's commitment to best practices for ESG, and aims to instill these standards consistently among our suppliers. The Supplier Code of Conduct, now included in all contracts and sourcing activities, explains Equinox Gold's expectations for suppliers in their business dealings with, or on behalf of, Equinox Gold. Company policies and standards that we expect suppliers to comply with include the following:

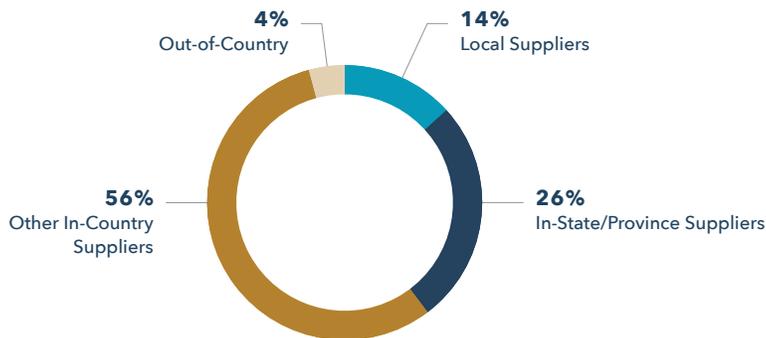
- **Code of Conduct and Business Ethics:** sets the standards of conduct and ethics that the Company expects of suppliers. The Code provides guidance to suppliers on their ethical and legal responsibilities and states basic principles that guide the affairs of the Company.
- **Anti-Bribery and Anti-Corruption Policy:** sets out suppliers'

obligations to comply with anti-bribery and anti-corruption laws and the policy, help to prevent bribery and corruption in or related to Equinox Gold's operations, and to report any suspected bribery or corruption or breach of the policy.

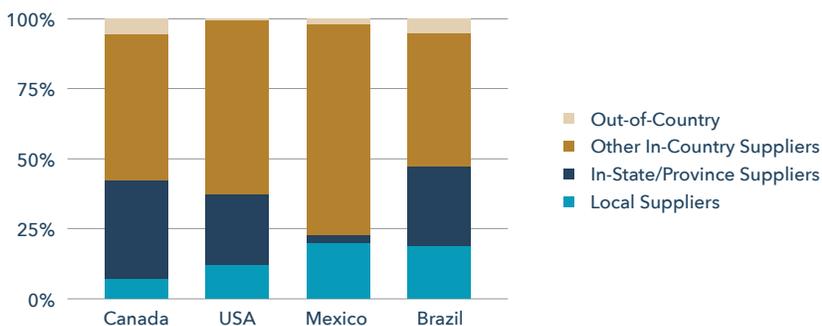
- **Environment and Climate Change Policy:** suppliers are expected to comply with the principles regarding environmental management systems and environmental responsibility.
- **Health and Safety Policy:** suppliers are expected to adopt and implement the principles outlined in our Health and Safety Policy to support a workplace culture of zero harm.
- **Social Responsibility and Human Rights:** suppliers are expected to consider and apply the principles outlined in the Company's Social Responsibility and Human Rights Policy when acting for or on behalf of Equinox Gold.

<sup>1</sup> We are reporting 100% of Greenstone's data, not just the 60% interest that Equinox Gold held in 2023.

**2023 PERCENTAGE OF IN-COUNTRY AND LOCAL PROCUREMENT SPEND**



**2023 PERCENTAGE OF DISTRIBUTION OF PROCUREMENT SPEND BY COUNTRY**



All new suppliers during 2023, totalling more than 100 businesses, were required to affirm their commitment to this mandatory Supplier Code of Conduct. In addition, our Procurement team distributed the Supplier Code of Conduct to Equinox Gold’s roster of more than 4,000 suppliers in four countries and achieved acknowledgment from suppliers representing approximately 70% of the Company’s annual procurement spending. We will continue to roll out the Supplier Code of Conduct to the remainder of our supplier community in 2024 and focus on introducing additional training and compliance-monitoring activities.

To encourage greater local and regional participation in Equinox Gold’s supply chain, in November we hosted a suppliers' development event in Santa Luz, Brazil, for current and prospective business suppliers and partners (see the [Business Roundtable](#) spotlight on page 124 for more details).



# Priorities for 2024

- Achieve 100% acknowledgement of Supplier Code of Conduct by all registered suppliers
- Participate in additional supplier forums in Equinox Gold’s host communities to encourage increased local supplier engagement
- Comply with reporting required under Canada’s new Bill S-211 ‘Fighting Against Forced Labour and Child Labour in Supply Chains’ Act

**SPOTLIGHT**

## Developing Promising Local Supplier Relationships

To create new opportunities for local businesses at our Santa Luz and Fazenda mines, we organized a suppliers’ development project in Brazil that culminated in a ‘Business Roundtable’ event in Santa Luz, Bahia on November 30, 2023.

We invited representatives from local and regional government, including the State Mining Secretary, and hundreds of leaders from local and regional business and industry. More than 350 attendees from 196 companies had the opportunity to attend presentations about Equinox Gold’s procurement and business development plans, including our ESG principles and our emphasis on supporting local entrepreneurship, and to attend workshops on the Company’s purchasing process.

The collaborative event allowed suppliers to exhibit their products and services and take part in on-site supplier evaluation to help them effectively solicit new business with Equinox Gold and other businesses, especially in Bahia State.

“This is a terrific way to build relationships with the local business community, not only to strengthen the diversity, quality and efficiency of our supply chain, but also bring new economic development to the region,” remarked Equinox Gold’s Vice President Procurement and Supply Chain, Jorge Mottecy.

