

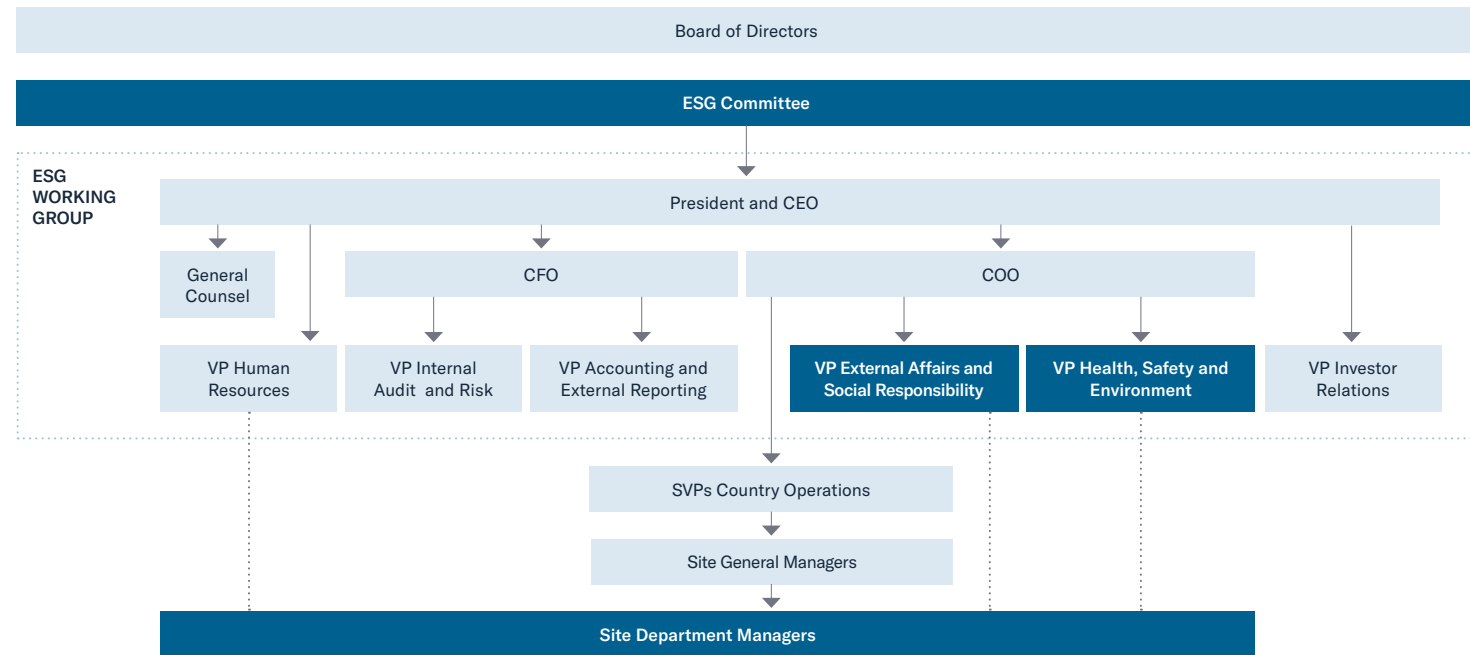
Board and Executive Oversight of ESG

Equinox Gold's ESG leadership structure demonstrates the importance placed on embedding ESG priorities throughout the organization. Strong governance of ESG issues flows from the highest level of the organization, creating clear accountabilities across multiple reporting lines.

Equinox Gold's Board oversees the Company's performance and management of ESG risks and opportunities. Senior management set the Company's ESG strategy and manage performance, while the site-based teams implement on-the-ground initiatives.



OUR ESG GOVERNANCE STRUCTURE





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 all the Company's stakeholders. 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 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 site managers stay focused on safety, environmental protection

and social performance. The breakdown of ESG-linked compensation changes yearly (see next section for 2022 breakdown).

As defined in Equinox Gold's Say-on-Pay Advisory Vote Policy, the Board solicits shareholder feedback on the Company's approach to executive compensation. Say-on-Pay is intended to enhance accountability for the Board's compensation decisions by giving shareholders a formal opportunity to provide their views on the Board's approach to executive compensation. The Board takes the voting results into account when considering future compensation policies, procedures and decisions and in determining if there is a need to modify any aspect of the Board's engagement with shareholders.

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 directors from diverse backgrounds and with different perspectives, experiences and expertise promotes better corporate governance, performance and decision-making. All 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 [2023 Management Information Circular](#). Also refer to the [Diversity, Equity and Inclusion](#) section of this report.

Transparent Disclosure

We are committed to robust, understandable and transparent disclosures, so all stakeholders are aware of 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 reporting and ongoing communication to provide the information they need to track our progress.

Our [2023 Management Information Circular](#) provides more detail on our governance practices and structure.