EQUINOXGOLD

2024 Sustainability Report



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About Equinox Gold

Equinox Gold is a growth-focused Canadian mining company operating entirely in the Americas. We aim to be a leader in the mining industry with a reputation excellence in responsible exploration, development and operations, financial management, and community engagement.

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CONNECT WITH US

GRI and SASB Index Tables are available for download on our website at <u>www.equinoxgold.com</u>. Throughout this report, references to "we," "our," "us," and "the Company" mean Equinox Gold Corp. All dollar figures in this document are reported in United States dollars unless otherwise indicated.

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ABOUT THIS REPORT

Message from the CEO



At Equinox Gold, responsible mining isn't just a principle - it's how we operate.

Since day one, responsible mining has been embedded in our culture, our strategy, and every decision we make. As stewards of the land and partners in our communities, we strive to achieve meaningful progress every year with our environmental, social and governance performance.

During 2024, we achieved the following milestones:

- Celebrated eight years without a lost-time injury (LTI) at our Mesquite Mine, had no LTIs at Greenstone and Castle Mountain, and achieved a Total Recordable Injury Frequency Rate of 2.21 per million hours worked across the Company (target: 3.00)
- Improved our environmental performance by 31% compared to 2023, with a Significant Environmental Incident Frequency Rate per million hours worked of 0.20 (target: 1.26)
- Advanced several water stewardship initiatives, including implementing dry stack tailings at our RDM Mine and maintaining a water reservoir at RDM that will supply fresh water to both the mine and local communities
- Demonstrated best practices in tailings and heap leach management, with zero tailings- or heap leach-related environmental or safety incidents
- Diverted 4,531 tonnes of hazardous and nonhazardous materials from disposal, representing 40% of total non-mineral waste
- Rehabilitated 38.53 hectares of land and planted more than 32,395 seedlings
- Increased social investments to \$10.1 million, focused primarily on healthcare and education
- Invested in our people, with the continuation of our Leadership Academy in Brazil and the launch of our new Emerging Leader Program in North America

- Invested in our communities, with 96% of procurement spend remaining within the countries of operation and 16% directed to local suppliers (14% in 2023)
- Organized the Ride to Greenstone cycling relay from Vancouver, BC to Geraldton, ON, which celebrated the opening of our new Greenstone Mine and also raised C\$1.24 million for the Geraldton District Hospital and more than C\$200,000 for local charities at our USA and Brazil mines

Despite this progress, 2024 also brought challenges. The loss of our colleague at the Fazenda Mine was a sobering reminder of the responsibility we carry to ensure every member of our workforce goes home to their loved ones at the end of every shift. We also experienced a displacement of material in the south wall of the Piaba open pit at our Aurizona Mine following record rainfall. While there were no injuries, damage to infrastructure, or environmental impact, this incident was another reminder of the need for constant vigilance and safety planning.

To our employees, contractors, supply chain partners, and stakeholders: thank you. Your commitment to each other and to upholding our ESG responsibilities are what drive our success. I also thank our shareholders and community partners for their ongoing support, and welcome our new Calibre Mining team members as we work toward our shared vision of building the Premier Americas Gold Producer.

Our journey in responsible mining is ongoing, driven by integrity, accountability, and respect for the communities and environments where we work. As we look ahead, our focus remains on doing better – mining with purpose, managing risks responsibly, and creating real, lasting value for all our stakeholders.

Greg Smith CEO

Message from the Chair of the ESG Committee



Mining with Purpose. Guiding with Integrity.

It is an honour to chair Equinox Gold's ESG Committee and support the Company's continued progress in responsible mining. This role allows me to champion a cause I care deeply about and help guide our strategy across all ESG metrics: from climate action and environmental stewardship to equity, inclusion, and community development.

At Equinox Gold, responsible mining is not a standalone program – it is embedded in every department's mandate and every mine's operational plan. ESG considerations are central to our long-term planning and day-to-day decisions. ESG principles aren't just shaping our strategy – they're defining the future of our business.

The ESG Committee believes Equinox Gold is taking the right steps to create positive outcomes for both our business and its stakeholders. With strong Board oversight, clear targets, and a focus on accountability, we are seeing real progress across our ESG priorities.

In 2024, the ESG Committee supported several important initiatives, including:

- Formalizing a Company-wide equity, diversity and inclusion strategy underpinned by four pillars: inclusive leadership, inclusive culture, workforce diversity and equity in practice, all committed to a merit-based workplace grounded in fairness and equity to empower our diverse workforce and drive innovation
- Upholding human rights across our organization, including human rights risk assessments, workforce ethics training, and publishing our first annual Modern Slavery Report
- Ensuring our supply chain upholds the Company's commitments to ethics and integrity, with 100% acknowledgment of our Supplier Code of Conduct from more than 4,000 active suppliers

• Continuing to link executive compensation to ESG performance, with 8% of the incentive plan tied to ESG factors

Looking ahead, I am excited about the opportunities the merger with Calibre Mining brings to our Company. Combining these two companies not only expands our production base with the addition of new mines in Nicaragua, the USA and Canada, but also strengthens our culture of responsibility and accountability with the addition of ESG champions to both the Board and Management teams.

I would like to thank our employees for their continued dedication to responsible mining. Their efforts – many of which are highlighted in this report – reflect a genuine commitment to excellence that is making a difference in our communities and across the Company.

Maryse Bélanger

Chair, Board ESG Committee

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During 2024, Equinox Gold had operating gold mines in Canada, the USA, Mexico and Brazil, and a path to achieve more than one million ounces of annual gold production from a pipeline of development and expansion projects.

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Our Values

Our values define our culture.



INTEGRITY

We do the right thing, act ethically and communicate transparently and honestly with all stakeholders.



ACCOUNTABILITY

Everyone takes ownership and works safely. We set ambitious targets and keep our promises.



EXCELLENCE

We uphold the highest standards, have a well-trained workforce, and strive to continually improve.



TEAMWORK

We collaborate and share ideas, encourage improvement, and are respectful and inclusive.

GRI: 2-1; 2-2; 2-3; 2-4; 2-5; 2-28

SASB: EM-MM-000.A





¹ On April 1, 2025, operations at the Los Filos were suspended indefinitely.

Equinox Gold is a diversified Americas gold producer with the mission to responsibly and safely produce more than one million of ounces of gold annually.

To achieve its growth objectives, Equinox Gold has constructed four new mines and completed a number of strategic acquisitions, acquiring the Mesquite Mine in 2018, Leagold Mining in 2020, and Premier Gold in 2021. On June 17th, 2025, Equinox Gold and Calibre Mining completed a business combination, whereby Equinox Gold acquired Calibre Mining's shares. The merger has created an Americas-focused diversified gold producer with a portfolio of mines in five countries. Throughout this report, we refer to Equinox Gold's assets as they were in 2024 prior to the Calibre merger, consisting of seven producing gold mines: Greenstone in Canada, Mesquite in the United States, Los Filos in Mexico, and Aurizona, Santa Luz, Fazenda and RDM in Brazil; plus two development-stage assets: Castle Mountain Phase 2 in the United States and Los Filos in Mexico.





Memberships and Standards

To guide our business objectives and ESG strategies, Equinox Gold participates in external initiatives and applies globally recognized standards.

MEMBERSHIPS

Arizona Mining Association (AMA)

California Chamber of Commerce (Calchamber)

Camara Minera de Mexico / Mexican Mining Chamber (CAMIMEX)

Canadian Institute of Mining (CIM)

Instituto Brasileiro de Mineração / The Brazilian Mining Institute (IBRAM)

International Cyanide Management Code (ICMC)

Mining Association of Canada (MAC)

Society for Mining, Metallurgy & Exploration (SMME)

World Gold Council (WGC)

STANDARDS

Global Reporting Initiative (GRI)

Mining Association of Canada's Towards Sustainable Mining (TSM) Protocols

Sustainability Accounting Standards Board (SASB)

Task Force on Climate-related Financial Disclosures (TCFD)

United Nations Global Compact (UNGC)

United Nations Guiding Principles on Business and Human Rights (UNGPs)

Voluntary Principles on Security and Human Rights

World Gold Council's Responsible Gold Mining Principles (RGMPs)



Sustainable Development Goals

Equinox Gold supports the United Nations Sustainable Development Goals (SDGs). Of the 17 SDGs, we have prioritized the six most relevant to our business and stakeholders. We use these SDGs to help identify the actions and programs that will contribute the most value in the regions in which we work, and also the activities required to mitigate potential adverse impacts. Below we have mapped our priority SDGs to sections of this report that outline our contributions.



<u>Community Engagement and</u>
 <u>Development</u>



- People and Organizational Culture
- Relationships with Indigenous Peoples
- <u>Human Rights</u>
 - Business Ethics



- Occupational Health and Safety
- <u>Climate Action</u>
- Water Stewardship



Water Stewardship



Climate Action



- Environmental Compliance and Incident Management
- Tailings and Waste Management
- <u>Climate Action</u>

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Our annual Sustainability Report summarizes our goals and performance over the past year.

🗬 Feedback

We welcome your feedback on how we can improve our sustainability performance and reporting. Please send your comments to Rhylin Bailie, Vice President Investor Relations, at <u>ir@equinoxgold.com</u>.

Reporting Scope

This report focuses on ESG-related topics that are deemed "material" to our business and our stakeholders, as determined through a materiality assessment process (refer to section <u>Material ESG Topics</u>). The report presents our performance during the year, as well as learnings and challenges. Where possible, we guide readers to additional sources of information including our website, Company policies and other Company documents. Previous ESG reports are available at <u>www.equinoxgold.com/responsible-mining</u>.

This report encompasses all of Equinox Gold's wholly-owned operations and subsidiaries and reflects the status of our mines in 2024.

Reporting Period and Measurement

All data and examples in this report reflect our fiscal year ended December 31, 2024, unless otherwise noted. In some sections we also provide data for previous fiscal years to present performance trends. Any restatements or significant changes from the previous report are described where relevant.

All dollar amounts in this report are shown in United States dollars unless otherwise noted.

Reporting Standards and Frameworks

Our sustainability reporting is informed by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). On our website we provide data tables that summarize our performance against relevant GRI and SASB metrics. <u>GRI and SASB Index</u>

Content Preparation and Review

We strive to offer a clear, accurate and balanced account of our ESG performance. To achieve this, the information provided in this report is prepared by our ESG Team in collaboration with relevant personnel and departments across the Company, and is then reviewed by internal subject-matter experts, senior management, an internal ESG Working Group and the Board of Director's ESG Committee. No external assurance of the data has been performed. This report was approved for publication on July 7, 2025.

□ DISCLOSURES

GRI: 2-4

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Our ESG Strategy

Equinox Gold's success in both the public markets and the communities in which we operate is based on sound corporate governance. Responsible mining is our core focus, and strong ESG performance is integral to the success of our business.



Robust responsible mining practices are integral to achieving our business objectives. Equinox Gold's commitment to responsible mining comes from the very top. Equinox Gold's Board of Directors (Board) is responsible for stewardship of the Company, including overseeing and monitoring the Company's policies, programs and activities relating to ESG matters. With the Board and ESG Committee's guidance, management has developed a suite of policies and standards that articulate Equinox Gold's ESG commitments and has implemented systems and processes to help ensure those commitments are built into our company culture, decision-making and business strategy.

Strategic Approach

To help ensure our responsible mining efforts are focused on the areas that are strategically important to Equinox Gold and our stakeholders, as determined by our materiality assessment process (see <u>Material ESG Topics</u>), each year we set targets that are grouped into the three key pillars of Environment, Social and Governance. These targets clarify priorities for our team and help us measure progress over time.

Transparency and Reporting

Underpinning our ESG strategy, as well as our approach to stakeholder engagement, is our commitment to transparent disclosure. We provide ESG disclosures in this report, on our website and in other Company materials, and have adopted a number of leading industry frameworks and standards to inform and enhance our ESG performance and reporting – learn more in <u>Memberships</u> <u>and Standards</u>.

GRI: 2-22; 3-1; 3-2





ENERGY & GREENHOUSE GAS EMISSIONS

Contributing positively to the global fight against climate change by developing and implementing a long-term plan to prioritize green power sources and reduce our emissions. See the <u>Climate Action section</u> for further details.

WATER MANAGEMENT

Protecting the quality of local water resources and minimizing the amount of water used to maintain operations. See the <u>Water Stewardship section</u> for further details.

MINE WASTE & TAILINGS FACILITY MANAGEMENT

Ensuring mine waste and tailings are safely managed, monitoring systems are in place, and all

facilities are routinely monitored, inspected and audited. See the <u>Tailings, Heap Leach, Waste Rock &</u> <u>Other Waste Management section</u> for further details.

BIODIVERSITY

Promoting the protection and conservation of local biodiversity by preventing or mitigating the impact of mining activities on habitat and species loss. See the <u>Biodiversity section</u> for further details.

RECLAMATION & CLOSURE

Undertaking progressive site remediation and planning for responsible reclamation and closure when mining is complete. See the <u>Tailings, Heap</u> <u>Leach, Waste Rock & Other Waste Management</u> and <u>Community Engagement & Development</u> sections for further details.

Social

HEALTH & SAFETY

Achieving zero harm by ensuring our workforce has the knowledge, skills and resources they need to operate safely. See the <u>Occupational Health & Safety</u> <u>section</u> for further details.

HUMAN RIGHTS

Upholding our responsibility to respect the rights of workers and communities across our business activities and to ensure we do not cause and are not complicit in human rights abuses. See the <u>Human</u> <u>Rights section</u> for further details.

EMPLOYMENT PRACTICES

Ensuring unbiased hiring practices and fair remuneration and benefits across all site locations, reflecting a reasonable living wage. See the <u>People &</u> <u>Organizational Culture section</u> for further details.

INCLUSION & DIVERSITY

Creating workplaces that are respectful and inclusive, and supporting people from diverse backgrounds by providing the resources they need to thrive and contribute. See the <u>People &</u> <u>Organizational Culture section</u> for further details.

COMMUNITY ENGAGEMENT

Communicating regularly and transparently with local communities and Indigenous peoples, soliciting feedback and finding collaborative solutions to issues and concerns. See the <u>Community</u> <u>Engagement & Development section</u> for further details.

COMMUNITY DEVELOPMENT

Hiring and procuring locally, contributing to both social and economic development to bring tangible, long-term benefits that endure beyond the life of a mine. See the <u>Community Engagement &</u> <u>Development section</u> for further details.



CORPORATE POLICIES

Ensuring our policies are reviewed regularly, are appropriate for the size and stage of our business, reflect the key elements of effective corporate governance and provide an effective framework to guide the conduct and behaviour of our workforce. See the <u>Corporate Governance & Risk Management</u> <u>section</u> for further details.

BUSINESS ETHICS

Ensuring the actions of Equinox Gold's directors, officers, workforce and suppliers reflect the

Company's values, uphold the Company's codes and policies, and are in accordance with laws and regulations. See the <u>Business Ethics section</u> for further details.