Based on the success of this event, Equinox Gold plans to develop a suppliers’ qualification and evaluation manual so prospective suppliers can readily self-evaluate their qualifications and seek new contracts. We also plan to hold similar future supplier events at our other mines in Brazil, Mexico, Canada and the USA.







# APPENDICES



## In This Section

- List of Acronyms
- Summary ESG Performance Data Tables
- Tailings Management
- Heap Leach Management
- Cautionary Notes

## List of Acronyms

<b>AGM</b>	Annual General Meeting	<b>ISO</b>	International Organization for Standardization
<b>AIFR</b>	All Injury Frequency Rate	<b>LTIFR</b>	Lost Time Injury Frequency Rate NMI Near Miss Incident
<b>ANM</b>	Agência Nacional de Mineração (Brazil's National Mining Agency)	<b>NGO</b>	Non-Government Organization
<b>ABAC</b>	Anti-Bribery and Anti-Corruption	<b>OHS</b>	Occupational Health and Safety
<b>CAMIMEX</b>	Camara Minera de Mexico (Mexican Mining Chamber)	<b>RGMPs</b>	World Gold Council's Responsible Gold Mining Principles
<b>CDP</b>	formerly Carbon Disclosure Project	<b>SASB</b>	Sustainability Accounting Standards Board
<b>EDI</b>	Equity, Diversity and Inclusion	<b>SME</b>	Society for Mining, Metallurgy & Exploration
<b>EAS</b>	Environmental Advisory Sub-Committees	<b>SDGs</b>	United Nations Sustainable Development Goals
<b>ERM</b>	Enterprise Risk Management	<b>SEIFR</b>	Significant Environmental Incident Frequency Rate
<b>ESG</b>	Environmental, Social and Governance	<b>TCFD</b>	Task Force on Climate-related Financial Disclosures
<b>ESTMA</b>	Extractive Sector Transparency Measures Act	<b>TRIFR</b>	Total Recordable Injury Frequency Rate
<b>GHG</b>	Greenhouse Gas	<b>TSF</b>	Tailings Storage Facility
<b>GISTM</b>	Global Industry Standard on Tailings Management	<b>TSM</b>	Mining Association of Canada's Towards Sustainable Mining protocols
<b>GRI</b>	Global Reporting Initiative	<b>UN</b>	United Nations
<b>HIPO</b>	High-potential Incident	<b>UNGC</b>	United Nations Global Compact
<b>IBRAM</b>	Instituto Brasileiro de Mineração (Brazilian Mining Institute)	<b>UNGPs</b>	United Nations Guiding Principles on Business and Human Rights
<b>ICMC</b>	International Cyanide Management Code		
<b>ICMM</b>	International Council of Mining and Metals		

# 2023 ESG Performance Summary

		2023	2022	2021
<b>OPERATIONS</b>				
<b>PRODUCTION</b>				
SASB EM-MM-000.A	Total Ore Processed (tonnes)	41,086,171	33,951,361	NR
	Total Gold Produced (oz)	564,458	532,319	602,100
<b>HEALTH AND SAFETY</b>				
<b>INJURIES</b>				
GRI 403-9	Total Recordable Injury Frequency Rate	1.47	2.12	3.05
SASB EM-MM 320a.1	Lost Time Injury Frequency Rate	0.34	0.34	0.68
	Number of Fatalities	1	0	0
<b>ENVIRONMENT</b>				
<b>ENERGY AND CLIMATE CHANGE</b>				
	<b>Energy Consumption (GJ)</b>	<b>5,861,207</b>	5,824,321	5,779,320
GRI 302-1	Diesel	3,923,038	4,050,032	3,909,257
SASB-EM-MM 130a.1	Gasoline	31,254	46,403	42,799
	Propane	149,030	86,106	80,788
	Explosives	98,248	124,555	102,441
	Electricity - Grid	1,659,636	1,517,226	1,644,035
	% Renewable	23%	NR	NR
GRI 302-3	Energy intensity (GJ/oz of gold)	10.38	11.22	NR
GRI 305-1	Direct (Scope 1) GHG Emissions (tonnes of CO <sub>2</sub> e)	278,145	281,845	270,452
SASB EM-MM 110a.1				
GRI 305-2	Direct (Scope 2) GHG Emissions (tonnes of CO <sub>2</sub> e)	49,635	59,302	108,011
SASB EM-MM 110a.1				
GRI 305-4	Total (Scope 1 + 2) GHG Emissions (tonnes of CO <sub>2</sub> e)	327,780	341,147	378,463
GRI 305-4	Emission intensity (tCO <sub>2</sub> e/oz of gold)	0.58	0.66	NR
<b>WATER STEWARDSHIP</b>				
	<b>Water Withdrawn</b>			
GRI 303-3, SASB EM-MM-140a.1	Total Water Withdrawn (m <sup>3</sup> )	15.2 million	10.1 million	8.2 million
	Reused Water (m <sup>3</sup> )	38,190,126	5,865,114	NR
	<b>Water Discharged</b>			
GRI 303-4	Total Water Discharged (m <sup>3</sup> )	3,242,048	3,398,650	NR
<b>BIODIVERSITY</b>				
	<b>Habitat Protected</b>			
GRI 304-3 and MM1	Total Area Disturbed in Calendar Year (ha)	177	196	NR
	Total Area Rehabilitated in Calendar Year (ha)	47	145	NR

