

OUR APPROACH

Occupational Health & Safety

Protecting the health and safety of our workforce is our greatest responsibility. We believe everyone deserves a safe workplace, and are committed to identifying and reducing risks to prevent injuries and occupational illnesses.



Why This Topic Matters to Us

The mining industry comes with inherent hazards. Our teams work at heights and in confined spaces, and face risks such as ground instability, equipment mishaps and explosives handling. Ensuring the safety of our workforce means providing the right training and tools to understand and effectively manage these risks.

DISCLOSURES

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| GRI 3-3 | GRI 403-6 |
| GRI 403-1 | GRI 403-7 |
| GRI 403-2 | GRI 403-8 |
| GRI 403-3 | GRI 403-9 |
| GRI 403-4 | SASB EM-MM-320a.1 |
| GRI 403-5 | |

Our Objective: A Workplace of Zero Harm

Our commitment to creating a safe and healthy working environment is formalized in our [Health and Safety Policy](#) and our Occupational Health and Safety (OHS) Management Standards. Every member of our workforce is expected to adhere to these important guidelines.

Safety Policies and Standards

To achieve our objective of a workplace of zero harm, with no injuries or fatalities, we work diligently to:

- comply with applicable health and safety laws and regulations;
- implement effective health and safety management systems;
- identify and mitigate health and safety hazards before accidents occur, so that every member of our workforce goes home safely at the end of each shift;
- investigate all near misses and safety incidents and share those learnings across all sites; and
- continually monitor and assess the safety practices and performance at each of our operations to identify areas for improvement.

Occupational Health and Safety Management System

We have a comprehensive Occupational Health and Safety (OHS) Management System that embodies our commitment to ensuring the health and safety of our employees, contractors and anyone working at or visiting our sites. This management system encompasses a set of safe work procedures, instructions, records and controls. It enables us to identify and remove hazards and ultimately decrease health and safety risks in our workplace. The system was developed using the ISO 45001: 2018 framework to both comply with local requirements and reflect stringent global standards, and incorporates industry best standards guidance from the Towards Sustainable Mining (TSM) Safety and Health and Critical Management and Communications Planning protocols and the health and safety requirements of the Responsible Gold Mining Principles (RGMPs).

While our sites all implement the same OHS Standards and OHS principles, to ensure consistency across the Company, each site also has customized local

procedures, processes and technologies that suit their specific needs and local legislation. For example:

- Our Brazilian mines use the Record of Safety Occurrence (ROS) system, which provides employees with the ability to log issues either manually or electronically using their cell phones and QR codes.
- At our USA operations, we use Automated Mining Operations Software (AMOS) to perform daily walkaround inspections of our workplace and mobile equipment.
- Our Los Filos Mine adheres to Mexico's 'Five Points of Safety Card' system.
- Our Greenstone Mine, which achieved commercial production on November 6, 2024, continues to refine its comprehensive safety systems to satisfy ISO 45001 and Canadian Standards Association (CSA) standards, as well as applicable legislation.

Health and safety internal audits are conducted regularly at each mine, and our Brazilian locations follow a process of cross-auditing (teams from one mine audit another mine) for added assurance.

As part of the OHS Management System, we also have occupational hygiene programs that aim to limit worker exposure to potentially harmful substances such as dust, chemicals and other sources of occupational hazards. We regularly run health campaigns and screening to gauge worker health related to potential workplace exposures.

Shared Responsibility – Building a Strong Safety Culture

Equinox Gold has a culture of shared responsibility, where everyone is responsible for their own safety and also the safety of their coworkers. To achieve a culture of zero harm, every day at our mine sites starts with safety 'toolbox' meetings to discuss the tasks at hand, identify potential risks and promote personal responsibility. This includes empowering our workforce to refuse unsafe work, and 'right to refuse work' policies are in place at each site. Job Hazard Assessments are also completed prior to undertaking any non-routine work to ensure the job can be completed safely.

We engage our workforce in creating a strong safety culture by encouraging their input through our OHS Committees. We provide mandatory training and tools to help employees safely perform their tasks and require participation in ongoing programs that promote safety and well-being, including safety meetings and regular

refresher training. Our contractors follow the same rules and procedures as employees and we provide them with health and safety orientation, evaluate their performance and workplace risks, and ensure any safety incidents with contractors are registered and investigated. By doing so, we achieve consistent reporting of key metrics and maintain standardized processes to ensure all health and safety incidents are recorded.

To reinforce our safety culture and encourage innovation and leadership, Equinox Gold's safety recognition program provides three annual awards for safety excellence within our Company:

- The Chairman's Safety Award recognizes the mine site with the best safety performance each year.
- The CEO Safety Leader Award recognizes three individuals who have displayed exemplary safety leadership.
- The COO Most Improved Site Award is presented to the site that shows the best improvement in safety performance compared with the previous year.

Monitoring and Measuring Safety Performance

Health and safety performance is a critical measure of success for Equinox Gold. We track key health and safety indicators, and a portion of the corporate component of both executive compensation and our site-based employees' performance-based compensation is tied to health and safety performance.

We require our workforce to report all accidents, incidents and near misses so the incidents can be properly investigated and understood, and those learnings are shared across our mine sites to prevent recurrence. When hazards are identified, we have systems in place to determine the appropriate corrective actions and ensure controls are implemented. We also enforce disciplinary action following deliberate or repeated breaches of our "Life-saving Rules" and serious violations of safety standards and procedures.

Equinox Gold participates in the Mine Safety Roundtable, a group of Canadian mining companies working together to reduce injuries and safety incidents. The group shares strategies and best practices that address industry hazards and risks. In addition, as members of the Mining Association of Canada and the World Gold Council, we apply the TSM protocols and RGMPs, both of which include health and safety obligations. Equinox Gold is also a signatory to the UN Global Compact and to the International Cyanide Management Code.

Supporting Overall Health and Wellness

To support the overall health and wellness of our employees, Equinox Gold provides extensive health benefits and support services, from corporate medical insurance to locally tailored programs that team members can access to support physical and mental health for themselves and their family members. Some of these local programs are designed to comply with specific government standards, such as fatigue management policies in the USA or stress reduction guidelines in Mexico, and often include employee medical exams and health surveys. We also offer a range of optional services that employees may choose to participate in, from individual counselling and mental health support to on-site health screening events, voluntary vaccination campaigns and healthy lifestyle and sports activities.

Accountability

The Board and its Environment, Social and Governance (ESG) Committee has oversight for the Company's health and safety policies, systems and performance. The Vice President Health, Safety and Environment leads our overall safety program, and health and safety teams at each site are responsible for daily safety vigilance.

We hold monthly safety review meetings involving the CEO, COO, country Senior Vice Presidents, site General Managers, and Health and Safety management from both the corporate and site teams. Together, this group studies the causal factors of significant incidents and gauges the quality of the subsequent investigations and corrective actions that are intended to prevent recurrence, effectively sharing learnings across our operations.

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 occupational health and safety.