RISK MANAGEMENT

Ensuring processes are in place to monitor and mitigate potential risks to our business. See the <u>Corporate Governance & Risk Management section</u> for further details. INTRODUCTION

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ESG Material Topics

Listening to Our Stakeholders

Our ESG strategy is focused on the topics of greatest importance to our internal and external stakeholders¹. Our key stakeholders are our employees, unions, contractors and suppliers; local governments and regulators; communities, Indigenous partners and community organizations; and our investors.

We work hard to build and maintain strong relationships with these diverse stakeholders and stay connected to their evolving interests and expectations. To achieve this, we engage with stakeholders through face-to-face meetings, calls, consultations, focus groups and surveys, and by participating in industry forums and events. These interactions allow us to solicit feedback, better understand stakeholder perspectives and address any concerns.



¹ We follow the Global Reporting Initiative's (GRI) guidance for determining material topics and use their definition of material topics as those that represent an organization's most significant impacts (actual and potential) on the economy, environment and people, including impacts on human rights. This analysis is specific to the sustainability context.

OUR ESG STRATEGY

ESG MATERIAL TOPICS

2024 SCORECARD & **2025 TARGETS**

Prioritizing Our Top ESG Topics

To ensure we act and report on the ESG topics that matter most to Equinox Gold and our stakeholders, we conduct an annual materiality assessment. This analysis provides insight into evolving stakeholder concerns and expectations, industry trends and business impacts, and informs our ESG strategies, initiatives and communications. This stakeholderdriven approach reflects our commitment to transparency, responsiveness and responsible business practices.

Our 2024 materiality assessment included stakeholder consultation on material ESG topics identified in the 2023 assessment. Through online surveys, we collected input from employees, suppliers, investors, government representatives and community members. In addition to these surveys, our review considered insights from Equinox Gold's engagements with communities, including daily interactions with community members and feedback received through grievance mechanisms at each site, to identify key issues that affect people and the environment and could impact our ability to deliver on our business strategy.

The 2024 survey revealed no significant departures from our 2023 assessment, confirming the continued relevance of key themes while highlighting areas

where expectations have shifted in terms of importance. Overall, four topics received higher scores: Business Ethics, Compliance with Agreements, Occupational Health and Safety, and Tailings Management.

Business ethics and compliance with agreements were ranked as key topics by both internal and external stakeholders, highlighting the importance for all stakeholders that the Company uphold its commitments and ensure its workforce and suppliers act with integrity. Occupational health and safety ranked as the most important topic internally, conveying a clear message about maintaining our focus on identifying and mitigating workplace hazards to prevent incidents and injuries. Tailings management remains an important topic for all stakeholders, reflecting the importance of designing and maintaining our tailings storage facilities to the highest industry standards.

No new or emerging topics were identified in our 2024 assessment. Our material ESG topics, 17 in total, are listed in the table below and discussed throughout this report. To streamline reporting, we have combined some related topics into one section (e.g., tailings management and waste management).

TOP 3 ESG TOPICS

INTERNAL	EXTERNAL
Occupational health and safety	<u>Compliance with agreements</u>
<u>Business ethics</u>	<u>Business ethics</u>
<u>Compliance with agreements</u>	<u>Tailings management</u>

OUR MATERIAL ESG TOPICS

ENVIRONMENT	SOCIAL	GOVERNANCE
 <u>Air quality</u> <u>Biodiversity</u> <u>Climate change and risks</u> <u>Environmental compliance and incident management</u> <u>Tailings management</u> <u>Waste management</u> <u>Water stewardship</u> 	 <u>Community engagement and development</u> <u>Compliance with agreements</u> <u>Human rights</u> <u>Occupational health and safety</u> <u>People and organizational culture</u> <u>Relationships with Indigenous peoples</u> <u>Socio-environmental impacts</u> 	 <u>Business ethics</u> <u>Corporate governance</u> <u>Supply chain management</u>

The matrix below reflects our understanding of the importance of each topic to our stakeholders and to our business. In this report we group similar topics together and organize them into three key pillars of Environment, Social and Governance.

MATERIALITY MATRIX



Relevance to Equinox Gold

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2024 Scorecard

KEY AREAS	2024 TARGETS	2024 RESULT				
Health & Safety	Achieve a Total Recordable Injury Frequency Rate (TRIFR ¹) per million hours worked of 3.00 or less	Achieved 2.21				
	Achieve across all operations Towards Sustainable Mining (TSM) Level A rating for 100% of the Safety and Health protocol indicators and at least 95% of the Crisis Management protocol indicators	Achieved				
Social	Develop a corporate strategy for Equity, Diversity and Inclusion	Achieved				
Environment	Achieve a Significant Environmental Incident Frequency Rate Ach (SEIFR ²) per million hours worked of 1.26 or less					
	Achieve across all operations Level A rating for at least 95% of the TSM Water Stewardship, Climate Change, and Biodiversity Conservation protocol indicators	Achieved				
	Achieve Level A rating for at least 85% of the TSM Tailings Management protocol indicators at relevant operations	Achieved				
Governance	Review our Supplier Registration Forms to ensure alignment with supply chain risks mitigation					
	Implement and roll out new Enterprise Risk Management application to improve efficiency, data accessibility and risks reporting	Not completed; a new system is being assessed				
Transparency &	Publish ESG Report following GRI and SASB reporting standards	Achieved				
Reporting	Continue development of our ESG data integration project	Achieved				

¹ TRIFR = total recordable injury frequency rate.

² SEIFR = significant environmental incident frequency rate. SEFIR is a measure of all events or incidents having a moderate, major or catastrophic consequence ranking resulting in impacts to air, water, land, flora or fauna.



2025 Targets

KEY AREAS	2025 TARGETS
Health & Safety	Achieve a TRIFR per million hours worked of 2.85 or less
	Achieve a SEIFR per million hours worked of 1.20 or less
People	Implement the objectives outlined in the human resources and Equity, Diversity and Inclusion strategic roadmaps
	Three cohorts of the Equinox Gold Emerging Leaders Program
	Implement the Learning Management System to track data related to training initiatives
Social	Complete external assurance of the World Gold Council's Responsible Gold Mining Principles (RGMPs) at two sites.
	Complete training and self-assessment across all sites on Equinox Gold's Social Management Standards
Governance	Implement and roll out new Enterprise Risk Management application to improve efficiency, data accessibility and risks reporting
Supply Chain	Launch an e-sourcing solution for our Greenstone and Brazil operations, integrating ESG and Supply Risk Management capabilities into procurement practices





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Environmental Compliance & Incident Management

Our Approach at a Glance

Environmental compliance and incident management are responsibilities we take seriously to maintain trust, reduce environmental risk and support the long-term viability of our business. Our Company's activities are guided by many environmental laws, regulations and standards that govern the full life cycle of mining.

Our <u>Environment and Climate Change Policy</u> summarizes our expectations for our workforce and suppliers and our commitment to strong environmental performance. We apply international standards and industry best practices to avoid, wherever possible, or mitigate any adverse environmental impacts of our activities. To ensure compliance with our environmental performance and permitting obligations, we maintain an environmental management system (EMS) – based on the ISO14001:2015 framework – that tracks the standards Equinox Gold operations must satisfy.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

0.20

Significant Environmental Incident Frequency Rate, beating our 2024 target of 1.26 Zero

incidents considered moderate or higher 31%

year-over-year decrease in environmental incidents

Tracking Environmental Incidents

In 2024, we achieved a Significant Environmental Incident Frequency Rate (SEIFR) of 0.20 per million hours worked, beating our 2024 target of 1.26 and representing a 31% improvement over our 2023 rate of 0.29. SEIFR is a measure of all events or incidents having a moderate, major or catastrophic consequence ranking resulting in impacts to air, water, land, flora or fauna.

We recorded a total of 175 environmental incidents, down from 219 in 2023. Of these, 32 incidents were classified as minor and 143 as low consequence. No incidents were classified as moderate, major or catastrophic.

We incurred no environmental fines in 2024. However, a non-compliance incident was reported at Greenstone due to the storage of contaminated soils (Type D) outside the permitted storage area.



2024 ENVIRONMENTAL INCIDENTS BY CATEGORY

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GRI: 2-28, 3-3. 2-27

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2024 ENVIRONMENTAL INCIDENTS BY CONSEQUENCE RANKING



ENVIRONMENTAL INCIDENTS BY CATEGORY



Advancing our Environmental Management Systems

Throughout 2024, we continued to roll out our Environmental Management Standards (EMS) across all operating sites. This ongoing process is designed to align site-level management systems with ISO14001:2015 and to:

- identify and close gaps in site-specific management systems,
- embed a culture of continuous improvement, and
- ensure consistent compliance with our internal and external environmental commitments.

Greenstone Mine: A Strong Foundation of Environmental Planning

Greenstone achieved commercial production in November 2024. In preparation for this achievement, the team conducted comprehensive environmental baseline studies between 2013 and 2021. These environmental baseline data provide the framework for identifying incremental changes and predicting environmental effects associated with the mine.

Since approval of the initial mine closure plan (in 2021), Greenstone filed two amendments, one in December 2023 and another in August 2024, to accommodate design changes and to address measures implemented to mitigate erosion of the Goldfield Creek diversion channel.

The results of the final environmental impact statement/environmental assessment (EIS/EA) include implementation of the Goldfield Creek mitigation measures. Since completion of the final EIS/EA, Greenstone has executed several EA and permit amendments to facilitate modifications to site components, which serve as the basis for the final mine plan used in the Greenstone Technical Report. These amendments included thorough environmental review processes to ensure that existing environmental protection and impact mitigation programs remain adequate and relevant for the operation.

Priorities for 2025

- Complete assessment of Equinox Gold Corporate Environmental Management Standards against ISO14001:2015 as part of becoming ISO accredited.
- Achieve a SEIFR of 1.20 or less.

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Climate Action

Our Approach at a Glance

Playing our part to combat climate change is one of the key tenets of our responsible mining commitments. We support the goals of the Paris Agreement to reduce greenhouse gas (GHG) emissions and have also adopted leading industry standards to guide and help improve our performance, including the United Nations Global Compact, the World Gold Council's Responsible Gold Mining Principles and the Mining Association of Canada's Towards Sustainable Mining protocols.

Since 2020 we have taken steps to address and adapt to climate change. Our efforts include launching a Climate Action Strategy, conducting climate risk assessments, measuring our carbon footprint, identifying opportunities for improvement and creating a culture that fosters collaborative approaches to climate change management.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

351,708 6.4M

tonnes of CO2e emissions

gigajoules of energy

consumption

Improved Governance and Measurement of Initiatives

After developing our Climate Action Strategy in 2023, in 2024 we continued to strengthen our governance and measurement frameworks so we could more effectively track and validate our climate action initiatives. We are in the process of re-evaluating our Climate Action Strategy based on corporate changes in 2024, including the acquisition of the remaining 40% ownership of Greenstone, the extended mine life at Fazenda, and the mid-2025 merger with Calibre Mining.

We have initiated a third-party review to assess our methodology for calculating GHG reduction initiatives, validate our current reduction strategies and refine our calculation methods - all with the objective of bringing more accuracy to our emissions reporting. The outcomes of this review will refine our intensity targets and align our site-level initiatives with corporate climate objectives.

Integrating Enterprise Risk Management (ERM)

We remain committed to integrating climate risk considerations into our core business processes and, in 2024, we elevated approval of our Environment and Climate Change Policy to the Board level. This initiative followed the efforts of previous years, when we incorporated climate risk assessments into our ERM framework and identified interdependencies between operational risks and climate-related impacts.

□ DISCLOSURES

GRI: 2-28; 302-1; 302-3; 302-4; 305-1; 305-2; 305-4; 305-5; 305-7

SASB: EM-MM 110a.1; 110a.2; 120a.1; 130a.1

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Measuring Our GHG Emissions¹

In 2024, our total greenhouse gas (GHG) emissions², including both Scope 1 (direct) and Scope 2 (indirect) emissions, amounted to 351,708 tCO₂e, representing a 7.3% increase from 327,779 tCO₂e in 2023. This increase is primarily due to bringing our new Greenstone Mine into operations, as well

as operational changes across multiple sites as described below. Greenstone pre-commissioning began in January 2024; the mine poured first gold on May 22, 2024 and achieved commercial production on November 6, 2024³.

Scope 2

Scope 2

Scope 1

Scope 1



SCOPE 1 & SCOPE 2 EMISSIONS

2024 SCOPE 1 & SCOPE 2 EMISSIONS BY SITE



Tonnes of CO₂ Equivalent

¹ tCO₂ stands for tonnes of carbon dioxide equivalent.

² Equinox Gold uses emission factors from the Mining Association of Canada, and the Canadian Government, Towards Sustainable Mining Energy and Greenhouse Gas Emissions Management Reference Guide, 2014, to calculate Direct (Scope 1) GHG emissions. Equinox Gold uses emission factors from respective government or regional utility disclosures to calculate grid electricity (Scope 2) GHG emissions.

³ Greenstone data are included post the announcement of commercial production.
Scope 1 Emissions Analysis

In 2024, Scope 1 emissions – direct GHG emissions resulting from fuel combustion and other sources controlled by Equinox Gold – amounted to 301,539 tCO₂e. These emissions predominantly arose from the use of diesel, gasoline, propane, and explosives, while natural gas emerged as a significant new contributor at Greenstone, which is powered by an on-site natural gas plant.

- Greenstone: Greenstone reported its first data in November 2024, after achieving commercial production, with 32,685 tCO₂e of Scope 1 emissions. A substantial portion – 19,550 tCO₂e (approximately 60%) – resulted from natural gas consumption at Greenstone's on-site power plant, with the remainder coming from mobile and stationary equipment.
- Los Filos: Emissions reached 88,850 tCO₂e in 2024, making it the largest contributor to Equinox Gold's Scope 1 emissions. These figures are driven primarily by diesel consumption by haul trucks.
- Mesquite: An unexpected power outage from November 4 to December 16, 2024 resulted in the need to use diesel generators, which was the primary driver in the rise to 65,385 tCO₂e in 2024 from 61,537 tCO₂e in 2023.
- Aurizona: Emissions decreased to 42,805 tCO₂e, reflecting the optimization of haulage operations and fuel management strategies.
- **RDM:** Emissions rose slightly to 26,304 tCO₂e, primarily due to increased production and pit development activity.



SCOPE 1 EMISSIONS BY SITE

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Scope 2 Emissions Analysis

ESG AT

Scope 2 emissions - indirect emissions from purchased electricity - totalled 50,168 tCO₂e in 2024, representing a 1.08% increase compared to 49,635 tCO₂e in 2023. While relatively stable year over year, this change reflects the inclusion of Greenstone's commercial activity and shifts in energy sourcing at various sites.

- Los Filos remained the most significant contributor to Scope 2 emissions, accounting for 35,704 tCO₂e due to the Mexican grid electricity emissions factor to support processing operations.
- Mesquite reported 5,855 tCO₂e, a slight decrease from 2023. This reduction is linked to the extended diesel generator use during a six-week power outage in Q4 2024, which temporarily replaced grid electricity.
- Aurizona contributed 3,744 tCO₂e, down slightly from the previous year. The site continues to assess opportunities for solar integration to

mitigate exposure to the regional electricity grid, which experienced higher emission factors due to drought-related impacts in Brazil (grid power pivoted from primarily hydroelectric to other sources).