NR: Not reported

		2023	2022	2021
<b>TAILINGS AND WASTE MANAGEMENT</b>				
GRI 306-2	<b>Mineral Waste</b>	<b>132,374,200</b>	156,083,508	142,716,728
GRI 306-3	Total Waste Rock (tonnes)	119,351,721	146,383,975	134,733,845
GRI G4 MM3, SASB-EM-MM-150a.5, SASB-EM-MM-150a.6	Total Tailings (tonnes)	13,022,478	9,699,533	7,982,883
GRI 306-3	<b>Non-Mineral Waste</b>	<b>4,429</b>	127,879	NR
SASB-EM-MM 150a.4	Total Hazardous Waste (tonnes)	992	972	NR
SASB-EM-MM 150a.7	Total Non-Hazardous Inert Waste (tonnes)	2,494	1,670.09*	NR
SASB-EM-MM 150a.8	Total Domestic Waste (tonnes)	942	1,096	NR
<b>SOCIAL</b>				
GRI 2-7	<b>Total Workforce</b>	8,076	8,471	8420
GRI 2-8	Employees	3,692	3,434	3503
SASB EM-MM-000.B	Contractors	4,384	5,037	4917
	% Contractors	54%	59%	58%
GRI 2-30	% Unionized Workforce	74%	79%	75%
GRI 405-1	<b>Diversity and Inclusion</b>			
	% Female Employees	15%	14%	14%
	% Female Board of Directors	25%	22%	22%
	% Female Executives	30%	25%	NR
	% Female Senior Management	8%	18%	NR
	% Female Turnover	3%	4%	NR
<b>Development and Engagement</b>				
GRI 401-1	% of Employee New Hire	24%	15%	NR
GRI 404-1	% of Employee Turnover	15%	17%	NR
SASB EM-MM-310a.1	Training Hours per Employee	45.26	58.1	NR
	% of Local Employment	72%	72%	63%
GRI 202-2	% of Senior Management Hired from the Country of Operations	89%	86%	NR
<b>Labor and Community Relations</b>				
SASB EM-MM-210b.2	Number and Duration of Non-technical Delays	0	3 delays, 60 days	0
GRI G4 MM4, SASB EM-MM 310a.2	Number of Days of Strikes and Lockouts	0	0	0
<b>Socio-economic Contribution</b>				
GRI 203-1	Total Community Investment	9,547,639	9,549,530*	NR
GRI 204-1	% of Local Procurement Spending	14%	14%	19%

NR: Not reported

\*Revised data

# Tailings Management

## Disclosure Table of Technical Information

The disclosure table of technical information is provided in response to the request from the PRI/Church of England in its letters dated July 24, 2019, December 17, 2020, March 18, 2022 and August 18, 2023. For completeness,

this table also includes information on Equinox Gold's water storage facilities (WSF), which are dams with fresh water reservoirs.

1. Tailings Storage Facility Name/ Identifier	2a. Geographic Location	2b. Coordinates	3. Ownership	4. Status	5. Date of initial operation
Aurizona Vene 1 TSF	Municipality of Godofredo Viana in Maranhão State, Brazil	01° 18' 10" South and 45° 45' 24" West	Mineracao Aurizona S.A. ("MASA")	Filled	2010
Aurizona Vene 2 TSF	Municipality of Godofredo Viana in Maranhão State, Brazil	01° 18' 10" South and 45° 45' 24" West	Mineracao Aurizona S.A. ("MASA")	Commissioning	2024
Fazenda TSF 1	Municipality of Teofilandia in Bahia State, Brazil	11° 27' 57" South and 39° 04' 57" West	Fazenda Brasileiro Desenvolvimento Mineral ("FBDM")	Filled	1988
Fazenda TSF 2	Municipality of Teofilandia in Bahia State, Brazil	11° 27' 00" South and 39° 04' 57" West	Fazenda Brasileiro Desenvolvimento Mineral ("FBDM")	Filled	1990
Fazenda TSF 3	Municipality of Teofilandia in Bahia State, Brazil	11° 26' 54" South and 39° 04' 33" West	Fazenda Brasileiro Desenvolvimento Mineral ("FBDM")	Reclaimed	2000
Fazenda TSF 4	Municipality of Teofilandia in Bahia State, Brazil	11° 26' 55" South and 39° 05' 41" West	Fazenda Brasileiro Desenvolvimento Mineral ("FBDM")	Operating	2014
Greenstone	Municipality of Greenstone, Ontario, Canada	49° 38' 39" North and 87° 00' 30" West	Greenstone Gold Mines ("GGM") (60% owned by Equinox Gold)	Commissioning	2024
Northern Empire	Municipality of Greenstone, Ontario, Canada	49° 36' 25" North and 87° 56' 54" West	Equinox Gold Corp.	Care and maintenance	1981-82
RDM TSF	Municipality of Riacho dos Machados in Minas Gerais State, Brazil	16° 03' 24" South and 43° 07' 03" West	Mineração Riacho dos Machados ("MRDM")	Operating	2014
RDM WSF	Municipality of Riacho dos Machados in Minas Gerais State, Brazil	16° 01' 22" South and 43° 05' 31" West	Mineração Riacho dos Machados ("MRDM")	Operating	2017
Santa Luz TSF (formerly Flotation TSF)	Municipality of Santa Luz in Bahia State, Brazil	11° 00' 19" South and 39° 17' 19" West	Santa Luz Desenvolvimento Mineral ("SLDM")	Operating	2013
Santa Luz WSF (formerly Leach TSF)	Municipality of Santa Luz in Bahia State, Brazil	11° 00' 20" South and 39° 18' 00" West	Santa Luz Desenvolvimento Mineral ("SLDM")	Operating	2013

