

2022 Targets

Key Areas	Targets
Health & Safety	No fatalities Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.40 or less Achieve across all operations Toward Sustainable Mining (TSM) Level A rating ¹ for a minimum 75% of the Safety and Health as well as Crisis Management protocol indicators
Social	Develop corporate social management standards based on the TSM protocols and the Responsible Gold Mining Principles Achieve across all operations Level A rating for the TSM Indigenous and Community Relationships protocol indicators of Effective Community Engagement and Dialogue, and Response Mechanisms
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.60 or less Achieve across all operations TSM Level A rating for a minimum 75% of the environment-related protocol indicators (Water Stewardship, Tailings Management, Climate Change, Biodiversity Conservation) Develop a greenhouse gas emissions long-term reduction target and associated reduction milestones
Governance	Develop a corporate human rights due diligence framework aligned with the United Nations Guiding Principles on Business and Human Rights
Transparency & Reporting	Publish ESG Report using Sustainability Accounting Standards Board and Global Reporting Initiative reporting frameworks Publish Climate Change Report complying with Task Force on Climate-related Financial Disclosures and report to Carbon Disclosure Project

1. Towards Sustainable Mining Level A is considered good practice by the Mining Association of Canada. The Mining Association of Canada requires all companies in Canada to achieve a minimum of Level A across all protocols within three years of becoming a member as a condition of continued membership.

At the start of each year the Board Environment, Social and Governance (ESG) Committee reviews and approves the Company’s ESG targets, and then evaluates performance at the end of the year. These targets are set to guide Equinox Gold’s ESG strategy through the year and also form the basis for future improvement.

For 2022, 14% of our corporate objectives and CEO compensation are linked to ESG performance, with 6% of the incentive plan linked to health and safety performance, 3% to environmental performance and 5% to delivering on the Company’s ESG targets. In addition, a number of the Corporate Strategy objectives are ESG related.

2022 Corporate Objectives