- RDM reported 4,826 tCO₂e, reflecting consistent electricity demand in line with its operational profile.
- Greenstone, which achieved commercial production in November 2024, reported only 40 tCO₂e in Scope 2 emissions, as the site is primarily powered by its on-site natural gas power plant. It's Scope 2 emissions represent electrical power for infrastructure connected to the Ontario hydroelectric grid.
- Fazenda and Santa Luz Scope 2 emissions were offset in 2024 based on a Power Purchase Agreement with the Cumaru Wind Farm. Refer to the case study for further details.



SCOPE 2 EMISSIONS BY SITE

Emissions By Source

Diesel consumption remained the dominant source of emissions, accounting for 254,587 tCO₂e and representing approximately 72% of total emissions. This figure is down from 80% in 2023. The combined diesel emissions encompass heavy vehicles, light vehicles and stationary equipment.

Emissions from gasoline consumption totalled 7,788 tCO₂e, primarily associated with light vehicles and smaller equipment. Propane emissions amounted to 14,435 tCO₂e, driven by heating and stationary equipment operations. Emissions from explosives totalled 5,180 tCO₂e.

Electricity consumption resulted in 50,168 tCO₂e, a slight increase from 49,634 tCO₂e in 2023.

2024 TOTAL EMISSIONS BY SOURCE (tCO₂e)





2024 EMISSIONS BY SOURCE AND SITE





2024 DIESEL EMISSIONS

Energy Intensity and Carbon Performance

We measure energy intensity as the amount of energy consumed, in gigajoules (GJ), per ounce (oz) of gold produced. This indicator provides guidance on how efficiently energy is used across our operations in relation to production levels.

In 2024, our average energy intensity increased to 11.79 GJ per Oz of gold produced, up from 10.38 GJ/ oz in 2023. This increase was mainly influenced by the inclusion of Greenstone, which reported 14.90 GJ/oz, and higher energy demand at some sites. Energy intensity increased at a few operations due to operational factors such as increased haulage distances and the tonnage of materials moved. Castle Mountain had a lower intensity due to suspension of mining and crushing activities during 2024.

In 2024, our GHG emissions intensity rose to 0.64 tCO₂e per Oz of gold produced, up from 0.58 in 2023. This increase was primarily driven by:

- Greenstone's inclusion: First-time reporting of emissions from Greenstone (0.85 tCO₂e/oz) following the start of commercial production in November 2024.
- Power outage at Mesquite: Emergency generator use during a six-week outage led to higher diesel consumption, pushing Mesquite's intensity to 0.99 tCO₂e/oz.



GHG EMISSIONS INTENSITY





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Renewable Energy Adoption & Emission Reductions

In 2024, we continued to track our renewable energy initiatives to achieve measurable progress in emissions reductions across key sites.

Greenstone Emissions Reduction Initiatives

While only two months into commercial production, the emissions reduction initiatives at Greenstone were already yielding results. The decision to use a high-pressure grinding roller at Greenstone resulted in emissions reductions of 3,401 tCO₂e compared to the conventional semi-autogenous grinding (SAG) mill that was the basis of the original feasibility study. Upgrading our haul truck fleet from Caterpillar 793F to Caterpillar 793-8 haul trucks resulted in a 161 tCO₂e emissions reduction due to the higher payload of these units. The haul truck savings will continue to increase as more of the 793-8 units are added to the fleet in 2025.

Wind Power Contracts at Santa Luz and Fazenda

The second year of wind power contracts at Santa Luz and Fazenda enabled us to significantly reduce emissions at these sites by using renewable energy. Refer to the case study for further details.

The transition to wind energy not only underscores our commitment to reducing our carbon footprint but also positions the Company for substantial long-term cost savings, with a projected \$40 million in savings over the contract term. This initiative demonstrates the strategic benefits of renewables, delivering both environmental and financial value while enhancing operational resilience.

Solar Potential Assessments

Aurizona and other sites are reviewing the potential for solar power implementation. The drought in Brazil during 2024 led to a higher emissions factor for grid electricity and underscored the importance of expanding renewable energy capacity to mitigate such risks. Solar integration presents a viable opportunity to further decarbonize operations, particularly in regions with abundant solar resources.

Priorities for 2025

- Re-evaluate our 2030 Climate Action Strategy.
- Continue coordinating GHG emissions reduction initiatives across our mine sites.
- Incorporate emissions reduction evaluations of new initiatives and projects underway at our sites.



Wind Power at Fazenda and Santa Luz

Our Fazenda and Santa Luz sites secure energy through a purchase agreement with a generator using incentivized renewable sources. Regulated under Brazil's "Free Contracting Environment" (Ambiente de Contratação Livre - ACL), this allows large energy users to negotiate electricity agreements directly with generators or traders.

Both sites hold an equity stake in a wind power plant (energy seller), a Special Purpose Company (SPE) authorized by the Brazilian electricity regulatory agency.

The wind power plant injects energy into the National Interconnected System (SIN), a vast

electrical grid covering nearly all of Brazil. The SIN integrates and distributes energy from various sources (hydro, wind, solar, and thermal) in real time based on demand and generation.

While the SIN does not track energy supply, ownership in the wind power plant ensures the contracted energy is renewable. Although the specific source of energy supplied to operational units cannot be guaranteed, the commitment to clean energy production via ownership reflects responsible action aligned with a renewable energy matrix.



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Tailings, Heap Leach, Waste Rock & Other Waste Management

Our Approach at a Glance

Equinox Gold has safety and waste management procedures in place to ensure we are responsibly handling the waste generated from our operations.

Tailings and waste rock are our biggest sources of mining waste generated during mining and processing activities. We manage these waste types in designed storage facilities to protect the communities and environment near our operations. In addition, our day-to-day operations generate other types of waste including hazardous materials (e.g., waste oils, batteries) and non-hazardous waste (e.g., food waste, construction materials). Our goal is to minimize these forms of waste where possible through reuse and recycling. We have emergency preparedness and response plans in place at all our sites to respond to emergency situations involving waste handling.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

Zero

tailings-related environmental or safety incidents 100%

of our TSFs have established monitoring and inspection programs

Tailings Management

At Equinox Gold, we maintain a strong focus on the safe and responsible management of our tailings storage facilities (TSFs) via established monitoring and inspection programs performed by our operational personnel and external third-party engineers.

In Canada, our tailings management infrastructure includes:

- One active slurry TSF
- One legacy slurry TSF
- Legacy tailings piles

In Brazil, we manage a more extensive network of TSFs, comprising:

- Four active slurry TSFs
- One active dry stack TSF
- One fully decommissioned and reclaimed TSF
- Three filled TSFs scheduled for closure and reclamation

Our monitoring framework in Brazil is further strengthened by a centralized (in Belo Horizonte, Minas Gerais) geotechnical monitoring centre, which conducts 24/7 real-time data review and enhances our ability to detect and respond to any signs of movement and internal pressure changes within the dams or foundations. Additionally, audible early warning systems are installed to promptly alert operations personnel and community members located downstream of the TSFs of potential risks associated with our Brazilian TSFs. We have also developed emergency response plans and conduct dam breach simulations to prepare our staff to respond to unexpected events.

Transparency remains integral to our tailings management strategy. We regularly communicate our performance and initiatives to local stakeholders. We also provide updates on our tailings management practices through our annual Sustainability report and on our website.

GRI: 2-28; 3-3; 306-1; 306-3; 306-4; 306-5

SASG: EM-MM 150a.4, 150a.5; 150a.6, 150a.7; 150a.8; 150a.9; 540a.1; 540a.2; 540a.3

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Heap Leach Management

Heap leaching involves stacking ore in piles on engineered pads and applying a solution to extract gold via leaching. Equinox Gold has well established safety protocols for managing our heap leach operations, prioritizing environmental protection and operational integrity.

Prior to ore stacking, low permeability plastic liners (geomembrane liners) are installed on the base of the pads to prevent the leaching solution from seeping into the ground. The leaching solution is collected and routed into solution collection ponds with double geomembrane liners to further reduce environmental seepage risk. Regular inspections and monitoring activities are conducted to detect potential issues and ensure continued stability of the heap leach facilities.

In the United States, we manage:

- Two active heap leach pads
- One closed and reclaimed heap leach pad

In Mexico, during 2024 we managed:

Two active heap leach pads¹

In Brazil, we manage:

Two legacy heap leach pads

To further safeguard the environment, groundwater monitoring wells are strategically installed at all active heap leach pads to provide early detection of any potential seepage and monitoring data are reviewed semi-annually to identify any operational anomalies, allowing us to respond to emerging risks.

Mineral Waste

In 2024, our operations generated 153 million tonnes of mineral waste from mining and processing operations, making it the most significant waste type. Mineral waste comprises two main categories: waste rock and tailings.

- Waste rock: un-mineralized material removed to access ore and typically placed in designated storage areas designed to safely contain the rock.
- Tailings: the finer fractions of processed mined material that contain no economically recoverable mineralization and is stored in TSFs.



MINERAL WASTE PRODUCED IN 2024

¹ On April 1, 2025, operations at Los Filos were suspended indefinitely, and the leach pads are currently being rinsed.



Performance of Tailings Storage Facilities (TSFs)

All our operating TSFs are performing as intended, and underwent third-party inspections during 2024 to identify areas for improvement that can be initiated for the subsequent inspections.

Throughout the year, we continued to implement the Mining Association of Canada's Towards Sustainable Mining (TSM) Tailings Management Protocol, reinforcing our commitment to industryleading practices in tailings management. We also engaged an external consultant to assess our TSF operating conformance based on the TSM criteria to understand our level of compliance and identify areas for improvement that can be undertaken prior to the next assessment.

At Aurizona, we commenced slurry tailings deposition into our new Vené 2 TSF. In mid-2024 at RDM we began placing tailings in a newly constructed dry stack TSF, which represents a key step in reducing water consumption and enhancing the long-term stability of tailings at this mine.

We began depositing tailings into the new TSF at Greenstone in April 2024 during pre-commissioning activities.

To further improve our tailings management strategy, we have Independent Tailings Review Boards (ITRBs) for both Aurizona and Greenstone. These ITRBs provide independent assessments and technical recommendations regarding the design, construction, operation, and closure of these TSFs, and these recommendations are incorporated into our tailings management strategy.

Reflecting our commitment to transparency, we include tailings disclosures in our annual Sustainability report, ensuring stakeholders can access information on our tailings performance and safety protocols. In Brazil, we continued to hold annual community meetings to inform residents of our operational management practises for our TSFs while also reinforcing awareness of our emergency response systems in the event of an unlikely TSF failure. These efforts highlight our focus on maintaining open and clear communication with the communities that live near our operations.

On our website, the emergency response plans for our Brazil mine sites are posted in Portuguese (at the bottom of each operations page) as required by Brazil's National Mining Agency for:

- <u>Aurizona</u>
- Fazenda
- <u>Santa Luz</u>
- <u>RDM</u>



Non-Mineral Waste

40% of non-mineral waste was

dirverted from disposal

23%

of hazardous waste was recycled

In 2024, we continued to manage non-mineral waste across our operations through a comprehensive waste management strategy that emphasizes segregation, recycling and responsible disposal. Our approach is designed to minimize potential impacts on human health and the environment while aligning with regulatory requirements and best practices.

Non-mineral waste generated across our sites is first categorized as either hazardous waste and non-hazardous waste, and is then managed through specific waste-handling protocols.

- Hazardous waste includes materials such as waste oil, solvents, antifreeze, paint and batteries, all of which are collected, stored and disposed of by licensed contractors in accordance with local regulations.
- Non-hazardous waste comprises scrap metal, wood, glass and electronic waste, and is managed through recycling programs and other disposal methods.

87%

of non-hazardous industrial waste was recycled

During 2024 we maintained our focus on waste diversion through recycling initiatives, successfully diverting 4,531 tonnes of hazardous and nonhazardous materials from disposal. This represents 40% of our total non-mineral waste and aligns with our ongoing commitment to minimize waste and reduce environmental impact.

- Hazardous waste: We generated 326 tonnes of hazardous waste, of which 23% (75 tonnes) was recycled. The remaining hazardous waste was managed through recovery, landfill disposal in authorized facilities, and other treatment methods in accordance with regulatory requirements.
- Non-hazardous industrial waste: Non-hazardous industrial waste accounted for the majority of our waste diversion efforts, totalling 4,095 tonnes. We achieved a recycling rate of 87%.
- Non-hazardous domestic waste: Our operations generated 110 tonnes of non-hazardous domestic waste, with a recycling rate of 11%.

WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATION - TONNES (t)

	REUSED ¹	RECYCLED ²	RECOVERED ³
Hazardous Waste	-	326	261
Greenstone	-	0	-
Castle Mountain	-	42	-
Mesquite	-	135	12
Los Filos	-	-	142
Aurizona	-	10	-
Santa Luz	-	-	-
Fazenda	-	-	60
RDM	-	138	46
Non-Hazardous Waste	321	4,205	-
Greenstone	-	74	-
Castle Mountain	-	43	-
Mesquite	87	3	-
Los Filos	-	824	-
Aurizona	86	1,082	-
Santa Luz	-	403	-
Fazenda	147	1,116	-
RDM	-	660	_

¹ Reuse: checking, cleaning, or repairing operations, by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived.

- ² Recycling: reprocessing of products or components of products that have become waste, to make new materials.
- ³ Recovery: operation wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been used for that purpose.

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WASTE DIRECTED TO DISPOSAL, BY SITE AND TYPE OF DISPOSAL - TONNES (t)

	COMPOST	INCINERATOR	LANDFILL	OTHER	TOTAL
Hazardous Waste	-	481	211	23,748	25,026
Greenstone	-	-	-	23,722*	23,722
Castle Mountain	-	_	130	-	172
Mesquite	_	_	38	-	185
Los Filos	-	360	-	_	502
Aurizona	-	22	43	26	101
Santa Luz	-	_	-	-	-
Fazenda	_	99	-	-	159
RDM	_	0	-	_	185
Non-Hazardous Waste	168	140	1,064	87	5,986
Greenstone	-	_	290	69	434
Castle Mountain	-	_	98	-	141
Mesquite	-	_	267	-	357
Los Filos	_	_	318	_	1,142
Aurizona	20	140	-	-	1,329
Santa Luz	36	-	-	-	439
Fazenda	65	-	59	-	1,387
RDM	46	_	31	18	756

* This significant volume primarily consists of historical tailings and Type D contaminated soils that were generated by historical operations and required relocation to the tailings storage facility (TSF) during development of the open pit.

Priorities for 2025

• Support sites in identifying and implementing opportunities to reduce or recycle other types of waste.



Tailings Waste Monitoring in Brazil

To further strengthen our approach to responsible tailings management, in 2024 Equinox Gold established a centralized Geotechnical Monitoring Centre for all our active and legacy TSFs in Brazil.

Located in our Belo Horizonte office, this centre allows for continuous monitoring of geotechnical instrumentation in our TSFs to ensure the operational stability of our dams and the safety of our employees and local communities. The centre includes monitoring equipment that allows for real-time analysis and swift responses to unusual changes in water pressure within the TSFs or their foundations, or any movement of the TSF dam slopes. A dedicated team of engineers and technicians is in place 24/7 to ensure accurate data analysis and efficient communication according to our internal procedures.