1. Tailings Storage Facility Name/ Identifier	6. Is the Facility currently operated or closed as per currently approved design	7. Embankment Raising Method	8. Current Maximum Height of Embankment (m=metres)	9. Current Tailings Facility Storage Capacity (Mm <sup>3</sup> =million cubic metres)	10. Ultimate Tailings Facility Storage Capacity (Mm <sup>3</sup> =million cubic metres)
Aurizona Vene 1 TSF	Yes	Initially downstream; changed to centreline	35	18.1	18.1
Aurizona Vene 2 TSF	Recently constructed; awaiting commissioning	Initial dam only	20	0.0	18.6
Fazenda TSF 1	Closure planning in progress	Upstream; currently encapsulated in tailings	19.5	9.0	9.0
Fazenda TSF 2	Closure planning in progress	Upstream	25	4.8	4.8
Fazenda TSF 3	Closed and reclaimed	Downstream	13	4.6	4.6
Fazenda TSF 4	Yes	Downstream	31	7.0	14.8
Greenstone	Recently constructed; awaiting commissioning	Initial dam only	10	0.0	107.2
Northern Empire	Closed	Initial dam only	4	<0.01	<0.01
RDM TSF	Yes	Downstream	47	16.6	20.1
RDM WSF	For water storage only	Initial dam only	25.8	2.1	4.0
Santa Luz TSF (formerly Flotation TSF)	Yes	Initial dam only	25	4.5	20.3
Santa Luz WSF (formerly Leach TSF)	For water storage only	Downstream	28	1.7	2.1

1. Tailings Storage Facility Name/ Identifier	11. Most recent Independent Expert Review (i.e. Dam Safety Inspection)	12. Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?	13a. What is the risk classification of this facility, based on likelihood of failure?	13b. What is the damage potential classification of this facility, based on consequence of failure?
Aurizona Vene 1 TSF	Sep-2023	Yes	Low	High
Aurizona Vene 2 TSF	Recently constructed; awaiting commissioning	Yes	Low	High
Fazenda TSF 1	Sep-2023	Partial	Low	High
Fazenda TSF 2	Sep-2023	Partial	Low	High
Fazenda TSF 3	Sep-2023	Partial	Low	High
Fazenda TSF 4	Sep-2023	Yes	Low	High
Greenstone	Recently constructed; awaiting commissioning	Yes	Low	Extreme
Northern Empire	Oct-2023	No	Low (not officially classified)	Low (not officially classified)
RDM TSF	Sep-2023	Yes	Low	High
RDM WSF	Sep-2023	Yes	Low	High
Santa Luz TSF (formerly Flotation TSF)	Sep-2023	Yes	Low	High
Santa Luz WSF (formerly Leach TSF)	Sep-2023	Yes	Low	High

1. Tailings Storage Facility Name/ Identifier	14. What guideline do you follow for the classification system?	15. Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns, as identified by an independent engineer (even if later certified as stable by the same or a different firm).	16. Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?
Aurizona Vene 1 TSF	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Both internal specialist and external engineering support, including an Independent Tailings Review Board (ITRB)
Aurizona Vene 2 TSF	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	Recently constructed; awaiting commissioning	Both internal specialist and external engineering support, including an Independent Tailings Review Board (ITRB)
Fazenda TSF 1	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Internal specialist; no external engineering support as facility is filled
Fazenda TSF 2	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Internal specialist; no external engineering support as facility is filled
Fazenda TSF 3	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Internal specialist; no external engineering support as facility is filled
Fazenda TSF 4	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Both internal specialist and external engineering support
Greenstone	Canadian Dam Safety Association (CDA) and Ontario Dam Safety Guidelines (ODSG)	Recently constructed; awaiting commissioning	Both internal specialist and external engineering support, including an Independent Tailings Review Board (ITRB)
Northern Empire	Canadian Dam Safety Association (CDA) and Ontario Dam Safety Guidelines (ODSG)	No	No internal oversight (the facility was constructed in 1981 and 1982); external engineering review available after operation of the facility ceased.
RDM TSF	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Both internal specialist and external engineering support
RDM WSF	Normative Resolution by the Minas Gerais State Council for Environmental Policy (COPAM) No. 87 (June 17, 2005), Resolution No. 236, August 30, 2017 - ANA (National Water Agency) and the Minas Gerais Water Management Institute (IGAM) Ordinance No. 02 (February 2019).	No	Both internal specialist and external engineering support
Santa Luz TSF (formerly Flotation TSF)	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Both internal specialist and external engineering support
Santa Luz WSF (formerly Leach TSF)	Brazilian standard (Article No. 7 of Federal Law No. 12,334) and National Mining Agency (ANM) Ordinance No. 70,389 (May 17, 2017)	No	Both internal specialist and external engineering support

