



Our Performance in 2022

Completed UNGC Target Gender Equality Program

a year-long accelerator initiative to drive progress on women’s representation and leadership in our Company

- Began tracking gender diversity by job category
- Updated our Diversity Policy
- Completed the United Nations Global Compact Target Gender Equality Program

Women comprised 10% of our total workforce in 2022 (2021: 10%), including employees and contractors. Considering only our employees, women represented 14% across the Company (2021: 14%) and 41% of the team at our Vancouver corporate headquarters (2021: 35%). The percentage of female employees at each of our mine sites varies significantly, from 7% at Mesquite to 19% at Santa Luz, and 41% at our Belo Horizonte regional office in Brazil. These indicators are calculated based on workforce numbers on December 31, 2022.

20%

representation of women in executive and senior management positions

14%

representation of women across our employees

During 2022 we started tracking gender diversity by job category (results on next page). This analysis will help us better understand and identify possible barriers for greater female representation in certain job categories, such as supervisory and operational roles. Women comprise 25% of our executive team with the title of Vice President or higher.

We updated our Diversity Policy last year to include the target of achieving at least 30% representation of women on the Board by our 2023 Annual General Meeting (AGM). At December 31, 2022, two of our nine directors (22%) were women. For the 2023 AGM, we have reduced the size of the Board and two out of the eight director nominees are women (25%). Even though the 30% female representation target will not be achieved before the Meeting, increasing Board diversity and achieving more gender-balanced leadership remains a

top priority, and our search for a new female director who possesses the experience, skills and capabilities our Board requires is ongoing.

To advance our progress, this past year we completed the United Nations Global Compact Target Gender Equality Program. This 12-month accelerator initiative includes facilitated performance analysis, capacity-building workshops, peer-to-peer learning and multi-stakeholder dialogue. We will apply the learnings from this program to improve our ability to recruit and retain the best talent, help to create a diverse workforce, and reinforce our culture of inclusivity and respect.

Our Brazilian operations have taken the lead in delivering upon our EDI ambitions. To kick off the EDI program in 2022, they joined the ‘Women in Mining Brasil’ movement to support women’s participation in the industry and

created a dedicated Diversity and Inclusion Committee. The Brazil team also conducted a diversity survey to gather baseline data regarding the current diversity within our workforce in Brazil. For example:

- in terms of gender representation, 13% of the Brazilian workforce identified as women and 4% as transgender;
- 66% of the Brazil team identified their race as Black;
- in terms of sexual orientation, 6% identified as LGBT+ (82% heterosexual/11% no response); and
- in terms of age, 72% of the workforce is between 30 and 49 and 11% are 50 years of age or older.

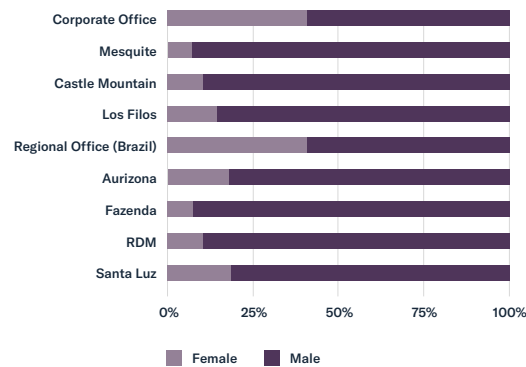
The survey also included questions about

the Company culture and workplace, and the responses allowed Equinox Gold in Brazil to achieve the coveted Great Place to Work® certification.

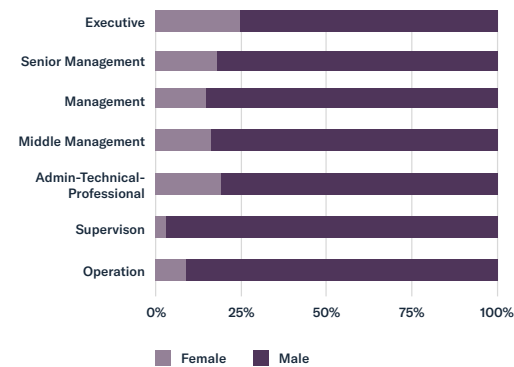
With the objective of contributing to industry best practices and achieving greater company-wide awareness of EDI matters, we have been part of the Mining Association of Canada's EDI Working Group. This Working Group is developing an Equitable, Diverse and Inclusive Workplaces protocol to be integrated to the TSM set of protocols.

The [Relationships with Indigenous Peoples](#) section of this report includes more information about our commitments and actions to collaborate and engage with Indigenous peoples, communities and businesses.

2022 PERCENTAGE OF EMPLOYEES BY GENDER BY SITE



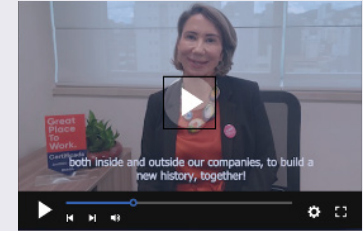
2022 PERCENTAGE OF EMPLOYEES BY GENDER BY JOB CATEGORY



Note: 2022 gender data do not include Greenstone, as we are in the process of introducing a new system at the site to track this indicator.

EMPLOYEE PROFILE

Breaking Barriers for Women in Mining



[Click here](#) to watch Angela Vasconcelos' interview.

Angela Vasconcelos, Vice President Administration and Finance, Brazil, is a pioneer in the mining industry, breaking barriers for women and making positive changes so the sector can attract and retain female talent. Her actions are changing attitudes at Equinox Gold and across the sector.

Angela's achievements have not gone unnoticed. She was recognized as one of 2022's "100 Global Inspirational Women in Mining". The biennial award from Women in Mining UK celebrates women's "above and beyond" contributions to the industry. Angela was selected because of her role in implementing and expanding Equinox Gold's diversity and inclusion programs across our Brazil operations, particularly in making the candidate selection process more equitable.

"We must create more moments to speak openly about barriers in the mining industry, so we can attract women to our market. We must constantly talk about critical issues such as balancing our careers with motherhood."





Celebrating Women in Our Workplace

In honour of International Women's Day, Equinox Gold celebrated the women in our workforce throughout the month of March. We held workshops and events at each of our mine sites to acknowledge women's contributions to our Company.

PRIORITIES FOR 2023

- Finalize Equinox Gold's Diversity and Inclusion strategy and develop an action plan.
- Increase Board gender diversity.
- Increase the number of EDI indicators we track.