By integrating geotechnical data into our automated processes, we can reduce risks and enhance the reliability of our TSF operations. INTRODUCTION

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Water Stewardship

Our Approach at a Glance

PETRACEAR

Water is a critical resource for mining, for our host communities and for the flora and fauna surrounding our operations. That's why water stewardship across our operations is an integral component of our responsible mining strategy.

Our goal is to protect local and regional water resources and to conserve and reuse water as much as possible during our mining activities. We have developed an enterprise-wide Water Stewardship Strategy to guide and prioritize our decisions, investments and actions in support of water management. At the site level, the mines have teams that oversee environmental compliance, conduct water quality monitoring, develop strategies to mitigate socio-environmental impacts, and communicate and report water management performance.

Learn more about our management approach to this topic on our website.



Our Performance in 2024

94.5%

water reused in processing operations 17.52 m³

average water use per ounce of gold produced 14.3 Mm³

total water withdrawn and collected

Enhancing Our Water Stewardship Strategy

In 2024, we advanced the development of our Water Stewardship Strategy through benchmarking and engagement with sites on water balances and water management practices, further defining our approach to responsible water management. This plan builds on the strategy initially outlined in our 2022 Water Stewardship Report, which emphasized data-driven decision-making, alignment with industry frameworks such as the Towards Sustainable Mining (TSM) Water Stewardship Protocol, and proactive stakeholder engagement.

Throughout 2024 we carried out a variety of measures as part of our broader effort to integrate responsible water stewardship practices and to foster collaboration with stakeholders in regions where water is identified as a shared resource. Among other initiatives, we:

- refined our measurement methodologies to improve the accuracy of our water consumption reporting and provide better confidence that all disclosures are based on verifiable data,
- established and maintained site-wide water balances to better understand water flows and identify where we could improve water use efficiency,
- focused on minimizing water

consumption, increasing water reuse and effectively managing withdrawals to mitigate potential impacts on water-stressed regions,

- implemented robust systems for monitoring and assessing water use, and
- conducted regular reviews of water permits and licenses to ensure compliance with regulatory requirements.

Looking ahead, we remain committed to embedding the principles outlined in our Water Stewardship Strategy, focusing on data accuracy and regulatory compliance as well as operational efficiency.

GRI: 2-28; 3-3; 303-1; 303-2; 303-3; 303-4; 303-5

SASG: EM-MM-140a.1; 140a.2

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Managing Water Availability **Across Operations**

Water availability is an operational risk for many of our mine sites, which are located in varied climatic zones including arid and semi-arid regions as well as areas with distinct seasonal wet and dry periods.

- Aurizona is situated in a tropical region of Brazil and receives significant amounts (over 3,000 mm on average) of rainfall during the rainy season. We collect water during this season for use in the processing plant throughout the dry season. A new TSF completed at the end of 2023 provides additional water storage and water for recycling back to the processing plant.
- · Santa Luz is located in a semi-arid region of Brazil and relies on the annual rainy season to replenish its water supply. In 2023, to help mitigate the risk of insufficient water availability from the Itapicurú

River, we converted and expanded an existing TSF into a water storage facility. In 2024, we continued to operate this facility as a key source of process water, supporting more reliable water availability for our operations.

• RDM is located in a semi-arid region of Brazil and relies on the annual rainy season to replenish its water supply. In July 2024, we transitioned from conventional slurry to dry-stack tailings, which reduces the volume of water contained within the TSF and potentially lost to evaporation and entrainment. The site is currently assessing the installation of a tailings thickener to further enhance water recovery and improve the efficiency of this process.

Water Management at Greenstone

At Greenstone, our water management system is designed to handle all types of water used across operations, including fresh, reclaim, process, potable and fire water. The system includes a centralized collection pond that captures mine water, surface runoff and underground water, which is then either reused as mill make-up water or treated at the effluent treatment plant before discharge to the Southwest Arm of Kenogamisis Lake.

Effluents generated at Greenstone consist of mine effluent and sanitary effluent. Both types of discharge are regulated under Environmental Compliance Approvals (ECA) and the Federal Metal and Diamond

Mining Effluent Regulations (MDMER). Our water quality standards meet or exceed regulatory criteria at the point of discharge within a designated mixing zone in the receiving waterbody.

Additionally, the mine has a seepage collection system in place to manage water from historical tailings, and collected water is redirected to the TSF for reuse in processing. This approach not only mitigates potential environmental impacts from the historical tailings but also aligns with our commitment to optimize water use and minimize freshwater withdrawals.

Water Reuse, Collection and Distribution

Of the water used at our operations in 2024, 94.5% was recycled – a significant increase from 80% in 2023. Water recycling rates varied across operations, ranging from a high of 99.62% at Los Filos, where water management systems demonstrated exceptional efficiency, to a low of 38.14% at Fazenda.

Our water sources are groundwater (water wells), surface water (rivers and lakes), external sources (third party) and mine dewatering. Of the 14.3 million m³ of water withdrawn and collected during 2024, the distribution of sources was as follows:

- Surface water: 2.06 million m³, accounting for approximately 14.4% of total water withdrawn.
- Groundwater: 4.72 million m³, representing 33.0% of the total water withdrawn.
- Precipitation: 2.01 million m³, making up 14.1% of the total water withdrawn.

- Mine dewatering: 5.47 million m³, constituting 38.3% of the total water withdrawn.
- External sources: 24,862 m³, contributing only 0.2% of the total water withdrawn.

A total of 2.49 million m³ of water was withdrawn from regions identified as having high or extremely high baseline water stress, representing approximately 17.4% of the total water withdrawn.

In 2024, we maximized water reuse and minimized reliance on external sources. Of the total water withdrawn, 38.3% came from mine dewatering. Where possible, excess water was discharged back to the environment, while the remainder was used for dust control and equipment washing, supporting our ongoing efforts to reduce freshwater intake.



WATER WITHDRAWAL BY SITE

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Monitoring Water Use Intensity

Water use intensity serves as a critical measure of operational efficiency in water management, particularly in mining operations where water availability can significantly impact production.

In 2024, our consolidated water use intensity across all sites was 14.1 m³ per ounce of gold produced, a

decrease from 17.2 m³ per ounce in 2023. Notably, Los Filos achieved the lowest water intensity at 1.36 m³ per ounce, setting a strong example of water-efficient practices. In contrast, Fazenda and Aurizona recorded the highest intensities, with 39.91 m³ and 34.07 m³ per ounce, respectively.

2023

2024

2022



WATER USE INTENSITY BY SITE

2024 - WATER BALANCE IN CUBIC METERS (m³)



Priorities for 2025

- Continue to improve water balance and water management practices across our sites.
- Improve the tracking of water volumes to better inform target setting.

CASE

New Dam Brings Water Security to Brazilian Community

Equinox Gold committed to build the Rodeador Dam in Minas Gerais state in Brazil, recognizing that this project could benefit both our RDM Mine and also improve community well-being by creating a dependable local water supply.

With those joint objectives in mind, we invested R\$50 million (approximately US\$15 million) in partnership with the Municipality of Riacho dos Machados and COPASA, the local water agency, to design and build the new dam. Local communities have long-faced seasonal water scarcity, and on a number of occasions the municipal government has had to bring in potable water by truck during dry periods.

Now that the dam is complete and operated by Equinox Gold, COPASA is nearing completion of a pipeline and water treatment centre that will distribute water from the dam reservoir to serve the area's 10,000 inhabitants, with the target of having the pipeline and other infrastructure complete in 2025.

"We always envisioned this infrastructure as something that could benefit both our operations and the people who live here," says Rodrigo Dhryell Santos, Environmental Manager at RDM. "It's about sharing resources, so it's a collective responsibility to protect this precious resource." He and the Equinox Gold team are proud that the Rodeador Dam initiative aligns with the United Nations' Sustainable Development Goal 6: "Ensure availability and sustainable management of water and sanitation for all." INTRODUCTION

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Biodiversity

Our Approach at a Glance

We have identified protected areas and regions of high biodiversity value in or near our operations to enhance our planning activities and management of Equinox Gold's mining footprint. We use this information as crucial input during the development, implementation, and monitoring of biodiversity management plans for each operation.

Our <u>Environment and Climate Change Policy</u> outlines our commitment to protecting the species and habitats of the areas in which we operate and promoting the conservation of local biodiversity. We carefully adhere to all regulations related to biodiversity protection and also implement additional voluntary standards, including the Responsible Gold Mining Principles (RGMPs) for Biodiversity, Land Use and Mine Closure and the Towards Sustainable Mining (TSM) Biodiversity Conservation Management Protocol.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

100%

Level A or above rating for the TSM Biodiversity Conservation Management protocol (internal verification only) 38.53 ha

of land rehabilitated

In 2024 we achieved a Level A rating for 100% of the TSM Biodiversity Conservation Management protocol indicators across all operations (internal verification only). We did this by implementing site level plans to manage significant biodiversity aspects, with clearly defined roles, responsibilities and accountabilities.

In response to the global decline in biodiversity, GRI 101: Biodiversity 2024 was introduced to help organizations identify which business practices contribute to biodiversity loss, where impacts occur across the operational value chain and how they can be addressed. GRI 101: Biodiversity 2024 contains new indicators for organizations to report information about their biodiversity-related impacts and how they manage these impacts. In 2024, we assessed our site biodiversity programs against these updated requirements. We plan to adopt the new indicators framework in 2026, according to GRI guidelines.

We developed several projects in 2024 to protect and complete rehabilitation to restore biodiversity:

• We rehabilitated 38.53 hectares (ha) of land: 18.57 ha at RDM, 10.24 ha at Aurizona and 9.72 ha at Los Filos.





- We planted more than 32,395 seedlings across our sites.
- At Los Filos, the 2024 biodiversity plan continued to focus on the conservation of bat species near the site, as well as the redistribution of various bird and mammal species in remediation areas to support the germination and spread of agave and other flora. We also continued to implement an environmental remediation program at Los Filos to convert former mining land, including waste rock deposits and leach pads, into forest or viable agricultural land.
- At Castle Mountain, we implemented a program to protect wildlife from solution ponding on the heap leach pads. Since these short-term water collection areas can attract thirsty wildlife, Castle Mountain also provides water guzzlers to ensure wildlife have access to fresh, clean water.
- At Fazenda, we continued to transform organic waste into compost for the production of native seedlings through our "Projeto Restaurar" initiative. The initiative, which secured third place in the Bahia Sustentável 2024 (an award sponsored by the State Agency for the Environment), helps facilitate environmental recovery in disturbed regions.

- We continued restoration efforts in key areas at Santa Luz, such as the permanent preservation area of the Itapicuru River and the Legal Reserve. These efforts involved planting seedlings of native and endemic caatinga species over 10 ha of rehabilitated land.
- We continued an Environmental Recovery Program for Degraded Areas at Aurizona, applying techniques to enrich vegetation and facilitate rehabilitation. As part of the program, specimens of flora intended for area rehabilitation were gathered and nurtured in a nursery that can produce up to 18,000 seedlings annually for reforestation efforts. With the support of Aurizona's security team, we also carried out daily forest protection surveys to inhibit hunting and fishing in legally protected and permanently preserved areas.
- At RDM, we added 18.57 ha of rehabilitated land area to our restoration efforts. We currently care for and maintain more than 3,000 native "Pequi" trees, which were added to the local environment in 2023 as part of our previous reforestation efforts.



NUMBER OF TREES PLANTED

SITE	NUMBER OF TREES
Greenstone	0
Mesquite	0
Castle Mountain	0
Los Filos	9,713
Aurizona	3,594
Santa Luz	14,463
Fazenda	50
RDM	4,575
Total	32,395

Priorities for 2025

- Continue to engage with and maintain strong relationships with local communities, NGOs, government agencies and academic institutions to support life-of-mine biodiversity programs and plans.
- Complete redesign of the Goldfield Creek Diversion in consultation with our Indigenous Partners at Greenstone.

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Occupational Health & Safety

Our Approach at a Glance

Protecting our workforce is our greatest responsibility. Our commitment to creating a safe and healthy working environment is formalized in our <u>Health</u> and <u>Safety Policy</u> and our Occupational Health and Safety (OHS) Management 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 safety hazards before accidents occur, investigate all near misses and safety incidents, and continually monitor and assess the safety performance at each operation to identify areas for improvement. We also track key health and safety indicators, and a portion of both executive and employee performance-based compensation is tied to health and safety performance.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

Level A

rating achieved for 100% of the TSM Health and Safety protocol indicators (internal verification only) 2.21

Total Recordable Injury Frequency Rate, beating our 2024 target of 3.00

Progress Against Safety Targets

In 2024, we achieved a Total Recordable Injury Frequency Rate (TRIFR) of 2.21 per million hours worked (2023: 1.47), beating our 2024 target of 3.00. This performance puts Equinox Gold in the top quartile of our peers. TRIFR is a measure of all injuries that require the attention of medically trained personnel.

Three of our sites – Greenstone, Mesquite and Castle Mountain – had no lost-time injuries during 2024. A total of ten lost-time injuries across our sites resulted in a Lost Time Injury Frequency Rate of 0.49 per million hours worked (2023: 0.34), beating our 2024 target of 0.61.

Despite generally strong health and safety performance during the year, sadly there was one fatality in the underground mine at Fazenda. No other personnel were seriously injured. We suspended Fazenda operations for four days, during which we thoroughly investigated the incident and delivered safety refresher training for the site workforce. We provided full support to the individual's family and the relevant authorities, and learnings from the incident investigation were shared across our Company. This tragic loss serves as a reminder that ongoing safety vigilance is essential to realize our organizational vision of a workplace with zero harm.

GRI: 2-28; 3-3; 403-1; 403-2; 403-3; 403-4, 403-5; 403-6; 403-7; 403-8; 403-9

SASG: EM-MM-320a.1

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HEALTH AND SAFETY PERFORMANCE

SITE	AIF	R	TRIF	R	LTIF	R	FATALITIES		
	2023	2024	2023	2024	2023	2024	2023	2024	
Greenstone	32.24	35.46	2.39	2.00	0.30	-	-	-	
Mesquite	6.12	18.67	1.53	4.67	-	-	-	-	
Castle Mountain	15.90	40.69	7.95	10.17	4.07	-	-	-	
Los Filos	7.95	11.13	0.68	1.78	0.51	0.59	-	-	
Aurizona	2.31	1.77	1.28	0.88	0.26	0.29	-	-	
Santa Luz	4.61	6.11	2.30	4.23	-	0.94	1	_	
Fazenda	1.80	3.35	1.08	2.34	0.72	0.67	_	1	
RDM	3.42	3.91	1.71	2.79	-	0.56	_	-	
Average	9.34	10.09	1.47	2.21	0.34	0.49	1	1	

AIFR: All Injury Frequency Rate TRIFR: Total Recordable Injury Frequency Rate

LTIFR: Lost Time Injury Frequency Rate

AIFR





LTIFR





Marking 8 Years Without Lost-Time Injury at Mesquite Mine

Equinox Gold is extremely proud of our Mesquite team for reaching the extraordinary milestone, on November 6, 2024, of eight years without a lost-time injury.