1. Tailings Storage Facility Name/ Identifier	17. Has a formal analysis of the downstream impact on communities, ecosystems and critical infrastructure in the event of catastrophic failure been undertaken and to reflect final conditions? If so, when did this assessment take place?	18. Is there a) a closure plan in place for this Facility, and b) does it include long term monitoring?
Aurizona Vene 1 TSF	Yes. A dam break study was completed in 2020 as part of the Emergency Response Plan for the TSF to identify the extent of tailings run-out downstream of the facility.	A closure plan is currently being developed by the Engineer-of-Record. Long term monitoring is anticipated to be a requirement.
Aurizona Vene 2 TSF	Yes. A dam break study was completed in 2020 as part of the Emergency Response Plan for the TSF to identify the extent of tailings run-out downstream of the facility.	A conceptual closure plan has been assessed but a formal closure plan has yet to be developed.
Fazenda TSF 1	Yes. A dam break study was completed in 2019 as part of the Emergency Response Plan for all of the Fazenda TSFs to identify the extent of tailings run-out downstream of the facilities.	Conceptual closure plan has been developed and further advanced engineering design has been started by the Engineer-of-Record. Long term monitoring is anticipated to be a requirement.
Fazenda TSF 2	Yes. A dam break study was completed in 2019 as part of the Emergency Response Plan for all of the Fazenda TSFs to identify the extent of tailings run-out downstream of the facilities.	Conceptual closure plan has been developed and further advanced engineering design has been started by the Engineer-of-Record. Long term monitoring is anticipated to be a requirement.
Fazenda TSF 3	Yes. A dam break study was completed in 2019 as part of the Emergency Response Plan for all of the Fazenda TSFs to identify the extent of tailings run-out downstream of the facilities.	Closure of the facility was completed in 2022 and long term monitoring of the facility is on-going.
Fazenda TSF 4	Yes. A dam break study was completed in 2019 as part of the Emergency Response Plan for all of the Fazenda TSFs to identify the extent of tailings run-out downstream of the facilities.	A conceptual closure plan has been assessed but a formal closure plan has yet to be developed.
Greenstone	Yes. A dam break study was completed in 2021 as part of permitting the new facility to identify the extent of tailings run-out downstream of the facility.	Conceptual closure plan has been developed by the Engineer-of-Record. Long term monitoring is anticipated to be a requirement.
Northern Empire	No dam break study has been performed for the facility due to the minimal amount of tailings stored (<0.01 Mm3).	Long term maintenance and monitoring of the facility is on-going. No closure plan has yet been developed.
RDM TSF	Yes. A dam break study was updated in 2023 as part of the Emergency Response Plan to identify the extent of tailings run-out downstream of the facility.	Conceptual closure plan has been developed by the Engineer-of-Record. Long term monitoring is anticipated to be a requirement.
RDM WSF	Yes. A dam break study was completed in 2020 as part of the Emergency Response Plan to identify the extent of water run-out downstream of the facility.	No, a formal conceptual closure plan has yet to be developed.
Santa Luz TSF (formerly Flotation TSF)	Yes. A dam break study was updated in 2020 as part of the Emergency Response Plan to identify the extent of tailings run-out downstream of the facility.	No, a formal conceptual closure plan has yet to be developed.
Santa Luz WSF (formerly Leach TSF)	Yes. A dam break study was updated in 2020 as part of the Emergency Response Plan to identify the extent of tailings run-out downstream of the facility.	No, a formal conceptual closure plan has yet to be developed.

1. Tailings Storage Facility Name/ Identifier	19. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change (e.g. over the next two years)?	20. Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.
Aurizona Vene 1 TSF	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind, sea level rise) at the mine site using several climate scenarios from 2020 to 2050.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).
Aurizona Vene 2 TSF	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind, sea level rise) at the mine site using several climate scenarios from 2020 to 2050.	Once operational, monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes will be performed.
Fazenda TSF 1	Impacts of climate change are minimized due to the status of the facility (no longer operational and pending closure).	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).
Fazenda TSF 2	Impacts of climate change are minimized due to the status of the facility (no longer operational and pending closure).	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).
Fazenda TSF 3	Impacts of climate change are minimized due to the facility being closed and reclaimed.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).
Fazenda TSF 4	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind) at the mine site using several climate scenarios from 2020 to 2050.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).

1. Tailings Storage Facility Name/ Identifier	19. Have you, or do you plan to assess your tailings facilities against the impact of more regular extreme weather events as a result of climate change (e.g. over the next two years)?	20. Any other relevant information and supporting documentation. Please state if you have omitted any other exposure to tailings facilities through any joint ventures you may have.
Greenstone	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance.	Once constructed and operating, regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as routine inspections of embankment crest(s) and side slopes will be performed.
Northern Empire	Impacts of climate change are minimized due to the status of the facility (no longer operational and pending closure).	There are no piezometers installed in the embankments or foundation soils. Monitoring of the water levels is performed each spring and fall at the onset of freshet (snow melt) and the autumn rain periods. Pumping of water from the tailings pond and polishing pond is typically performed during these two periods to maintain the minimum freeboard in each pond.
RDM TSF	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind) at the mine site using several climate scenarios from 2020 to 2050.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).
RDM WSF	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind) at the mine site using several climate scenarios from 2020 to 2050.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management.
Santa Luz TSF (formerly Flotation TSF)	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind) at the mine site using several climate scenarios from 2020 to 2050.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).
Santa Luz WSF (formerly Leach TSF)	Extreme storm events have been included in the design for freeboard and spillway (flow) requirements as well as the impact of wet and dry conditions (precipitation vs. evaporation) on the water balance. Climate modelling (by an external provider) has been used to assess physical risks (i.e. floods, fire, wind) at the mine site using several climate scenarios from 2020 to 2050.	Regular monitoring of instrumentation within the embankment(s) and underlying foundation for internal water levels, external crest movement and seepage/foundation flows, as well as weekly inspections of embankment crest(s) and side slopes. Data is summarized in a monthly report that is circulated to Mine management. Monthly inspections and analysis of monitoring data are performed by an independent third party and the observations and recommendations are reported to the National Mining Agency (ANM).

Notes:

RDM's WSF is a water storage facility, not a tailings facility, and hence the tailings facility classification is not applicable.

Santa Luz's WSF (formerly Leach TSF) is a former tailings facility that has been converted to water storage. There are 0.14 Mm3 of tailings submerged in the reservoir.

# Heap Leach Management

Gold from low-grade ore is typically extracted using a process called heap leaching. The ore is stacked onto large pads that are lined with a geosynthetic (plastic) base and a network of collection pipes. Ore is stacked either in its post-blasted form ("run-of-mine" or "ROM") directly from the open pit or is crushed to gravel size prior to stacking. A process solution is applied to the top of the heap and the solution percolates down through the ore, collecting gold as it goes. The gold-laden solution is collected at the base of the heap and transferred through piping to collection ponds and then the processing plant for gold extraction. Equinox Gold has robust safety and heap leach management procedures in place to ensure we are responsibly handling the leach solution and maintaining the heap leach pads at our operations.

