



COMMUNITY ENGAGEMENT AND DEVELOPMENT

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

In today's global economy, community engagement is more important than ever to mining projects. How we interact with, and contribute to, our host communities is integral to achieving positive outcomes for both our business and community members. Effective engagement builds trust with local citizens, gives us valuable input and feedback, and helps us avoid or minimize potential adverse impacts on the regions in which we work, ultimately giving our operations a greater chance of success over the long term.

Our Approach

We are committed to engaging with local communities, Indigenous peoples and other rights holders in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations, and working to understand local interests and concerns so these can be considered in Equinox Gold's decision-making process. Our approach is guided by our [Social Responsibility and Human Rights Policy](#) and our Equinox Gold Social Management Standards.

RELEVANT POLICIES

→ Social Responsibility and Human Rights Policy



Los Filos community development team with the Xochipala community authorities at the newly built sports complex. The community sports complex was built in partnership with the Municipal government, the Xochipala authorities and Equinox Gold.

Community engagement starts at the beginning of each project, where we identify local stakeholders (interested and affected parties) and document issues that are important to these groups. Each community is unique, so we develop site-specific plans in partnership with local communities that consider the local culture, livelihoods and traditions. We also seek to identify vulnerable groups that may be at heightened risk of marginalization and to consider those groups when managing the social and economic impacts of our operations.

Frequent and transparent dialogue with local leaders and community members is the cornerstone of our community engagement strategy, and we work to collaborate effectively and build relationships based on mutual understanding and trust. We strive to communicate openly, honestly and regularly with local communities, Indigenous peoples, rights holders and other interested parties about Equinox Gold's plans, programs, performance and compliance. Soliciting feedback and truly listening is essential, so we can stay in touch with new and emerging stakeholder issues and identify where we need to do better.

Transparent Project Management

Our established community engagement approach is essential when it comes to land management, particularly during mine development or expansion. We work together with communities and landowners within the area of influence, as informed by social and environmental impact assessments, based on the principles of transparent communication and negotiation. This early engagement provides us with valuable insights and data that inform our community investment strategies and help address any concerns or challenges that may arise.

We hold community information sessions and prepare communication materials to provide community members and other rightsholders with timely project updates. Our efforts are guided not only by government mine licensing processes, which require us to document our plans and make them available to the public, but also by a genuine desire to establish true collaboration and partnerships with the communities where we work.



How We Manage Community Grievances

We emphasize open, two-way dialogue with our community partners to help identify and manage any issues or concerns raised by our stakeholders, and we have community grievance mechanisms in place at all our sites to allow local residents and communities to voice any concerns. Issues are reported to and handled by site management, and we are committed to addressing them in a timely manner and achieving effective resolution. Sites register each grievance and report community feedback and engagement activities to Company leadership monthly. We also report this feedback quarterly to the Board and disclose the results annually in this report (see [2023 Performance in this section](#)).

Community Investments

To help improve lives and build a prosperous society, Equinox Gold is also committed to investing in our neighbouring communities to create tangible, lasting benefits that endure beyond the life of our mines. Through our social investment programs, we support a variety of causes each year guided by the following themes:

- Promoting community health
- Contributing to local infrastructure and services
- Supporting education
- Promoting environmental conservation
- Supporting income generation and economic diversification projects

We champion these areas because they matter to our local stakeholders, as determined through engagement and consultation. We emphasize development and sustainability rather than philanthropy in order to foster positive, lasting change.

Collaborating for Greater Impact

Collaboration is a key tenet of our approach to community investment. Team members at each site engage with our partners and host communities to identify local needs, and we then focus our community investments to support those priorities. We also team up with non-profit, government and private organizations to maximize the impact of the vital activities and services they provide to support community development.

Recognizing that it takes more than dollars to make a difference, we encourage and support employee volunteerism. Our team members proudly donate their time and talents to positively impact the lives of the people who live in the communities where we work. See the VolunteEQX program spotlight on [page 99](#), as an example of these initiatives.