This impressive achievement spotlights the commitment of the entire Mesquite team to the Company's strong safety culture. The Mesquite team attributes their success to a number of factors, including the dedication of each team member to injury prevention, supportive leadership that consistently prioritizes safety, careful adherence to policies, procedures and safety protocols, and ongoing training to ensure all team members are equipped with the skills and knowledge to work safely and consistently. Mesquite also credits various employee-driven safety initiatives, through which employees actively participate in safety programs and help shape the day-to-day safety culture.

This achievement demonstrates what can be accomplished when safety is everyone's core focus. The team has set its sights on achieving even greater safety performance in the future. **ENVIRONMENT**

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Meeting Industry Best Practices

We ascribe to the Towards Sustainable Mining (TSM) program as a benchmarking standard across all our sites. In 2024, we achieved 100% of the TSM Health and Safety protocol indicators, significantly improving in the areas of effective planning for managing health and safety controls, training, and our sites' overall health and safety performance.

We also continued our efforts to align with industry best practices by assessing all operational sites against ISO 45001, the international standard for

occupational health and safety management systems. As part of our journey towards ISO accreditation, we are working to complete a full assessment of Equinox Gold's Corporate Health and Safety Management Standards against ISO 45001 by the end of 2025.

Consolidation of corporate health and safety standards is in progress, and we have initiated work at the site level to identify and manage critical controls.

Enhancing Incident Tracking and Communication

We remain focused on continual improvement to our safety management tools and the timely sharing of communications regarding health and safety risks, incidents, and best practices across all our sites. After implementing new corporate incident management and reporting software in 2022 and expanding its application in 2023 to enhance management access to key safety data, in 2024 we explored new technology solutions. For example, we introduced a new AI-supported Health and Safety platform to enhance support at the site and corporate levels which will increase our ability to identify safety and environmental performance trends.

Improving Safety Controls

This past year, we continued to strengthen our safety performance methods, exercises and procedures. For example:

- We developed a new Fatigue Management Standard (FMS) and piloted it at selected sites. We will use the lessons learned to refine the FMS and expand its application across the Company.
- In Brazil, we implemented a critical control program, with 10 'bow ties' completed to guide process development. Bow ties are an assessment tool that examine critical controls to mitigate critical risks. By comparison, the 'taproot' incident investigation methodology, introduced in 2023, helps management identify the root causes of incidents to improve investigation quality and identify effective corrective actions that can prevent future recurrence.



Recognizing our Top Safety Performers and Leaders

In recognition of World Day for Safety and Health at Work, Equinox Gold proudly announced the winners of the Company's Chairman's Safety Award, CEO Safety Achievement Awards, and COO Safety Award for Most Improved Site. These recognition programs are based on safety behaviours and performance measures tracked during the year, as well as recommendations from site management and employees.

The Chairman's Safety Award acknowledges the mine site with the best safety performance for the year. The winner for 2024 is Aurizona for having the lowest Total Recordable Injury Frequency Rate (TRIFR) at 1.77 per million hours worked. The CEO's Safety Leader Award recognizes individuals who have gone above and beyond their normal duties and displayed exemplary safety leadership. While there were worthy nominations from every site, the 2024 recipients are:

1st Place: Joelyton Silva Costa (Aurizona)

2nd Place: João Octávio Oliveira (RDM)

3rd Place: Manoel Faustino Neto (Santa Luz)

The COO's Safety Award for Most Improved Site went to Greenstone, which had the largest improvement in their TRIFR compared to 2023, with a 2024 TRIFR 2.00.



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2024 SAFETY HIGHLIGHTS FROM OUR SITES

SAFETY HIGHLIGHTS
 Implemented the Industrial Hygiene and Contractor Mobilization Program to improve workforce health and safety standards.
 Deployed the CAT Driver Safety Tracking System on haul trucks to enhance driver monitoring and minimize incident risk.
Successfully certified under the International Cyanide Code.
 Implemented Management Oversight Inspections and Visible Felt Leadership initiatives to enhance workplace safety and accountability.
Successfully recertified under the International Cyanide Code.
 Developed and implemented a Surface Equipment Safety Program that complies with the USA Mine Safety and Health Administration (MSHA).
 Launched a safety hazard prevention program to enhance risk mitigation.
 Achieved 100% worker training certification in procedures and work skills.
 Successfully recertified under the International Cyanide Code.
 Conducted 1,704 hours of training on cyanide poisoning patient care for first responders.
 Completed 10 bow-tie assessments for critical risk activities to identify critical controls.
 Implemented a Critical Control Verification Protocol for each site and developed action plans to address missing controls.
 Delivered training on hazard awareness and critical controls for supervisors and employees.
 Completed an external audit of site compliance against legal requirements and developed action plans for improvements.

Priorities for 2025

- Complete assessment of Equinox Gold Corporate Health and Safety Management Standards against ISO 45001 as part of obtaining ISO accreditation.
- Improve health and safety standards, procedures, and processes to align with International Council on Mining and Metals (ICMM) best practices.
- Achieve a TRIFR of 2.85 or better.



Helping Brazilian Employees Find Work Life Balance

Recognizing the importance of employee health and well-being, in 2023 Equinox Gold implemented the Equilibrium Program in Brazil to help employees enjoy healthier and more balanced lifestyles. With the introduction of new activities in 2024, this initiative plays a significant role in promoting a healthier and more balanced lifestyle among our employees.

Through this innovative program we offer a range of activities, focused on holistic health, to help enhance employees' physical and mental well-being. The program includes health promotion campaigns, activities to encourage regular physical activity, and medical support to manage both individual and family wellness. While many of these activities are held at company facilities, the program also provides options to use external resources in the community as well as online formats, to ensure accessibility and flexibility for all employees.

While current Equilibrium Program activities include stretching and relaxation exercises, nutrition workshops, guided meditation, and self-awareness and stress management courses, program organizers continue to expand and adapt the offerings to meet the needs and interests of more employees.



Equinox Gold Funds New Health Center In Carrizalillo, Mexico

In April 2024, we celebrated the opening of a new health center in Carrizalillo, Mexico. This project was made possible through the collaboration of the Los Filos team, community leadership, and local contractors.

Equinox Gold funded the project, including construction of the health center and the procurement of a new ambulance for the community. The health center design was chosen following a local design competition with resident input, and construction was carried out by contractors from Carrizalillo.

During the opening ceremony, Ross Beaty, Chair of Equinox Gold's Board, highlighted the importance of nurturing strong partnerships between the Company and local communities.

Maryse Bélanger, Chair of the Board's ESG Committee, echoed this sentiment, emphasizing the indispensable role of collaboration in responsible mining. INTRODUCTION

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People & Organizational Culture

Our Approach at a Glance

Equinox Gold is a global team, united by our vision to be the Premier Americas Gold Producer. Our people are the foundation of our business and the driving force behind our performance. They are also partners in our business growth and sustainability journey.

With the goal of being an employer of choice, we provide competitive pay and benefits, foster a culture where people are welcomed, valued and treated fairly, and honour the highest principles and standards to respect their rights. We also offer training programs to give our employees the ability to advance their careers and to create opportunities for community members who may want to join our team. We respect the rights of all workers, including freedom of association and collective bargaining, and strive to maintain collaborative relationships with the unions that represent our workforce at some of our sites.

Learn more about our management approach to this topic on our website.


Our Performance in 2024

69%

employees from within local regions

8,208

workforce (employees + contractors) 79%

participation in the Great Place to Work Brazilian survey

Shaping a Global Team with Local Talent

Equinox Gold is a global company with projects and offices in four countries and 8,208 members in our workforce, including employees and full-time contractors. Almost 100% of our workforce comes from the various countries of our operations and 69% of our employees come from the communities and areas of influence where our mines are located.

TOTAL EQUINOX GOLD WORKFORCE IN 2024



GRI: 2-28; 3-3; 2-7; 2-8; 2-25; 2-30; 202-2; 401-1; 401-3; 404-1; 404-3; 405-1; 405-2; 407-1

SASB: EM-MM-000.B; EM-MM-310a; 310a.2

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Global Workforce Demographics

Greenstone Mine Workforce	
ONTARIO, CANADA	

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
548	14	150	712

Corporate Office Workforce VANCOUVER, CANADA			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
68	1	89	158

Castle Mountain Mine Workforce CALIFORNIA, USA			
PERMANENT 44	temporary O	CONTRACTORS	total 79

Mesquite Mine Workforce CALIFORNIA, USA				
PERMANENT	temporary O	contractors 25	total 312	

Los Filos Mine Complex Workforce guerrero, mexico				
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL	
1,009	17	1,111	2,137	

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3,912 Permanent Employees

52 Temporary Employees

4,244

Contractors

8,208 Workforce

Aurizona Mine Workforce Maranhão, Brazil

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
319	0	1,051	1,370

Bahia Complex

Fazenda Mine Workforce BAHIA, BRAZIL				
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL	
760	8	862	1,630	

Santa Luz Mine Workforce BAHIA, BRAZIL				
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL	
297	6	631	934	

RDM Mine Workforce MINAS GERAIS, BRAZIL

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
488	1	276	765

Regional Office Workforce MINAS GERAIS, BRAZIL					
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL		
92	5	14	111		



2023 VS 2024 PERCENTAGE OF LOCAL EMPLOYEES¹

2023 % Local Employees

2024 % Local Employees



¹ Local area of influence defined as:

- · Corporate Office (Vancouver): Great Vancouver Regional District
- · Greenstone: Geraldton, Longlac, Beardmore, Caramat, Jellicoe, Nakina
- Mesquite: Imperial County, CA, and Yuma County, AZ
- · Castle Mountain: Clark County, NV, and San Bernardino County, CA

· Los Filos: Eduardo Neri Municipality

- $\cdot\;$ Turnover statistics include, where appropriate, a reduction in workforce
- Turnover numbers and rates based on: Numerator: Total number of terminations in 2024 Denominator: Company-wide weighted headcount on the last day of each month

· Turnover statistics include voluntary and involuntary turnover

Creating an Engaged and Inclusive Workforce

Continuing our commitment to employee engagement, in 2024 we achieved our second Great Place to Work (GPTW) certification for our operations in Brazil. The first certification was achieved in 2022 and in 2023 we invited 1,601 Brazilian employees to participate in the Employee Pulse Survey, to help track of our achievements and improvements.

Two years after the first baseline, the 2024 GPTW survey revealed valuable insights into employee sentiment, leadership maturity, and organizational culture. Participation was robust, with 1,474 respondents (79% overall participation) and 1,676 comments, showing high engagement. Key strengths identified were leadership proximity, psychological safety and authenticity in management actions.

Since 2023, we have advanced initiatives to promote compensation equity, enhance benefits and improve working conditions. In 2024, these efforts continued with strengthened pay equity reviews, inclusive parental leave policies and expanded employee development programs. Combined, these initiatives support an inclusive and engaging work environment.

In 2024, we experienced total employee turnover of 655 individuals, representing an 18.2% turnover rate across the Company. This marks an increase from 492 turnover cases in 2023, when the overall turnover rate stood at 15%. Male employees accounted for the majority of turnover with 492 exits (13.7%), while female employees represented 160 exits, corresponding to a 4.4% turnover rate.

	UNDER 30 YEARS OLD	BETWEEN 30-50 YEARS	50+ YEARS OLD	UNKNOWN AGE GROUP	2024
Total Number of Female Turnover	69	76	14	1	160
Total Number of Male Turnover	95	306	87	4	492
Total Number of Undeclared Turnover	0	0	1	2	3
Total Number of Turnover	164	382	102	7	655
Rate of Female Turnover	1.9%	2.1%	0.4%	0.03%	4.4%
Rate of Male Turnover	2.6%	8.5%	2.4%	O.1%	13.7%
Rate of Undeclared Turnover	0.0%	0.0%	0.03%	O.1%	0.1%
Total Rate of Turnover	4.6%	10.6%	2.8%	0.2%	18.2%

EMPLOYEE TURNOVER NUMBERS AND RATES BY AGE AND GENDER

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Developing Talent

Launched in 2024, our Emerging Leader Program brought together 12 high-potential employees from the Greenstone Mine and our Vancouver corporate office. This eight-month, structured initiative is designed to build leadership competencies, foster enterprise-wide thinking, and enhance team collaboration across functions and geographies. Participants engaged in leadership training sessions, business simulations, and strategic problemsolving workshops aligned with our core values and operational challenges. The program also included personalized mentorship, one-on-one time with senior leaders, and opportunities to lead crossfunctional projects.

We continued our investment in internal talent through the Leadership Academy in Brazil, a strategic initiative designed to equip current and emerging leaders with the tools and mindset to lead with purpose, build trust, and inspire teams. Participants explored themes such as self-awareness, psychological safety, and humanized leadership, which are aligned with Equinox Gold's values and business goals. The Academy remains a key pillar of our talent development and succession planning strategy, with future tracking focused on participation, satisfaction, and internal mobility. The program engaged:

- 10 managers in a 16-hour leadership journey.
- 68 coordinators in a 28-hour development track.

In 2024, we hired a total of 883 new employees, representing a 24.5% new hire rate across the organization. Of these, 204 were women, representing a 5.7% hire rate.

	UNDER 30 YEARS OLD	BETWEEN 30-50 YEARS	50+ YEARS OLD	UNKNOWN AGE GROUP	2024
Total Number of Female New Hires	119	74	11	0	204
Total Number of Male New Hires	185	389	97	4	675
Total Number of Undeclared New Hires	0	0	2	2	4
Total Number of New Hires	304	463	110	6	883
Rate of Female New Hires	3.3%	2.1%	0.3%	0.0%	5.7%
Rate of Male New Hires	5.1%	10.8%	2.7%	0.1%	18.7%
Rate of Undeclared New Hires	0.0%	0.0%	0.1%	0.1%	0.1%
Total Rate of New Hires	8.4%	12.9%	3.1%	0.2%	24.5%

EMPLOYEE NEW HIRES AND RATES BY AGE AND GENDER

New hire rates based on:

· Numerator: Total new hires in 2024

· Denominator: Company weighted headcount on the last day of each month

Prioritizing Employee Well-Being

To provide employees of all genders a chance to balance family responsibilities with their careers, we offer paid parental leave. In 2024, a total of 103 employees took parental leave, comprising 15% women (16 employees) and 85% men (87 employees). When compared to overall workforce composition, where women represent 604 employees and men 3,353, we find that the same percentage (2.6%) of women and men accessed parental leave in 2024.

In Brazil, we expanded the Equilibrium Program, which aims to foster workplace well-being, to include

guided meditation, nutrition workshops and stress management courses, all designed to improve mental and physical health and support psychological safety. In addition to promoting individual wellness, these initiatives aim to leverage trust, openness, and mutual respect – essentials of psychological safety – by facilitating dialogue, diminishing the stigma associated with emotional well-being, and encouraging individuals to express concerns and seek assistance and support whenever necessary, and be their authentic selves in the workplace.

CASE

Equinox Gold Brazil Again Named a 'Great Place To Work'

For the second time, Equinox Gold's operations in Brazil have demonstrated exceptional workplace culture, earning the coveted Great Place to Work (GPTW) certification in late 2024.