Equinox Gold has two active heap leach pads and two legacy pads in the USA, and two active heap leach pads in Mexico. None of our Brazil mines nor our mine in Canada currently use heap leach processing, but we do have two legacy pads in Brazil.

All our operating and legacy heap leach pads have geosynthetic liners at the base of the pads to minimize the likelihood of any solution seepage into surrounding soil, and all operating pads have double liners in the solution collection ponds. The stormwater contingency ponds also have liners and are available to contain any excess water within the heaps caused by intense storms. Any rain falling on lined surfaces of the leach pad or ponds is collected and recycled through with the process solution. No water is discharged from any of our heap leach mine sites.

The heap leach pads at our US and Mexico operations are in semi-arid or tropical arid environments, respectively, which minimizes the potential for excess water to be introduced into the heap and cause instability. At Castle Mountain, average precipitation at the property totals approximately 90 mm per year

and annual evaporation is approximately 2,100 mm. At Mesquite, average precipitation at the property totals less than 75 mm per year and annual evaporation is approximately 2,500 mm. At Los Filos, average precipitation at the property totals approximately 900 mm per year and annual evaporation is approximately 1,900 mm.

The heap leach pads are periodically expanded throughout the life of operations as more ore is mined and stacked on the pads. The liner systems for the expanded pads are connected to the existing pads for continuity and to minimize solution loss via seepage. To maintain the overall stability of the heaps, fresh ore is loaded and buttressed against the existing leach ore on the pads.

At Castle Mountain and Mesquite, the leach pads are conventionally designed and located on flat ground with natural ground slopes of 1 to 2 percent. The legacy pads at Castle Mountain and Mesquite are located on similarly flat ground, and material from the legacy Mesquite pad is currently being removed and relocated onto the existing pad for re-leaching. At Los Filos, the ROM pad is a side hill pad on steeper ground with a slope up to 18 percent; however, most of this leach ore is buttressed by the crushed ore pad on a flatter 5% cross slope. Ore is benched as it is stacked in accordance with the required design slope to ensure long-term stability of the material.

Instrumentation has been installed within the Mesquite heap leach pad to monitor water levels within the heap, since the pad has been stacked over 100 metres tall. The operations team routinely inspects the heap slopes, especially near the solution distribution pipelines, to ensure there are no washouts from solution leaks. At Los Filos and Castle Mountain, similar periodic inspections are performed to ensure any slopes showing local instability can be addressed. Groundwater monitoring wells are installed at all active leach pads

and are checked regularly to ensure early detection of any potential seepage.

For the inactive heap leach pad at RDM, the leach ore is currently being removed and reprocessed in the process plant. At Santa Luz, the inactive leach pads are similarly planned to be reprocessed in the future. At Fazenda, the leach pad was fully unloaded in previous years and the leached rock was used for construction of infrastructure at the mine. Once inactive heap leach pads have been unloaded or are left in their final stacked state, the slopes are reshaped and covered with soil to encourage natural vegetation growth for final reclamation.

A summary of the physical characteristics of the operational and legacy heap leach pads is provided below.

1. Heap Leach Facility Name/ Identifier	2a. Geographic Location	2b. Coordinates	3. Ownership	4. Status
Castle Mountain (Historic)	San Bernardino County, California, USA	35° 16' North and 115° 06' West	Castle Mountain Venture and Viceroy Gold Corporation	Stacked (2001); Reclaimed (2004)
Castle Mountain (Phase 1)	San Bernardino County, California, USA	35° 16' North and 115° 06' West	Castle Mountain Venture and Viceroy Gold Corporation	Operating
Fazenda (Historic)	Municipality of Teofilandia in Bahia State, Brazil	11° 28' South and 39° 05' West	Fazenda Brasileiro Desenvolvimento Mineral (FBDM)	Deactivated (2002)
Los Filos Pads 1+2	Municipality of Eduardo Neri, Guerrero State, Mexico	17° 52' North and 99° 41' West	Desarrollos Mineros San Luis, S.A. de C.V. (DMSL)	Operating
Mesquite Vista Pads 1+2	Imperial County, California, USA	33° 03' North and 114° 59' West	Western Mesquite Mines, Inc. (WMMI)	Filled
Mesquite Pads 1 to 7	Imperial County, California, USA	33° 03' North and 114° 59' West	Western Mesquite Mines, Inc. (WMMI)	Operating
RDM Historic Pad	Municipality of Riacho dos Machados in Minas Gerais State, Brazil	16° 04' South and 43° 08' West	Mineração Riacho dos Machados (MRDM)	Deactivated (1997); currently being reprocessed
Santa Luz Historic Pad	Municipality of Santa Luz in Bahia State, Brazil	11° 00' South and 39° 18' West	Santa Luz Desenvolvimento Mineral (SLDM)	Deactivated (1994)

1. Heap Leach Facility Name/ Identifier	5. Date of initial operation	7a. Pad Type (i.e. conventional, dump leach, valley fill, side hill, on/off)	7b. Heap Operating Method
Castle Mountain (Historic)	1991	Conventional	Permanently loaded
Castle Mountain (Phase 1)	2021	Conventional	Permanently loaded
Fazenda (Historic)	1984	On-off	Unloaded and either reprocessed (milled) or used for construction material
Los Filos Pads 1+2	2007 and 2013	Conventional + Side Hill	Permanently loaded
Mesquite Vista Pads 1+2	1989 and 1994	Conventional	Permanently loaded; unloaded for further leaching on other pads
Mesquite Pads 1 to 7	1986 to 2015	Conventional	Permanently loaded
RDM Historic Pad	1989	Conventional	Permanently loaded
Santa Luz Historic Pad	Up to 1994	Conventional	Permanently loaded