Other Contributions to Community Development

Complementing our community investments, our core business activities contribute to local economic development by generating jobs and business opportunities, providing training and apprenticeship programs, and increasing public income in the form of tax payments and royalties to governments that can be reinvested into the communities. We report on government payments through our annual Extractive Sector Transparency Measures Act ([ESTMA](#)) report. Through our procurement activities, we also contribute to host communities by supporting local businesses and entrepreneurs (see additional details in the [Supply Chain](#) section of this report).

Accountability

Our CEO, COO, country Senior Vice Presidents and Vice President External Affairs and Social Responsibility have Company-wide responsibility for overseeing stakeholder relations and social performance. Each site has a dedicated Social Responsibility team that interacts with community stakeholders to solicit feedback and provide updates, engages in activities to build positive community relations, tracks external social impacts, and reports on social performance to the corporate office. The Vice President External Affairs and Social Responsibility reports these indicators to the Board's ESG Committee quarterly.



SPOTLIGHT

Supporting New Health Centre for the People, by the People

To ensure our community investments satisfy the high-priority needs of our communities, Equinox Gold prioritizes making investments in community-led initiatives, such as the Community Health Centre in Carrizalillo, Mexico.

This project, led by community health authorities, was a good fit for Equinox Gold since 'health' is one of the focus areas of the Company's social investment strategy.

Equinox Gold stepped up to fund construction and equip the new health centre, which will provide basic medical and emergency care to the area, reducing the need of patients to travel to distant clinics in Chilpancingo or Iguala.

As an added benefit, the centre will contribute to local economic development, since it is being constructed by contractors from the community, following a local design competition and resident input.

The construction process began in 2023 and is expected to be completed in 2024. When finished, Carrizalillo Health Centre will offer primary care to the more than 800 families from the community and surrounding area.



Our Performance in 2023

100% Level A rating

all operations achieved Level A or above rating for the TSM Indigenous and Community Relationships protocol indicators (internal verification)

27%

year-over-year decrease in community issues reported

\$9.5M

in social investments to support community programs and non-profit organizations

Key Highlights

- Revised the Company's Social Management Standards and advanced the development of implementation guides and social sustainability tracking software
- Invested more than \$9.5 million on community projects (2022: \$9.5¹ million)
- Experienced no business interruptions due to protests or blockades
- Maintained grievance mechanisms at all sites and received 69 community issues reports, down from 95 the previous year

¹ In our 2022 ESG Report we reported a total of \$8.7 million; however, this amount was revised to \$9.5 million based on our Brazilian system's improved coding of community investments.

Summary

In 2023, all our operations achieved Level A or above for 100% of the TSM indicators for the Indigenous and Community Relationships protocol, compared to Level A in 3 out of 5 indicators of the protocol in 2022. In addition, our four operations in Brazil achieved Level AA for all applicable indicators. We confirmed these scores through an internal verification conducted by our corporate office.

These results show our commitment to continual improvement. In 2024 we will continue working towards Level AA and AAA at our sites. Each site has also developed action plans to help improve their performance and set targets for annual progress, including the enhancement of our social management system, strengthening community relationships, and the promotion of sustainable community engagement and development. We continue to standardize the Company's management practices and reporting

of our social performance. Equinox Gold's Social Management Standards, based on international best practice including TSM and the RGMPs, are designed to help us clearly define the social outcomes we aspire to achieve and to support stakeholder identification and engagement, impact and risk management and other key aspects of social performance.

We continued to refine these Standards to ensure they are a best-fit model to guide our activities and satisfy the goals and requirements of the Company and our community, government and industry partners. We are now developing implementation guides to help our on-site teams adopt the Standards consistently, but with the flexibility to suit local needs. To help us do so, we are in the process of implementing a new software program Company-wide that will enable our local team members to better manage our social investments, evaluate the

social outcomes achieved and track and assess community feedback. In 2023, we continued to refine this software to ensure its ease of use and effectiveness for our site teams.

Our community investment reached a total of \$9.5 million in 2023, with the main focus being infrastructure, education and health. We allocated 21% of our community investment to infrastructure projects, such as road maintenance and improving community access to clean water, 22% for educational initiatives such as providing scholarships and technical courses for young adults, and 28% for supporting community health, such as building and equipping health facilities and supporting health education and awareness campaigns. The remaining 29% was invested in environmental conservation, sports, arts and culture, and economic development.