This biennial certification, which measures employee perceptions of their company, is among the highest recognition for organizations that excel in creating a culture of trust, respect and transparency. With GPTW only awarded to companies that score a favorability rating above 70%, Brazilian operations attained a 74% result in 2024 and demonstrated excellent engagement, with employee survey participation of 79%.

While participation increased from 76% in 2022, when the company first applied for GPTW certification, our favorability rating

slipped slightly from 76% that in 2022.

Juliana Andrade, Organization Development Manager, points out that this performance does not reflect significant setbacks, but rather highlights areas with opportunities for improvement: "Our employees feel they are treated equally, regardless of their sexual orientation, colour, ethnicity, gender, or age, which strengthens our inclusive culture. They take pride in telling others about the company and feel satisfaction in seeing the positive impact we create."

She notes that work teams are attentive to the areas for improvement identified in the survey and are already implementing actions to strengthen company culture and help the organization become an even better place to work.



Advancing Equity, Diversity and Inclusion

In 2023, Equinox Gold began developing a formal Equity, Diversity and Inclusion (EDI) Strategy, which we completed and launched in 2024. This strategy demonstrates a commitment to EDI principles at all organizational levels and aims to create a workplace culture where all employees feel safe, valued and respected – and where diverse perspectives enhance performance, innovation, and well-being. The EDI Strategy is structured around four strategic pillars:

1. INCLUSIVE LEADERSHIP

Goal

Ensure our Board and executive leaders reflect a diversity of perspectives and are equipped to foster inclusive workplace culture.

3. WORKFORCE DIVERSITY

Goal

Build a merit-based workforce that reflects the regions and communities in which we operate, across all levels of the Company.

2. INCLUSIVE CULTURE

Goal

Foster a workplace where all employees feel safe, respected, and able to contribute to Equinox Gold's success.

4. EQUITY IN PRACTICE

Goal

Embed equity into the policies, processes, and practices that support business operations and decision-making. Building on insights gathered in 2023, when we reported that women made up 15% of our employee base, we recognized the need for a structured approach to identify and address barriers to representation and advancement. In 2024, women still represented 15% of Equinox Gold's total workforce, showing consistency with previous years.

We continue to be committed to championing diversity, with programs that are not only shaping a

more inclusive culture within our workforce but also inspiring progress across the global mining industry, as reflected in the global recognition of Juliana Andrade, our Organization Development Manager in Brazil, who was named one of the <u>100 Global</u> <u>Inspirational Women in Mining</u> for her contributions to EDI programming.



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Boosting Gender Equity in Brazil through Talent Development

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Since gender equity is one of the main focuses of our EDI initiatives, with the priority of increasing female participation in operations and leadership positions at Equinox Gold, we are incorporating gender inclusion goals into Company programs that help us develop the next generation of workforce talent.

Across our Brazilian sites we offer programs such as the Young Apprentice Program and the Internship Program, and are ensuring that female candidates have equal access to these opportunities. Women represented 35% of apprentices at Aurizona in 2024.

At RDM, all 15 newly-hired candidates were women as the result of our focus on recruiting female talent. Aurizona also focused on attracting women to its internship programs to promote the professional development of women and increase their engagement in these initiatives. By beginning to embed EDI criteria into our apprentice and internship programs, we aim to continuously improve our gender representation in the years ahead.





Building a Workforce Grounded in Integrity

At Equinox Gold, fostering a culture of respect, integrity, and accountability is one of our core values and also integral to our success. Our <u>Code of Conduct and</u> <u>Business Ethics</u> outlines the standards of professional behavior expected from all employees, contractors and partners, emphasizing lawful conduct, human rights and professionalism in the workplace. Complementing this, our <u>Whistleblower</u> <u>Policy</u> provides a secure and anonymous channel for reporting issues, enabling individuals to voice concerns without fear of retaliation.

During 2024, we received 41 reports of inappropriate or unfair treatment at the workplace through the Whistleblower Hotline (down from 44 in 2023). Each report was investigated and, where substantiated, appropriate action was taken.

Upholding Workers' Rights and Freedoms

As outlined in our <u>Social Responsibility and Human Rights Policy</u>, we are firmly committed to complying with all local labour laws and respecting human rights, including the right to freedom of association and collective bargaining at all of our operations. In 2024, 69% of our workforce was unionized, and there were no strikes or lockouts during the year.

Also during 2024, we continued our efforts to prevent and reduce the risk that forced labour or child labour is used in any part of our business or supply chain, and reported on our actions and progress in our first <u>Modern Slavery Report</u>. Please refer to the <u>Human Rights</u> section of this report for more details.

Priorities for 2025

- Implement 2025 objectives detailed in the human resources and equity, diversity and inclusion strategic roadmaps.
- Implement three cohorts of the Equinox Gold Emerging Leaders Program.
- Implement the Learning Management module of SuccessFactors.

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Relationships with Indigenous Peoples

Our Approach at a Glance

Partnerships between mining companies and Indigenous communities are essential to the success of the mining sector. Equinox Gold is committed to building strong, progressive relationships with Indigenous Peoples wherever we do business, through collaboration and engagement in an inclusive, respectful and culturally appropriate manner.

To meet our commitments and establish true partnerships with Indigenous communities, we have implemented specific strategies and practices across the organization, including hiring and developing Indigenous talent, working with Indigenous suppliers to support our activities, and engaging with Indigenous Peoples through multiple channels. While our efforts to date have been focused mainly at the Greenstone mine in Canada where we have five Indigenous partners, our commitment extends to all other jurisdictions where we operate.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

24%

of Greenstone employees self-identified as Indigenous within local regions 17%

of Greenstone employees engaged in Cross-Cultural Awareness Training

In August 2024, Equinox Gold marked the official opening of its new Greenstone Mine in Geraldton, Ontario. Representatives from the company's Indigenous partner communities, the Municipality of Greenstone, local community organizations, government officials, Board members, and executives from Equinox Gold came together to celebrate the official transition from construction to operations. This event followed an earlier milestone in May, when the site announced its <u>first gold pour</u>.



WATCH HIGHLIGHTS FROM THE OPENING CEREMONY

Greenstone Mine Official Opening

Greenstone achieved commercial production in November 2024, representing a crucial milestone for the mine and a pivotal moment in our collaboration with Indigenous communities. As we begin operations, we remain dedicated to fostering meaningful engagement with local stakeholders and demonstrating responsible environmental practices and ongoing attention to the economic impacts of our activities.

To guide our collaboration with Indigenous communities, we have established Long-Term Relationship Agreements (LTRAs) with five local Indigenous communities. In 2024, we progressed with engagement activities that included:

• Regular Implementation Committee (IC) meetings. The IC comprises members of each of the partnering communities and provides an ongoing forum for communication and co-operative measures for supporting Indigenous participation levels at the mine. This provides an avenue for community members to voice concerns or questions they may have and to receive feedback from the Greenstone team.



 The Environmental Advisory Sub-Committee reports to the IC and provides a forum for timely review, consultation, and comment on project approvals and environmental management and monitoring plans. The EAS considers and recommends appropriate testing, studies, or programs to support environmental management.

During 2024, the EAS played a vital role in the timely review of environmental approvals, monitoring plans and related documentation. One Environmental Technician from each of Aroland First Nation, Animbiigoo Zaagi'igan Anishinaabek (AZA), Ginoogaming First Nation, Long Lake #58 First Nation, and the Métis Nation of Ontario works directly with Greenstone's Environmental Department, ensuring that environmental concerns are addressed with transparency and respect. The five Environmental Technicians contribute daily to enhance trust and transparency in how the operation manages environmental monitoring programs and integrates Indigenous knowledge into Greenstone's systems. This hands-on participation continues to strengthen our shared commitment to responsible environmental management.

During 2024, we also launched our Indigenous Cross-Cultural Awareness Training program at Greenstone. Our goal is for all employees to participate, creating a culturally informed and inclusive workplace that upholds the principles of reconciliation and mutual respect.

- 95 employees completed the training, representing 17% of Greenstone employees.
- The training was co-developed by our Indigenous partners and Lakehead University with the support of Greenstone's Indigenous Relations and Human Resources teams.
- Each training session includes representatives from the Indigenous Partners, Elders, Council Members, and Chiefs.



We are committed to supporting Indigenous economic development through meaningful business participation and prioritize procurement from Indigenous-led businesses and joint ventures that include our Indigenous partners.

As part of our priority to create employment opportunities for Indigenous partner communities, we continue to promote local hiring and work closely with Indigenous-led training initiatives to help community members prepare for careers at the mine.

Priorities for 2025

In 2024, we:

- Recorded 137 self-identified Indigenous employees working at Greenstone (24% of the employees), all from our five partner communities.
- Conducted semi-annual visits to partner communities to discuss available roles and conduct in-person interviews with the intention of reducing barriers related to digital access and application systems

- Strengthen the Implementation Committee structure.
- Scale up the Indigenous Cross-Cultural Awareness Training program.

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Community Engagement & Development

Our Approach at a Glance

Community engagement starts at the beginning of our mining projects and continues throughout the life cycle of our operations. 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 approach is guided by Equinox Gold's <u>Social Responsibility and Human</u> <u>Rights Policy</u> and our Social Management Standards. We maintain a Stakeholder Engagement Plan that emphasizes open, two-way dialogue with our community partners, and community grievance mechanisms are available at all our sites to allow local residents and communities to voice any concerns. To support community well-being, we invest and volunteer in our neighbouring communities to create tangible, lasting benefits that endure beyond the life of our mines.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

100% Level A rating

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

\$10.1M

in social investments to support community programs and nonprofit organizations



raised as donations for the Geraldton District Hospital through the Ride to Greenstone event

Achieving Consistent TSM Scores

In 2024, all our sites achieved Level A or higher on 100% of the Towards Sustainable Mining (TSM) indicators under the Indigenous and Community Relationships protocol. Each TSM protocol comprises a set of indicators designed to help mining companies build, measure and publicly report on their management systems and performance in key areas of mining activity. In addition, our four operations in Brazil obtained Level AA for all applicable indicators. We confirmed these scores through an internal verification conducted by our corporate office.

In 2024, we developed action plans to address the TSM indicators that have not been fully accomplished. These plans consider enhancing our social management system, strengthening community relationships and promoting community engagement and development.

Refining Social Management Standards

We further refined our Social Management Standards and introduced them to all sites in 2024. These standards are intended to help us reach our goal of standardizing the Company's management practices and reporting on our social performance. In 2024, we also enhanced our internal data collection and reporting platform to enable our team members to better oversee our social investments, evaluate the social outcomes and monitor community feedback.

GRI: 2-25; 2-28; 3-3; 201-1; 203-2; 413-1; 413-2

SASB: EM-MM-210a.3; 210b.1; 210b.2

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Investing in Local Communities

In 2024, we invested nearly \$10.1 million in community infrastructure and services, with a primary focus on health and education. This represents a slight increase from 2023, when investments were approximately \$9.5 million.

We also supported several community initiatives across our operations in 2024:

- Across our Brazil sites, we funded community programs focused on education, sports, cultural activities and skills training.
- At Santa Luz, we completed our first mechanics course for women as part of a strategy to increase the number of women employed at the site.
- We continued to implement our entrepreneurship programs at Fazenda, Santa Luz and RDM.
- At Los Filos, we completed community training for the maguey revegetation project in Mezcala.
- Through our Young Mining Professional Scholarships program in Canada, we provided four \$2,500 scholarships and two \$5,000 scholarships

to students pursuing a degree in geology or mining for the 2024-2025 school year.

• We sponsored and organized the Ride to Greenstone cycling relay across Canada to celebrate the opening of our Greenstone Mine, foster team building and raise funds for seven charities. See the <u>case study</u> for more details.

We spent over \$1.36 billion on procurement in 2024, with 16% of that amount directed to local suppliers within municipalities and communities¹. This marks an increase from 14% in 2023. This effort represents our ongoing commitment to promoting positive social impact through local economic development and support for small businesses. Spending on local procurement breaks down as follows:

- Los Filos (24%)
- Brazil (17%)
- Greenstone (9%)
- USA operations (9%)

Site	Total Procurement Spend (Thousands)	% Total procurement spend to suppliers in local municipalities and communities
Corporate & Others	\$50,007	41%
Canada	\$426,074	9%
USA	\$190,320	9%
Mexico	\$290,256	24%
Brazil	\$412,369	17%
Total	\$1,369,026	

2024 PROCUREMENT SPEND BY SITE

• ¹ Local area of influence defined as below:

- · Corporate Office (Vancouver): Great Vancouver Regional District
- · Greenstone: Geraldton, Longlac, Beardmore, Caramat, Jellicoe, Nakina
- Mesquite: Imperial County, CA, and Yuma County, AZ
- $\cdot\,$ Castle Mountain: Clark County, NV, and San Bernardino County, CA

· Los Filos: Eduardo Neri Municipality

- · Regional Office (Brazil): Belo Horizonte city
- Aurizona: Godofredo Viana, Aurizona Village, Candido Mendes, Luis Domingues and Carutapera
- $\cdot\,$ Fazenda: Barrocas, Teofilândia, Serrinha and Biritinga
- · RDM: Porterinha and Riacho dos Machados
- Santa Luz: Santa Luz and Cansanção

Local hiring in 2024 accounted for 69% of our workforce. This represents a slight decrease compared to 2023, when 72% of employees were hired from local regions. Hiring levels varied by site, based on operational needs and local talent availability.



2024 TOTAL WORKFORCE AND LOCAL EMPLOYEES



Empowering Future Generations through Education

Equinox Gold believes that investing in education is investing in the future. We support scholarships, sponsorships and initiatives that nurture young talent and empower the next generation of professionals in the mining industry.

For example, the Canadian Young Mining Professionals (YMP) Scholarship is one of our flagship initiatives and, in fact, YMP Vancouver was founded by our CEO, Greg Smith. This program supports students who are pursuing careers in mining by providing financial assistance that helps them overcome the financial burden of an education and encourages them to excel in their studies.

We are also proud sponsors of both the University of British Columbia Mining Club and the Queen's

University Mining Club, so they can organize events, workshops and field trips that provide hands-on experience and networking opportunities to mining engineering students. Our support extends to a variety of co-op and internship programs, open to students in various disciplines, to provide them with real-world experience and help recruit new talent to the Equinox Gold team. In particular, in Brazil we have established Young Apprentice Programs with local educational institutions, offering vocational training and valuable work experience that create pathways to rewarding employment for young people.

Together, these and other programs are enabling young individuals to achieve their full potential while helping build the next generation of industry leaders.

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provide com register cond In 2024, we i streamline th to address a • There were	echanisms are in plac munity stakeholders a cerns regarding our si reorganized the comp ne assessment and en Il issues. Last year: e 82 community issues 23 and 95 in 2022.	a simple way to tes or operations. plaint categories to hance our capacity	 social, livelihood a Environmental iss a decrease from p Reports related to ownership represe 	ues represented 23% previous years. conflicts, strikes and ented 11% of feedback reements and regulat	of the total, land received.	
BY CATEGOR	JNITY ISSUES REPORT Y itments, Agreements & Re Conflicts & Land Own	4% egulatory 11%	62%			

Social, Livelihoods & Local Content

COMMUNITY ISSUES REPORTS Community Grievances by Category 9 Social, Livelihoods Conflicts & Land Environmental Commitments, Agreements & Local Content Ownership & Regulatory

23%

Environmental

BY CATEGORY

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Enabling Communities in Brazil to Drive Local Social Development

With an appreciation that effective social development is best led from within the local community, Equinox Gold is helping Brazilian municipalities build the structures and capacity to lead new initiatives.

