

# Message from the CEO

When forming Equinox Gold just five years ago, we committed to being a leader for responsible mining and have worked hard to ensure these principles are incorporated into the foundation of our business strategy. Just as strong governance and financial controls are critical to the profitability of our Company, our commitment to the wellbeing of our workforce, community partnerships and environmental stewardship is integral to our long-term success.

We have incorporated industry best practices and ESG principles from the ground up in the three mines we have built and in the mine we are currently building, and have dedicated considerable effort to standardizing operating procedures at the mines we have acquired to ensure we are applying best safety, environmental and community engagement standards and policies across our operations.

We are certainly seeing positive results and will continue to build on that momentum. We achieved

all our ESG objectives during 2022, some of which I have highlighted below.

- On the safety front, thanks to a continuous focus on safety and workplace practices we had no lost-time incidents during the fourth quarter, six of our mines had no lost-time incidents for the entire year and we achieved a total recordable injury frequency rate of 2.12, a 30% improvement compared to 2021
- Our environmental performance improved 7% compared to 2021 with a significant environmental incident frequency rate of 0.63, and we saw a marked increase in the reporting of even minor environmental incidents, demonstrating that our focus on transparency and shared learnings is making a difference
- New wind and solar power contracts for three of our Brazil mines will both reduce our greenhouse gas (GHG) emissions and reap operational cost savings

We have established strong governance, cultural and business practice foundations to support our ambitious growth plans and sustainability objectives as we work to create the Premier Americas Gold Producer.



his leadership and commitment to these principles, which inspire us to keep pushing to do better.

We have laid the foundation for sustainable success with robust governance policies, Company-wide standards and mine-specific procedures. Our ESG practices will continue to evolve as our Company grows and matures, but our commitments remain firm. I am confident we have the fundamentals in place to build a robust business with a reputation for excellence in responsible mining.

**Greg Smith**  
President, CEO & Director

- We set a target to achieve a 25% reduction in GHG emissions by 2030 compared to forecast “business-as-usual” emissions and have developed a roadmap to achieve this objective
- From a social perspective, we developed both Social Management Standards and a human rights due diligence framework and completed the United Nations Global Compact Target Gender Equality Program to accelerate our efforts to grow the diversity of our workforce
- We made a concerted effort to enhance our community engagement programs and invested \$8.9 million to support community programs

Equinox Gold’s commitment to ESG excellence is shared by the entire Board of Directors and leadership team and in particular our Chair, Ross Beaty, who has dedicated his philanthropic efforts to environmental protection. Ross has always believed that mining and environmental stewardship go hand in hand. We are grateful for