

# Our Performance in 2022

## 100%

board members with ESG experience and expertise

## 14%

of corporate incentive plan tied to ESG factors

## Expanded ESG disclosures

to increase transparency and meet evolving stakeholder expectations

- Updated our Diversity Policy
- Linked compensation to ESG performance

We updated our Diversity Policy last year with a target of achieving at least 30% representation of women on the Board by our May 2023 AGM. As of December 31, 2022, there were seven independent members (78%) and two female members (22%) on the Board. For the 2023 AGM, we have reduced the size of the Board and two of the eight director nominees are women (25%). While our target will not be achieved before the May meeting, increasing Board gender diversity is a priority and the search for a new female director is ongoing.

For 2022, 6% of the corporate incentive plan was linked to health and safety performance, 3% to environmental performance and 5% to delivering on our ESG targets. The Board and its committees dedicated approximately 19% of

agenda time to ESG topics to stay current with evolving issues and developments.

Reflecting our commitment to transparency, we expanded our communication and disclosure on ESG matters to accommodate growing interest from stakeholders who are keen to learn about Equinox Gold's commitments, approach and progress. Among our activities, we:

- hosted our first ESG-focused conference call and webcast to discuss the Company's ESG strategy, targets and performance with interested stakeholders, including a full Q&A;
- expanded our ESG Report with new information and metrics, including quantitative data on our health and safety and environmental performance, energy consumption, GHG emissions and water usage using the Sustainability Accounting

Standards Board and Global Reporting Initiative reporting frameworks; and

- reported climate-related disclosures to CDP and prepared information for our first Climate Action Report, which was published in early February 2023.

## PRIORITIES FOR 2023

- Increase Board gender diversity.
- Provide training to Board members on geopolitical and domestic risk.
- Continue to enhance Company-wide annual ethics training, with a focus in 2023 on anti-bribery and anti-corruption awareness in our supply chain, and cybersecurity.