Through our grievance mechanisms, reported issues from community stakeholders relating to our sites or operations continued to trend downward:

- There were 69 community issues reports in 2023, compared to 95 in 2022 and 137 in 2021.
- We addressed all complaints and closed 91% of these issues within

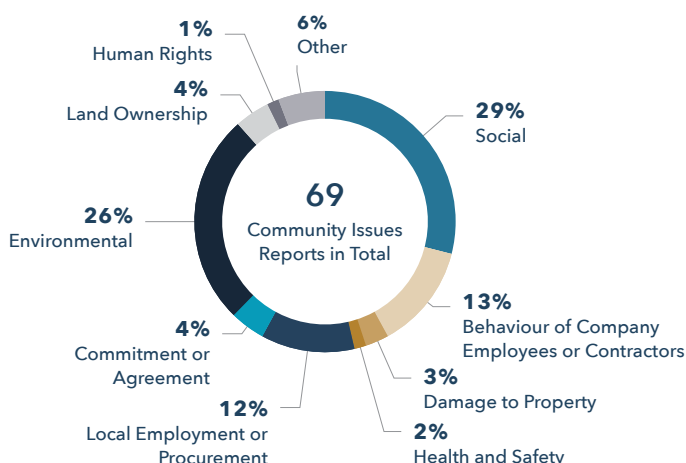
30 days. The remaining 9% of issues are expected to be closed by Q2 2024.

- The most commonly reported issues are related to 'social impacts' (29%), in particular road conditions, followed by 'environmental issues' (26%) related primarily to dust. 'Behaviour of Company employees or contractors' and 'local employment or procurement'

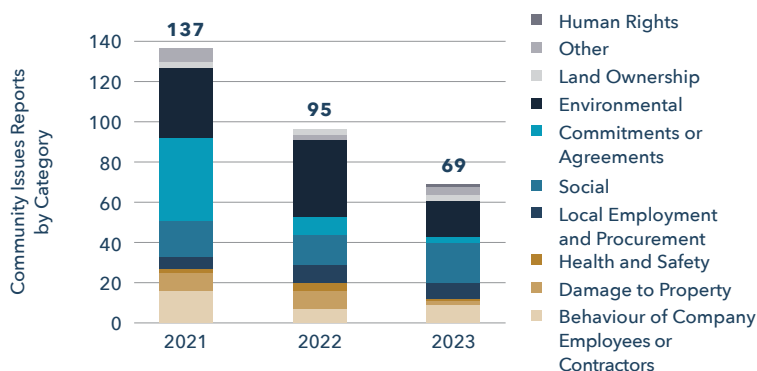
comprised 25% of total reported issues.

- There were no community issues reported at our Mesquite, Castle Mountain and Fazenda mines in 2023. Greenstone, Aurizona, RDM and Los Filos reported similar numbers compared to 2022, and Santa Luz experienced a 75% decrease in issues reported year-over-year.

2023 COMMUNITY ISSUES REPORTS BY CATEGORY



2021, 2022 AND 2023 COMMUNITY ISSUES REPORTS BY CATEGORY



SPOTLIGHT

The Los Filos Mining Community Joins Efforts for Hurricane Otis Clean Up

Last fall, Hurricane Otis hit the city of Acapulco in Guerrero State, Mexico, causing significant destruction and at least 52 deaths. Equinox Gold and the local communities of Los Filos Mine – Carrizalillo, Mezcala and Xochipala – teamed up as one group to help the people of Acapulco. The group, which they named "Los Filos Mining Community", included Company employees and members from the three communities.

Using heavy machinery and skilled workers, Los Filos Mining Community

formed teams and launched a two-week campaign to remove the storm debris from the streets and beaches of the Puerto Marquez area in Acapulco.

The Governor of Guerrero State and the citizens of Acapulco expressed their gratitude to Carrizalillo, Mezcala, Xochipala and Equinox Gold for bringing essential equipment and experienced workers to provide vital aid to the people of Acapulco.