1. Heap Leach Facility Name/ Identifier	8a. Footprint Area (hectares)	8b. Natural Ground Slope (%)	9a. Current Height of Heap (m=metres)	9b. Ultimate Maximum Height of Heap (m=metres)
Castle Mountain (Historic)	101.2	1%	49	49
Castle Mountain (Phase 1)	64.3	1%	27	61
Fazenda (Historic)	Unknown	2%	<5 (unloaded from pads)	0
Los Filos Pads 1+2	342.2	5% up to 18%	55 to <100	100
Mesquite Vista Pads 1+2	33.4	1%	49 to 61	49 to 61
Mesquite Pads 1 to 7	325.3	1%	104	122
RDM Historic Pad	10.7	11%	50	50
Santa Luz Historic Pad	23.8	5%	9 to 16	9 to 16

1. Heap Leach Facility Name/ Identifier	10a. Current Leach Pad Storage Capacity (Mt=million tonnes)	10b. Ultimate Leach Pad Storage Capacity (Mm <sup>3</sup> =million tonnes)	11a. Current Leach Pad Storage Capacity (Mm <sup>3</sup> =million cubic metres)	11b. Ultimate Leach Pad Storage Capacity (Mm <sup>3</sup> =million cubic metres)
Castle Mountain (Phase 1)	14	40	9	25
Fazenda (Historic)	0	4	0	3
Los Filos Pads 1+2	252	281	144	161
Mesquite Vista Pads 1+2	11	11	7	7
Mesquite Pads 1 to 7	416	449	280	302
RDM Historic Pad	0.8	1.8	0.5	1.1
Santa Luz Historic Pad	0.9	0.9	0.5	0.5
<b>TOTAL</b>	<b>1,406</b>	<b>1,562</b>	<b>892</b>	<b>990</b>

1. Heap Leach Facility Name/ Identifier	11c. Current vs. Maximum Storage Capacity	13. Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure?
Castle Mountain (Historic)	100%	No
Castle Mountain (Phase 1)	35%	Yes
Fazenda (Historic)	0%	No
Los Filos Pads 1+2	90%	Yes (Phases 1-5 and Pad 1); Partial (Phase 1 and Pad 2)
Mesquite Vista Pads 1+2	100%	No
Mesquite Pads 1 to 7	93%	Yes (Pads 4 to 7); No (Pads 1, 2 and 3)
RDM Historic Pad	100%	No
Santa Luz Historic Pad	100%	No

# Cautionary Notes

## CAUTIONARY NOTES AND FORWARD-LOOKING STATEMENTS

This ESG Report contains certain forward-looking information and forward-looking statements within the meaning of applicable securities legislation and may include future-oriented financial information. Forward-looking statements and forward-looking information in this document relate to, among other things: the strategic vision for the Company and expectations regarding exploration potential, production capabilities and future financial or operational performance, including investment returns; the Company's expectations for achieving its responsible mining objectives; the Company's ability to successfully execute its ESG strategy and achieve its ESG objectives; the Company's ability to successfully advance its growth and development projects, including the construction and commissioning of Greenstone and the expansions at Los Filos, Aurizona and Castle Mountain; and the Company's expectations for reducing its GHG emissions and the impact of its operations on climate change, including reaching its GHG emissions reduction target.

Forward-looking statements or information generally identified by the use of the words "believe", "will", "ensure", "continue", "develop", "aim", "achieve", "goal", "advancing", "strategy", "plan", "expected", "on track", "target", "intend", "anticipate", "objective" and similar expressions and phrases or statements that certain actions, events or results "may", "could", or "should", or the negative connotation of such terms, are intended to identify forward-looking statements and information. Although the Company believes that the expectations reflected in such forward-looking statements and information are reasonable, undue reliance should not be placed on forward-looking statements since the Company can give no assurance that such expectations will prove to be correct.

The Company has based these forward-looking statements and information on the Company's current expectations and projections about future events and these assumptions include: Equinox Gold's ability to achieve the exploration, production, cost and development expectations for its respective operations and projects; the Company's ability to achieve its objective of becoming an industry leader for responsible mining and sustainable development; the availability of funds for the Company's projects and future cash

