

# 2022 Performance and 2023 Targets

2022 TARGETS		2022 RESULTS
Health & Safety	No fatalities	✓ Achieved
	Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.40 or less	✓ Achieved: 2.12
	Achieve across all operations Toward Sustainable Mining (TSM) Level A rating <sup>1</sup> for a minimum 75% of the Safety and Health and Crisis Management protocol indicators	✓ Achieved
Social	Develop corporate social management standards based on the TSM protocols and the RGMPs	✓ Achieved
	Achieve across all operations Level A rating for the TSM Indigenous and Community Relationships protocol indicators related to Community Identification, Engagement and Dialogue, and Response Mechanisms	✓ Achieved
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.60 or less	✓ Achieved: 0.63
	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) <sup>2</sup>	✓ Achieved
	Develop a greenhouse gas emissions long-term reduction target and associated reduction milestones	✓ Achieved
Governance	Develop a corporate human rights due diligence framework aligned with the United Nations Guiding Principles on Business and Human Rights	✓ Achieved
Transparency & Reporting	Publish ESG Report using Sustainability Accounting Standards Board and Global Reporting Initiative reporting frameworks	✓ Achieved
	Publish Climate Action Report complying with Task Force on Climate-related Financial Disclosures and report to CDP	✓ Achieved

2023 TARGETS	
Health & Safety	Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.25 or less
Social	Roll out the Equinox Gold Social Management Standards across all sites
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.40 or less
	Prepare a corporate Water Stewardship Report
Climate Change	Collect and compile site emissions data to monitor progress with GHG emissions reduction initiatives
Governance	Implement new enterprise risk management application to improve efficiency and accessibility
Transparency & Reporting	Increase the number of ESG indicators disclosed and improve data collection process

<sup>1</sup> TSM 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.

<sup>2</sup> Assessed as 75% of all protocols' indicators.