We hosted numerous outreach events to engage with community members. For example, our Castle Mountain Mine welcomed 50 teachers from the Clark County School District for a site tour and visit to our greenhouse, and Joshua tree saplings were donated to each teacher.

Our Greenstone Mine team held a Community barbecue in May 2023 at the Geraldton waterfront that included site tours. The event included ceremonies with our Indigenous partners to acknowledge the Treaty 9 Territory that hosted the event and more than 600 people attended the festivities, including 320 who took part in the Greenstone Mine site tour. Also, to nurture positive long-term community collaboration at this site, we created the Greenstone Mine Community Sustainability Committee and invited residents of the Municipality of Greenstone, including local youth, to join the forum. The group meets regularly to share views and ideas to promote positive economic, social and environmental collaboration in the region.

In addition to frequent public and student tours of local operations, our Brazil sites introduced podcasts and social media 'digital cards' via

WhatsApp to keep stakeholders informed of mine activities and initiatives. In Mexico, the Los Filos Mine launched its own Facebook page to keep communities informed of key activities and continued broadcasting health and safety and community legacy messages through the "La Filosita" in-house radio station.

During 2023, we continued to support a range of community initiatives across our operations. Below are a few highlights:

- All our Brazil sites funded community programs focused on education, sports, cultural activities and skills training. For example, our Aurizona Mine launched a fitness program for senior citizens as well as computer classes as part of the "Projecto Capacitar", and our Fazenda Mine hosted on-site health and safety events for family members of our employees.
- Among a variety of community development activities in Mexico, our Los Filos Mine contributed to a public-private partnership with the municipal government and the community to build a sports complex that includes basketball, volleyball and soccer courts, an outdoor gym and a playground. Los Filos also donated fish to
- a new fish farm project that is designed to encourage local sustainable development by boosting the population of in-demand fish species and increasing employment in the fishing industry.
- Through our Young Mining Professional Scholarships program in Canada, Equinox Gold provided four \$2,500 scholarships and two \$5,000 scholarships to students pursuing a degree in geology or mining for the 2023-2024 school year.
- At Greenstone Mine, we supported diverse community programs in 2023 including sponsorship of the Geraldton Children's Entertainment Series concerts, support for the inaugural Family Curling Funspiel at the Geraldton Curling Club, and a donation shared throughout the Greenstone region and local Indigenous communities to help provide nutritious snacks to children during the school day. We also helped fund the Fire Safety Family Resources campaign, with Greenstone Fire & Emergency Services and several local businesses, to provide local elementary school children with a fire safety manual to help prevent house fires and respond safely in emergencies.



Priorities for 2024

- Maintain a minimum Level A for all indicators of the TSM Indigenous and Community Relationships protocol at all Equinox Gold sites, and strive for continual improvement
- Reach new community agreements in Mexico to reinforce our community engagement and stakeholder partnerships
- Continue to invest in community initiatives based on local needs and priorities
- Continue to resolve community concerns raised through our grievance mechanisms in a timely manner

SPOTLIGHT

New Volunteer Program in Brazil Engages Employees in Community Service

Recognizing the strong community spirit of our employees, Equinox Gold Brazil introduced the new VoluntEQX program to help bring community-minded employees together to support great causes.

Launched on August 28, 2023, National Volunteer Day, the program was inspired by employees who sought personal ways to bring to life Equinox Gold's values of social responsibility and teamwork.

"I participate in voluntary initiatives myself, and I see how this makes a difference in the lives of those in need," said Angela Vasconcelos, Equinox Gold Brazil's Vice President Finance and Administration and the project ambassador. "Now VoluntEQX will encourage even more people to join these positive actions and enable a more effective, targeted approach in our communities."

The program is already gaining momentum. Many employees have registered to participate and have begun a number of

community projects benefiting more than 1,000 people. In 2023, VoluntEQX promoted 14 programs including collecting donations of toys, books, clothes and food, coordinating a blood donation campaign, constructing a leisure area with recycled materials, and providing care and hugs to seniors from the local senior nursing home. The donation programs collected around 150 toys, 150 items of clothing and more than 500 kg of food for schools and community centres in local communities.