As part of the Strengthening Legal Councils and Funds Project, in 2024 we formed partnerships with several municipal governments and community organizations to help them plan and finance social projects that will support local children and the elderly. These communities can do so by taking advantage of Brazilian government incentive programs that allow companies and citizens to direct part of their taxes to fund specific community projects of their choice. However, to participate in these programs, each municipality must create councils that will coordinate local engagement and manage the funds collected.

Through a combination of consultation and active collaboration with local stakeholders, the project is conducted by consultants engaging a broad local partnership network, which has led to the approval of seven municipal bills across five municipalities where we operate. These bills will help regulate local councils and establish or enhance municipal funds that will promote and manage human rights initiatives for children and the elderly.

To get these local systems in place, Equinox Gold site teams have consulted with municipal officials and social and institutional representatives in five communities to help them develop and approve new municipal bills to establish and regulate local councils and funding structures. We also provide direct advisory and consulting support to aid the public administrators and train community members and social agencies so they can successfully apply for available funding and manage the resources effectively.

By helping nurture such local capabilities, we can enable these Brazilian communities to realize important social development initiatives that benefit vulnerable children and elders, while also developing favorable local conditions for ongoing social participation and critical economic and social investment.



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Ride to Greenstone Fundraising Event

8,000 people, 4 countries, 7 charities, 3,634 km, 24 days

'Ride to Greenstone' was a major fundraising initiative that symbolized Equinox Gold's commitment to teamwork and community health and well-being.

Bringing our global team, suppliers, sponsors and community partners together last August, the cross-Canada cycling relay raised vital funds for the Geraldton District Hospital in Northern Ontario. The hospital serves approximately 5,700 residents, including five Indigenous communities and the Greenstone Mine workforce.

The main event was a 24-day bike relay that left Vancouver, BC on August 5, 2024, and concluded on August 28, 2024, at the opening ceremony for our new Greenstone Mine in Geraldton, Ontario. A team of cyclists, drivers, medics and mechanics travelled a total of 3,634 km, broken into six stages, with the objective of raising C\$1 million to support a series of critical upgrades and improvements at the hospital. Thanks to the efforts of our riders and crew, and the generosity of our sponsors, we raised more than C\$1.24 million for Geraldton District Hospital.

Our mine sites in Brazil, Mexico and California sent cyclists and medics to join the cross-Canada ride, and the mine sites hosted a variety of events focused on team building and physical activity, raising more than C\$200,000 for charities in their regions.

The Ride to Greenstone demonstrates the potential for powerful and lasting benefit to local communities when industry and communities collaborate.



Watch the Ride to Greenstone highlights video here.





Los Filos Agreements

In January 2025, following negotiations that began in November 2023 with the three communities that host Los Filos, the Company reached consensus on terms for new agreements with all three communities. Two communities signed new long-term agreements; however, one community did not sign the agreement. The existing agreement with the outstanding community expired on March 31, 2025.

Accordingly, the Company announced on April 1, 2025 that operations at Los Filos are suspended indefinitely. Commencing April 1, 2025, Los Filos is being reported as a development project.

Priorities for 2025

- Complete training and self-assessment on Equinox Gold Social Management Standards.
- Complete external assurance of at least two sites against the World Gold Council's Responsible Gold Mining Principles.

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Human Rights

Our Approach at a Glance

Equinox Gold is committed to upholding internationally recognized human rights, creating a culture and workplace that respects the rights of all peoples, and contributing to improved quality of life and economic development in the regions and communities where we operate.

We understand human rights as those defined in the United Nations Declaration on Human Rights and have embedded our commitments to these principles in our <u>Code of Conduct and Business Ethics</u>, <u>Social Responsibility and Human</u> <u>Rights Policy</u> and Social Management Standards. These commitments include respecting the rights of Indigenous peoples and traditional communities and working with them to contribute positive benefits in the areas in which we operate. As outlined in our <u>Supplier Code of Conduct</u> we also expect suppliers to respect human rights.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

Zero

substantiated claims of human rights violations within our operations

Human rights risk assessments

conducted at our Fazenda and Santa Luz mines

Embedding Human Rights

During 2024 we continued integrating human rights considerations into our business practices, procedures and management systems, including our Enterprise Risk Management (ERM) process. We are committed to respecting human rights and supporting the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Since 2023, we have participated in the Mining Security Working Group, a dedicated forum for mining security professionals aimed at promoting collaboration and knowledge exchange. This platform enables participants to share experiences, address sector-specific risks such as human rights, and advance the implementation of the Voluntary Principles on Security and Human Rights.

Identifying Human Rights Risks and Impacts

In 2024, comprehensive human rights risk assessments were conducted by an independent consultancy specializing in human rights at our Fazenda and Santa Luz mines in Brazil. These assessments, which followed a similar exercise conducted at Aurizona in 2022, employed a robust methodology designed to identify and evaluate potential human rights risks and impacts.

The external consultancy interviewed various stakeholders, including employees, contractors, community members, local police, and government authorities. This inclusive approach ensured a comprehensive understanding of the local context and enabled the identification of potential human rights risks from multiple perspectives.

GRI: 2-28; 3-3; 408-1; 409-1; 410-1; 411-1; 413-1



These assessments stem from Equinox Gold's Social Responsibility and Human Rights Policy, ensuring that human rights considerations are reflected in corporate risk planning. The insights guide our engagement strategies with a broad range of stakeholders, including vulnerable groups. The assessment findings also inform our efforts to develop actions and mitigations that will become part of our site-specific social risk management plans. At the corporate level, we also conducted our annual, high-level human rights risk assessment of all jurisdictions in which we operate. This analysis enables continuous monitoring of country-specific conditions, informs our ERM risk register, and helps prioritize the need for site-specific or thematic assessments, such as conflict sensitivity or labour rights evaluations.

Supporting Human Rights in Society

In alignment with Principle One of the United Nations Global Compact – which calls on businesses to support and respect internationally proclaimed human rights – we continue to reinforce our commitment to human dignity and welfare through community outreach.

In 2024, our Brazilian operations launched an outreach initiative to advance the rights of children and the elderly. The project integrates advocacy, public policy engagement, and technical support, financed by our operations, to strengthen institutional frameworks that uphold these rights at the municipal level.

Through a combination of consultation and active collaboration with local stakeholders, the project is conducted by consultants through a broad local

partnership network, which has led to the approval of seven municipal bills across five municipalities where we operate. These bills will help regulate local councils and establish or enhance municipal funds that will promote and manage human rights initiatives for children and the elderly. For more details, please read the <u>case study</u> in the <u>Community Engagement</u> <u>and Development</u> section of this report.

The project also delivers direct advisory services to public administrators and offers capacity-building programs for civil society organizations so they can better plan and implement socially-impactful projects. By fostering constructive dialogue, supporting public sector capabilities, and engaging community stakeholders, we are helping create inclusive governance structures in the regions where Equinox Gold operates.



Modern Slavery

Modern slavery refers to practices such as forced labour, child labour, debt bondage and human trafficking. During 2024 we reinforced our human rights management practices by delivering comprehensive training to all employees and directors, emphasizing our policies and reporting protocols. Our training included scenario-based learning to guide employees on identifying and reporting potential violations, with a focus on preventing forced labour and child labour in our operations and supply chain. We actively monitor the effectiveness of our training through feedback and incident tracking. Reflecting our commitment to maintaining a responsible supply chain of business partners, we also strengthened our supply chain due diligence practices during 2024 to address human rights risks such as modern slavery.

No incidents of forced or child labour were reported across our workforce or supply chain in 2024.

To learn more about our efforts in this area, refer to our <u>Modern Slavery Report</u> on our website.

Supplier Code of Conduct

Originally introduced in 2023, our Supplier Code of Conduct became mandatory for all supplier contracts during 2024. Existing and new suppliers must acknowledge and comply with our Supplier Code of Conduct. We also expect suppliers to apply the principles outlined in Equinox Gold's <u>Social</u> <u>Responsibility and Human Rights Policy</u> when acting for or on behalf of Equinox Gold.

Priorities for 2025

- Continue assessing human rights risks at our sites and in the countries where we operate, including in our supply chain.
- Strengthen human rights risk management practices at site-level.

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Corporate Governance & Management

Our Approach at a Glance

Responsible mining requires responsible management. Equinox Gold's Board of Directors and executive team are committed to strong corporate governance, transparency and promoting a culture of risk management. We use an Enterprise Risk Management framework to proactively identify, mitigate and monitor risks that may impact our business and stakeholders.

Our ESG leadership structure, including Board-level committees directly involved in oversight of the Company's ESG performance, demonstrates the importance placed on embedding ESG priorities throughout the organization and managing ESG-related risks. Executive compensation is linked to ESG performance to ensure the Company's leadership team and country managers stay focused on safety, environmental protection and social performance. Our annual <u>Management</u> <u>Information Circular</u> provides greater detail about Equinox Gold's corporate governance structure, policies and practices.

Learn more about our management approach to this topic on our website.



Our Performance in 2024

100%

Board members with ESG experience and expertise

38%

women on the Board, and 21% in executive positions

8%

of corporate incentive plan tied to ESG factors

In 2024, we continued to strengthen our governance framework with a focus on Board independence, gender balance, ESG integration, and oversight effectiveness. These efforts reflect our growing maturity in governance matters. Highlights from our 2024 initiatives are provided below, and more information is included in our <u>2025 Management Information Circular</u>.

Board Committees

The Board's three standing committees – the Audit Committee, the Compensation and Nomination (CN) Committee, and the ESG Committee – continued to assist the Board in carrying out its various oversight responsibilities, playing key roles in reinforcing governance discipline, overseeing risk management, and aligning management's initiatives with corporate strategy.

Board Composition

Board independence rose to 87.5% in 2024, up from 75% in 2023, as we continue to demonstrate our commitment to objective oversight and alignment with best governance practices. For the fourth consecutive year, we maintained 100% independence in the key roles of Chair and Lead Director.

Gender diversity on the Board is an ongoing priority. In 2024, three (37.5%) of the Company's directors were women. We attribute the improvement to the impact of our Diversity Policy and our commitment to inclusive leadership. We maintained approximately 21% of women in executive roles (holding the title of Vice President or higher).

GRI: 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-15; 2-17; 2-18; 2-19; 2-20; 2-22; 2-24; 2-25; 2-28; 3-3; 405-1

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BOARD GOVERNANCE COMMITTEES

BOARD COMMITTEE AND ROLE	KEY 2024 ACTIONS	GRI ALIGNMENT
Audit Committee Responsible for overseeing Equinox Gold's financial integrity, managing enterprise risk, reviewing certain public disclosure documents, and monitoring the performance and independence of the Company's internal and external auditors. Compensation and Nomination (CN) Committee Responsible for developing and implementing governance best practices.	 Reviewed and recommended for approval the Company's quarterly and annual financial statements and MD&A. Oversaw continuing implementation of the Company's cybersecurity program, including risk identification, monitoring, and training. No successful cyberattacks were recorded in 2024. Evaluated the appropriateness of the systems and procedures, internal controls over financial reporting, information technology systems, and disclosure controls and procedures. Evaluated the internal audit plan and external auditor's plan. Reviewed and advised on Enterprise Risk Management processes and risk identification. Reviewed and approved the Company's ethics and compliance program, annual compliance training and corporate governance policies. Reviewed and advised on the composition of Equinox Gold's Board and committees, conducted a process to identify a new Equinox Gold Board nominee and recommended director nominees for election. Evaluated the effectiveness of Equinox Gold's Board and its committees as well as the contribution of individual directors based on the results of the annual director. Reviewed and recommended approval of the Company's 2024 corporate objectives and evaluated the Company's performance relative to those objectives. Reviewed and made recommendations to the Board on compensation matters, including changes to director and named executive officer compensation and adjustments to the Company's per group. Reviewed and advised on the Company's existing compliance policies and programs, including updates to the Board Mandate (subsequently reviewed in February 2025), Clawback Policy and Whistleblower Policy. Reviewed human resources-related Whistleblower reports and management's investigations. Reviewed the COO succession plan and depth of senior level operations expertise. 	GRI 2-12: Cybersecurity and risk management align with proactive governance and risk mitigation. GRI 2-10: Strengthened director nomination processes by incorporating diversity and skill alignment. GRI 2-17 & 2-18: Active oversight of Board education and assessments ensures a high-performing, well- informed governance body. GRI 2-19 & 2-20: Transparent and evolving incentive structures reinforce our commitment to ESG outcomes.
Environment, Social and Governance (ESG) Committee Responsible for developing the Company's standards, policies and programs relating to ESG matters, including health, safety, responsible mining, climate change, community relations, human rights, government relations and social responsibility, and for monitoring the Company's performance regarding the same.	 Oversaw efforts to achieve a TRIFR per million hours worked of 3.00 or less. Oversaw efforts by the Company to enhance its community engagement processes, including advancing community dialogue at Los Filos. Oversaw efforts to achieve a SEIFR per million hours worked of 1.26 or less. Oversaw updates to the Company's Environment and Climate Change Policy and publication of the Company's inaugural annual report under the <i>Fighting Against Forced Labour and Child Labour in Supply Chains Act</i> (Canada). Monitored key governance developments and their application to the Company, including the development and release of final sustainability disclosure standards by the Canadian Sustainability Standards Board, and new regulations regarding deceptive marketing practices, known as greenwashing. Oversaw publication of the Company's ESG report using SASB and GRI frameworks. 	GRI 2-14 & 2-23: Clear alignment with ESG disclosure standards and updated policy commitments. GRI 413-1: Community engagement governance integrated into corporate oversight. GRI 408/409: Strong governance response to emerging human rights legislation.

ESG-linked Compensation

We maintained ESG-linked performance incentives for executive leadership. For 2024, 8% of the corporate incentive plan was tied to ESG factors, including health and safety performance and environmental performance. This percentage has remained constant at 8%, as previously noted in 2023.

Robust Risk Management

In 2024, risk oversight remained embedded in the mandate of the Board and its committees, particularly through active involvement of the Audit Committee, which played a key role in overseeing financial controls, cybersecurity, and broader enterprise risks.

Throughout 2024, we continued to conduct and refine our site-level and corporate-level risk assessments to reflect our diverse operating environments and evolving risk landscape. Monthly risk reporting processes from mine sites to the corporate office facilitated timely responses to emerging risks. We completed a reassessment of key risk registers at both the operational and enterprise levels, with a focus on interdependencies between operational, environmental, and strategic risks.

Cybersecurity remained a central area of focus in 2024, with continuation of the multi-year implementation of our cybersecurity program. The program is structured around key pillars, including framework adoption, threat surface minimization, robust defence systems, and workforce education. The Audit Committee received quarterly updates on cybersecurity risks and response strategies, including benchmarking metrics and scenario testing outcomes.

