

OUR APPROACH

Community Engagement & Development

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.



Why This Topic Matters to Us

Early and effective engagement builds strong relationships with local community members and leaders, gives us valuable input and feedback, and helps us avoid or minimize negative impacts on the regions in which we work, ultimately giving our operations a greater chance of success over the long term.

DISCLOSURES

GRI 2-25	GRI 413-1
GRI 2-29	GRI 413-2
GRI 3-3	EM-MM-210a.3
GRI 201-1	EM-MM-210b.1
GRI 203-2	

Fostering Meaningful Community Partnerships

Our Community Engagement Strategy

Community engagement starts at the very beginning of our mining projects so local interests are considered, respected and upheld at every stage of development. This early engagement provides us with valuable insights and data that inform our community investment strategies and help address concerns and challenges that may arise.

Because every community is unique, we develop site-specific plans in partnership with local communities that consider local interests, livelihoods, perspectives and concerns, and we incorporate this understanding into our decision-making process. Our community engagement approach is particularly important when it comes to land management and early stages of mine planning, or when we're considering an expansion. We also seek to identify vulnerable groups that may be at heightened risk of marginalization and to consider these groups when managing the social and economic impacts of our operations.

Policies and Standards That Guide Our Approach

Our approach to community engagement is guided by Equinox Gold's [Social Responsibility and Human Rights Policy](#) and our Social Management Standards.

- The Social Responsibility and Human Rights Policy outlines our commitment to respect the rights and interests of local communities, identify opportunities for community investment and communicate openly and regularly about Equinox Gold's plans and activities.
- Our Social Management Standards provide guidance to help our sites operate in a socially responsible way. The Standards outline minimum performance benchmarks that our sites are expected to meet or exceed.

How We Engage Stakeholders and Manage Community Feedback

We emphasize open, two-way dialogue with our community partners to help identify and manage any issues or concerns raised by our stakeholders, including local communities, Indigenous peoples, rights holders and other interested parties.

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.

We take stakeholder engagement and feedback seriously. To maintain a focus on relationship-building and proactive engagement, we have developed specific strategies and practices across the organization. For example:

- We maintain a Stakeholder Engagement Plan that emphasizes open, two-way dialogue with our community partners. Our site teams are empowered to engage with local communities to identify, understand and document community interests or concerns as they relate to the presence of Equinox Gold and our operations, and those learnings are then integrated into site plans and decision-making.
- We implement community grievance mechanisms 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. An important factor in achieving effective resolution is connecting with the complainant regarding their satisfaction with our response.
- We report community feedback and engagement activities to Company leadership on a monthly basis, report this feedback quarterly to the Board and disclose the results annually in our Sustainability Report.

Community Investments

To help improve community well-being and support local development strategies, Equinox Gold is committed to investing in our neighbouring communities to create tangible, lasting benefits that endure beyond the life of our mines. We follow an established process to create a structured, accountable and impactful approach to social investment.

To foster positive, lasting change, we emphasize development and multi-stakeholder engagement over traditional philanthropy. We partner with non-profit, government, and private organizations to maximize the impact of the activities and services they provide to support community well-being. Recognizing the value of broader engagement, we also promote and support employee volunteerism. Our team members proudly donate their time and talents to positively impact the communities where we work.

Team members at each site engage with our partners and local communities to identify specific needs and priorities, and use this feedback to inform our investment decisions. Each year, we support initiatives and programs in the following areas:

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

Using Local Employment and Procurement as Strategies for Community Development

Our operations contribute to local economies by generating jobs and business opportunities. Complementing our community investments, we provide training and apprenticeship programs so community members can participate in the mining industry value chain.

Local employment and procurement plans at our sites aim to support the people and businesses within our host communities by:

- Promoting equitable job access for local communities, including underrepresented groups

- Offering training programs, skills development and career planning to enhance local workforce readiness and to foster employee growth
- Promoting fair distribution of business opportunities within the local community
- Supporting local businesses by aligning opportunities with mine life cycle needs and fostering economic diversification
- Collaborating with external organizations to overcome challenges to local employment and business growth

More information about our approach to local procurement and business development is available in the Supply Chain section of our [Sustainability Report](#).

Land Acquisition

How we approach land acquisition sets the tone for our broader relationship with host communities, shaping trust, transparency and long-term collaboration. Land acquisition directly affects households, livelihoods, and cultural heritage and is deeply connected to community engagement and development. While we actively consider alternative designs to reduce the need for resettlement, when this is not possible we identify affected individuals and groups and develop an appropriate plan that meets the individuals' needs and aligns with our Social Risk Management Standards. Our objective is to have early engagement and respectful negotiations, and to develop long-term plans that address local development priorities and provide transparent and fair compensation.

When relevant, we conduct a Land Needs Assessment, which evaluates land requirements based on the mine life cycle and analyzes the legal, socio-economic and cultural context, considering:

- Households
- Land use
- Cultural heritage
- Livelihoods
- Infrastructure

Our approach incorporates livelihood restoration into broader development initiatives to ensure land acquisition results in long-term benefits. The Land Needs Assessment guides us in planning for the provision of replacement land, particularly for agricultural communities, and supporting the development of local businesses. We strive to achieve ethical, transparent and responsible land management practices through this approach.

Mine Closure

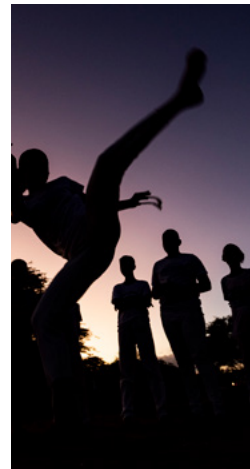
In recognition of the potential economic, social and environmental impacts our operations could have on local communities, Equinox Gold develops and maintains extensive mine closure plans for each of our sites to prepare for the future end of operations and transition to closure and reclamation activities. These plans, which are often required by federal, state and local authorities before issuing mine operating permits and licenses, are scrutinized by governing agencies to ensure the plans are adequate to meet our commitments when a mine closure occurs.

Our mine closure plans include efforts to mitigate these risks throughout the mine's operating life. For example, we prioritize progressive reclamation during mine operations to reduce the amount of effort required during closure and to return the site to a more natural and stable state as soon as practicable. Mine closure planning also aims to ensure nearby communities develop other forms of income and employment opportunities. We make direct investments in community projects to reduce direct economic dependence on the mine operation and encourage economic diversification, including agriculture, tourism, renewable energy and small businesses. We also invest in crucial local infrastructure, such as schools, health facilities and roadways and provide training and support so the communities can maintain this infrastructure after the mine closes.

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 indicators to the corporate office. The Vice President of External Affairs and Social Responsibility reports these indicators quarterly to the Board's ESG Committee.
- Our Vice President of External Affairs and Social Responsibility is accountable for monitoring adherence to the Social Management Standards and conducts periodic reviews to ensure Equinox Gold consistently upholds its commitments.

Details about the ESG Committee's structure and mandate are available in our [2025 Management Information Circular](#).



EXPLORE OUR PERFORMANCE AND METRICS

View Equinox Gold's [annual Sustainability Report](#) for our performance indicators relevant to our community engagement and development.