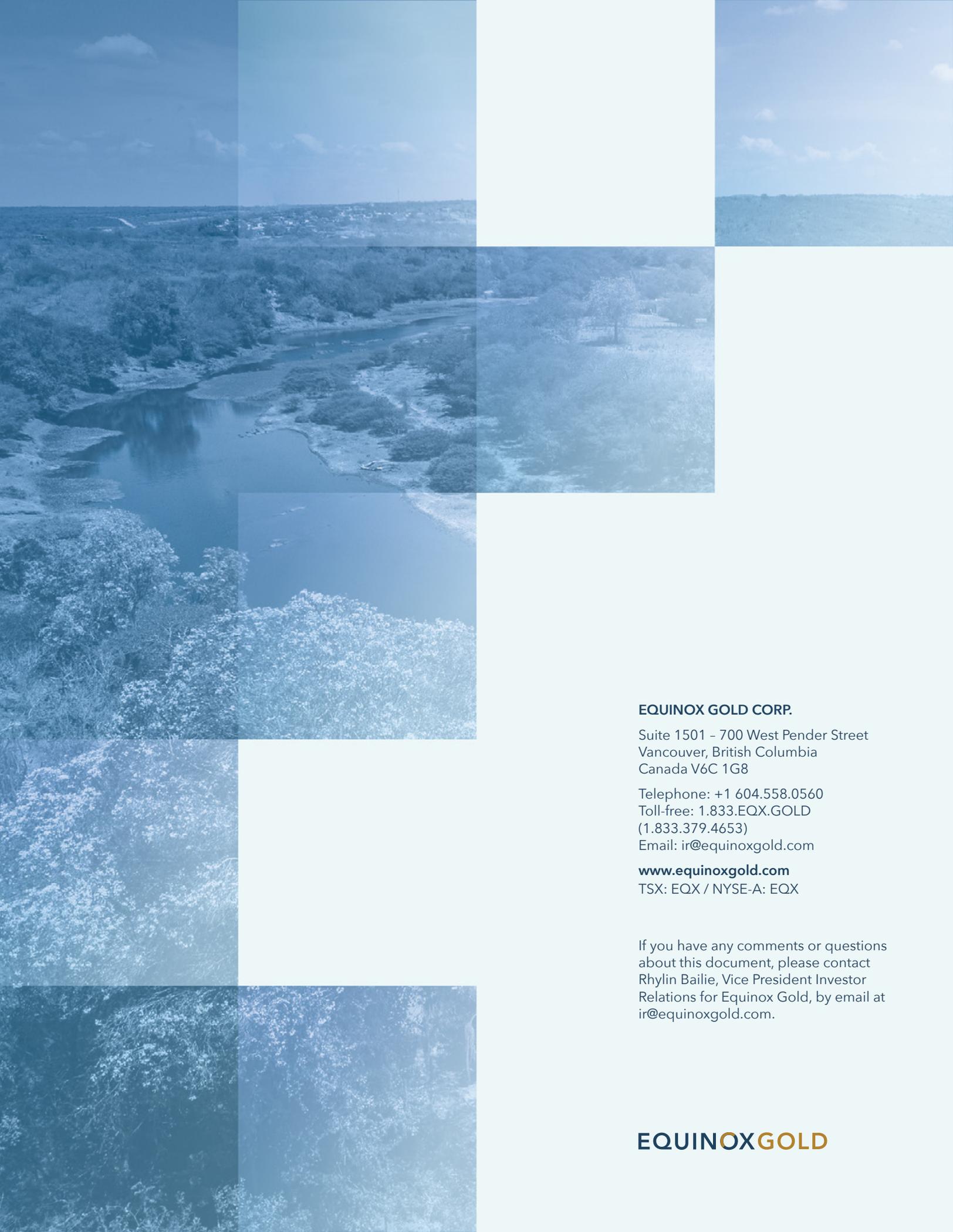
requirements; the Company's ability to comply with environmental, health and safety laws and other regulatory requirements; prices for gold remaining as estimated; currency exchange rates remaining as estimated; the timing for and the Company's ability to successfully advance its growth and development projects, including the construction and commissioning of Greenstone and the expansion projects at Castle Mountain, Los Filos and Aurizona; tonnage of ore to be mined and processed; ore grades and recoveries; capital, decommissioning and reclamation estimates; Mineral Reserve and Mineral Resource estimates and the assumptions on which they are based; prices for energy inputs, labour, materials, supplies and services; no labour-related disruptions and no unplanned delays or interruptions in scheduled construction, development and production, including by blockade or industrial action; the Company's working history with the workers, unions and communities at Los Filos; and all necessary permits, licenses and regulatory approvals are received in a timely manner. While the Company considers these assumptions to be reasonable based on information currently available, they may prove to be incorrect. Accordingly, readers are cautioned not to put undue reliance on the forward-looking statements or information contained in this document.

The Company cautions that forward-looking statements and information involve known and unknown risks, uncertainties and other factors that may cause actual results and developments to differ materially from those expressed or implied by such forward-looking statements and information contained in this ESG Report and the Company has made assumptions and estimates based on or related to many of these factors. Such factors include, without limitation: negative or inaccurate publicity with respect to the Company's handling of environmental matters or dealings with community groups and Indigenous populations; fluctuations in gold prices; fluctuations in prices for energy inputs, labour, materials, supplies and services; fluctuations in currency markets; recent market events and conditions; construction and operational risks and hazards inherent with the business of mining (including environmental accidents and hazards, industrial accidents, equipment breakdown, unusual or unexpected geological

or structural formations, cave-ins, geotechnical events, flooding, fire and severe weather); inadequate insurance, or inability to obtain insurance to cover these risks and hazards; employee relations; relationships with, and claims by, local communities and Indigenous populations; the Company's ability to obtain all necessary permits, licenses and regulatory approvals in a timely manner or at all; changes in laws, regulations and government practices, including environmental, export and import laws and regulations; legal restrictions relating to mining; risks relating to expropriation; increased competition in the mining industry; a successful relationship between the Company and its joint venture partner; and potential failure by Bear Creek to meet its commitment to the Company; and those factors identified in the section titled "Risks Related to the Business" in the Company's most recently filed Annual Information Form, and those factors identified in the section titled "Risks and Uncertainties" in the Company's Management's Discussion and Analysis dated February 21, 2024, for the year ended December 31, 2023, both of which are available on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and on EDGAR at [www.sec.gov/edgar](http://www.sec.gov/edgar).

Forward-looking statements and information are designed to help readers understand management's views as of that time with respect to future events and speak only as of the date they are made. Except as required by applicable law, the Company assumes no obligation to update or to publicly announce the results of any change to any forward-looking statement or information contained or incorporated by reference to reflect actual results, future events or developments, changes in assumptions or changes in other factors affecting the forward-looking statements and information. If the Company updates any one or more forward-looking statements, no inference should be drawn that the Company will make additional updates with respect to those or other forward-looking statements. All forward-looking statements and information contained in this document are expressly qualified in their entirety by this cautionary statement.





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If you have any comments or questions about this document, please contact Rhylin Bailie, Vice President Investor Relations for Equinox Gold, by email at [ir@equinoxgold.com](mailto:ir@equinoxgold.com).

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