In 2024, we published our first annual report under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, reinforcing our commitment to human rights due diligence and supply chain integrity. The ESG Committee supported these efforts by monitoring key governance developments, including updates to greenwashing regulations and sustainability reporting standards.

Equinox Gold continues to advance a culture of risk awareness and accountability. The Audit Committee conducted a comprehensive review of the Company's internal controls over financial reporting and disclosure procedures during 2024. Updates to the fraud risk standard and completion of annual ethics and compliance training by 100% of our workforce further supported the effectiveness of our governance and control environment.

Priorities for 2025

• Expand to 10% the number of corporate objectives linked to ESG.

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CORPORATE GOVERNANCE & RISK MANAGEMENT BUSINESS

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SUPPLY CHAIN MANAGEMENT

Business Ethics

Our Approach at a Glance

At Equinox Gold, we strive to operate with integrity and accountability and in accordance with all applicable laws and regulations. We are committed to doing what's right – not just for our Company, but for the people and places connected to our work.

To achieve this, we have developed an integrated framework of values, standards and policies that define our culture and outline the expectations for our workforce and suppliers. For example, our <u>Code of Conduct and Business Ethics</u> (Code) sets out guiding principles and standards for professional behaviour, and is augmented by an <u>Anti-Bribery and Anti-Corruption (ABAC) Policy</u> that defines our zerotolerance approach to bribery and corruption. As a signatory to the United Nations Global Compact, we have incorporated its principles for ethical business into our Company practices.

Learn more about our management approach to this topic on our website.

Our Performance in 2024

73

Whistleblower reports received, up from 72 in 2023

100%

of workforce and Board members completed ethics and compliance training

A Commitment to Anti-Corruption and Compliance

At Equinox Gold, we are committed to fostering a culture of ethical conduct, transparency and accountability across all levels of the organization. During 2024, all employees and every Board member completed online ethics training and signed an acknowledgement of the Code of Conduct. The training addressed a broad range of topics, including anti-corruption practices and the importance of ethical decision-making.

Directors also underwent onboarding and refresher sessions to reinforce alignment with governance standards. As part of our enterprise risk management framework, we specifically addressed corruption-related risks such as the bribery of suppliers or public officials. While these risks were identified as significant in 2024, no incidents of corruption or violations of anti-corruption policies were identified.

Our Audit and ESG Committees also maintained rigorous oversight of ethicsrelated matters throughout the year, supervising the identification and management of material compliance and fraud risks. All sites were assessed for risks related to corruption and bribery, and we updated our fraud risk standard to clearly define the elements of our anti-fraud program.

GRI: 2-16; 2-25; 2-26; 3-3; 205-1; 205-2; 205-3; 207-1; 207-2; 207-3; 207-4; 406-1; 415-1

SASB: EM-MM-510a.1



Strengthening the Whistleblower Program

In 2024, we updated our Whistleblower Policy to enhance accessibility and confidentiality for employees, contractors and stakeholders seeking to report concerns. The Whistleblower Hotline is a core component of our ethics program, and we investigate and resolve each matter raised through this important stakeholder feedback channel. In 2024, we received 73 whistleblower reports, a slight increase from 72 in 2023.

Each allegation was thoroughly investigated, and no substantiated cases of bribery or corruption were identified.

Transparency and Fair Conduct

Equinox Gold made no political contributions in 2024. In support of tax transparency, we submitted the Organisation for Economic Cooperation and Development Country-by-Country Report (CbCR) to the Canada Revenue Agency, since the Company surpassed the gross revenue threshold for CbCR for multinational enterprises.
2024 WHISTLEBLOWER REPORTS BY CATEGORY



WHISTLEBLOWER REPORTS BY CATEGORY



2022 2023 2024

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Supply Chain Management

Our Approach at a Glance

Equinox Gold is committed to working with responsible suppliers and building a global supply chain that is efficient, resilient and responsive. We conduct procurement in an open, fair and transparent manner, and embedding robust environment, social and governance (ESG) standards into our supplier screening is one of our objectives.

All Equinox Gold suppliers are required to acknowledge and comply with our <u>Supplier Code of Conduct</u>. It outlines our expectations for suppliers to, among other things, adhere to fair, ethical and transparent practices, respect human rights, have clear policies and strategies regarding environmental protection, and honour all relevant laws and regulations related to occupational health and safety. Our goal is to buy locally as much as possible, prioritizing in-country suppliers and, where available, suppliers from communities surrounding our sites.

Learn more about our management approach to this topic on our website.



Our Performance in 2024

100%

acknowledgement of our Supplier Code of Conduct from all active suppliers

96%

of our procurement spend remained within the countries where we operate

Aligning Supplier Practices With Our Values

Our supply chain strategy is designed to uphold ethical standards, advance responsible procurement and support regional development. In 2024, we continued to build on the foundations laid in previous years, expanding our risk mitigation efforts and strengthening partnerships, particularly with Indigenous businesses and local suppliers.

Our <u>Supplier Code of Conduct</u>, introduced in 2023, is a central governance document that outlines our expectations in areas such as ethical business practices, anti-bribery and anti-corruption compliance, health and safety, human rights, and environmental stewardship. In 2024, we achieved a significant milestone by obtaining 100% acknowledgement of our Supplier Code of Conduct from all active suppliers – more than 4,000 businesses across four countries.

Throughout the year, we also engaged our supply chain community through supplier forums hosted at our operations, providing opportunities for collaboration and encouraging stronger regional and local participation in procurement activities.

Upholding Human Rights: Our Expectations for Suppliers

We are committed to identifying, mitigating and preventing the risks of modern slavery, and we expect our suppliers to uphold the same standards. Our Supplier Code of Conduct plays a critical role in communicating our expectations to our suppliers and reinforces the need for suppliers to align with the principles outlined in our <u>Social Responsibility and Human Rights Policy</u>. The Supplier Code of Conduct also directs suppliers take proactive steps to identify and eliminate any potential exploitive practices in their operations and subcontractor networks.

GRI: 2-6; 2-28; 3-3; 201-1; 204-1; 205-3; 408-1; 409-1

INTRODUCTION	ESG AT EQUINOX GOLD	ENVIRONMENT	SOCIAL	GOVERNANCE	APPENDICES
		RATE GOVERNANCE		PPLY CHAIN NAGEMENT	

In 2024, we published our first annual <u>Modern Slavery</u> <u>Report</u>, in compliance with Canada's new modern slavery legislation (Bill S-211 - the *Fighting Against Forced Labour and Child Labour in Supply Chains Act).* Our report outlines the steps we took, including risk assessments and mitigation strategies, to prevent and reduce the risk of forced or child labour in both our operations and our supply chain. We are implementing internal systems and training to build supplier awareness regarding Equinox Gold's policies, and to monitor adherence to modern slavery prevention commitments more rigorously. See the <u>Human Rights</u> section of this report for more information.

Prioritizing Local Procurement¹

In 2024, we procured over \$1.36 billion in goods and services across our operations.

We continuously look for ways to maximize our contribution to regional economies by prioritizing in-country and local procurement whenever possible. In 2024, 96% of our procurement spend remained within the countries where we operate, with:

- 16% of total spend with local suppliers
- 27% with in-state or provincial suppliers
- 53% with other in-country suppliers

Only 4% of our total procurement spend was directed to suppliers based outside the country of operation.

Distribution of local procurement by country was as follows:

- Brazil: 17% local, 28% in-state, 49% in-country
- Mexico: 24% local, 3% in-state, 72% in-country
- USA: 9% local, 30% in-state, 60% in-country
- Canada: 12% local, 39% in-province, 44% in-country

We continue to enhance supplier diversity by engaging local, regional, and Indigenous businesses. At our Greenstone Mine, for instance, we prioritize procurement from Indigenous-led businesses and joint ventures.

Priorities for 2025

- Revise and improve supplier registration forms at US Operations: Castle Mountain and Mesquite.
- Launch an e-sourcing solution for our Greenstone and Brazil operations, integrating ESG and supply risk management capabilities into procurement practices.

- · Corporate Office (Vancouver): Great Vancouver Regional District
- · Greenstone: Geraldton, Longlac, Beardmore, Caramat, Jellicoe, Nakina
- $\cdot\,$ Mesquite: Imperial County, CA, and Yuma County, AZ
- \cdot Castle Mountain: Clark County, NV, and San Bernardino County, CA
- · Los Filos: Eduardo Neri Municipality

- $\cdot\,$ Regional Office (Brazil): Belo Horizonte city
- Aurizona: Godofredo Viana, Aurizona Village, Candido Mendes, Luis Domingues and Carutapera
- $\cdot\,$ Fazenda: Barrocas, Teofilândia, Serrinha and Biritinga
- $\cdot\,$ RDM: Porterinha and Riacho dos Machados
- Santa Luz: Santa Luz and Cansanção

¹ Local area of influence defined as:



2024 PERCENTAGE OF DISTRIBUTION OF PROCUREMENT SPEND BY COUNTRY



■ Local Suppliers ■ In-State/Province Suppliers ■ Other In-Country Suppliers ■ Out-of-Country Suppliers





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List of Acronyms

2024 ESG Performance Summary

Cautionary Notes

List of Acronyms

AGM	Annual General Meeting
AIFR	All Injury Frequency Rate
ANM	Agência Nacional de Mineração (Brazil's National Mining Agency)
ABAC	Anti-Bribery and Anti-Corruption
CAMIMEX	Camara Minera de Mexico (Mexican Mining Chamber)
CDP	Carbon Disclosure Project
EDI	Equity, Diversity and Inclusion
EAS	Environmental Advisory Sub- Committees
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
ESTMA	Extractive Sector Transparency Measures Act
GHG	Greenhouse Gas
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
HIPO	High-potential Incident
IBRAM	Instituto Brasileiro de Mineração (Brazilian Mining Institute)
ІСМС	International Cyanide Management Code
ICMM	International Council of Mining and Metals

ISO	International Organization for Standardization
LTIFR	Lost-Time Injury Frequency Rate
NMI	Near Miss Incident
NGO	Non-Government Organization
OHS	Occupational Health and Safety
RGMPs	World Gold Council's Responsible Gold Mining Principles
SASB	Sustainability Accounting Standards Board
SME	Society for Mining, Metallurgy & Exploration
SDGs	United Nations Sustainable Development Goals
SEIFR	Significant Environmental Incident Frequency Rate
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total Recordable Injury Frequency Rate
TSF	Tailings Storage Facility
TSM	Mining Association of Canada's Towards Sustainable Mining protocols
UN	United Nations
UNGC	United Nations Global Compact
UNGPs	United Nations Guiding Principles on Business and Human Rights

2024 Sustainability Performance Summary

		2024	2023	2022
OPERATIONS				
PRODUCTION				
SASB EM-MM-000.A	Total Ore Processed (tonnes)	32,484,333	41,086,171	33,752,436
	Total Gold Produced (oz)	621,893	564,458	518,689
HEALTH AND SAFET	Y			
INJURIES				
GRI 403-9, SASB EM-	Total Recordable Injury Frequency Rate	2.21	1.47	2.12
MM 320a.1	Lost-Time Injury Frequency Rate	0.49	0.34	0.34
	Number of Fatalities	1	1	0
ENVIRONMENT				
ENERGY AND CLIMA	TE CHANGE			
	Energy Consumption (GJ)	6,468,694	5,861,207	5,824,320
GRI 302-1, SASB-EM-	Diesel	4,004,305	3,923,038	4,050,032
MM 130a.1	Gasoline	111,228	31,254	46,401
	Propane	258,380	149,030	86,106
	Explosives	114,247	98,248	124,555
	Natural Gas	378,981	NA	NA
	Electricity - Grid	1,601,553	1,659,636	1,517,226
GRI 302-3	Energy Intensity (GJ/oz gold produced)	11.79	10.38	11.23
GRI 305-1, SASB EM-MM 110a.1	Direct (Scope 1) GHG Emissions (tonnes of CO2e)	301,539	278,145	281,742
GRI 305-2, SASB EM-MM 110a.1	Indirect (Scope 2) GHG Emissions (tonnes of CO2e)	50,168	49,635	59,302
GRI 305-4	Total (Scope 1 + 2) GHG Emissions (tonnes of CO₂e)	351,708	327,780	341,043
GRI 305-4	Emission Intensity (tCO2e/oz Gold Produced)	0.64	0.58	0.66
WATER STEWARDSHIP				
	Water Withdrawn			
GRI 303-3, SASB EM-	Total Water Withdrawn (m³)	14,301,551	15,644,101	7,996,724
MM-140a.1	Reused Water (m³)	133,370,279	38,190,126	5,865,114
	Water Discharged			
GRI 303-4	Total Water Discharged (m³)	4,860,529	5,304,170	3,398,650

		2024	2023	2022
BIODIVERSITY				
	Habitat Protected			
GRI 304-3 and MM1	Total Area Disturbed in Calendar Year (ha)	516	177	196
	Total Area Rehabilitated in Calendar Year (ha)	39	47	145
TAILINGS AND WAST	TE MANAGEMENT			
GRI 306-2, GRI 306-3,	Mineral Waste			
GRI G4 MM3, SASB- EM-MM-150a.5, SASB-	Total Waste Rock (tonnes)	143,352,116	119,351,721	146,383,975
EM-MM-150a.6	Total Tailings (tonnes)	9,178,312	13,022,478	9,699,533
GRI 306-3	Non-Mineral Waste			
SASB-EM-MM 150a.4	Total Hazardous Waste (tonnes)	1,406	992	972
SASB-EM-MM 150a.7	Total Non-Hazardous Inert Waste (tonnes)	4,722	2,494	1,670
SASB-EM-MM 150a.8	Total Domestic Waste (tonnes)	985	942	1,096
	Significant Environmental Incident Frequency Rate	0.20	0.29	0.63
SOCIAL				
WORKFORCE				
GRI 2-7	Total Workforce			
GRI 2-8	Employees	3,964	3,692	3,434
SASB EM-MM-000.B	Contractors	4,244	4,384	5,037
	% Contractors	52%	54%	59%
GRI 2-30	% Unionized Workforce	69%	72%	77%
DIVERSITY AND EQU	JAL OPPORTUNITY			
GRI 405-1	Diversity and Inclusion			
	% Female Employees	15%	15%	13%
	% Female Board of Directors	38%	25%	0%
	% Female Executives	21%	30%	25%
	% Female Senior Management	9%	8%	19%
	% Female Turnover	4%	3%	4%
EMPLOYMENT				
GRI 401-1	% of Employee New Hire	25%	24%	20%
	% of Employee Turnover	18%	15%	18%
	% of Local Employment	69%	72%	72%
GRI 202-2	% of Senior Management Hired from the Country of Operations	82%	83%	86%

		2024	2023	2022	
LABOR AND COMMUNITY RELATIONS					
	Labor and Community Relations				
SASB EM-MM-210b.2	Number and Duration of Non-technical Delays	2 delays, 6 days	0	3 delays, 60 days	
GRI G4 MM4, SASB EM-MM 310a.2	Number of Days of Strikes and Lockouts	0	0	0	
SOCIO-ECONOMIC					
	Socio-economic Contribution				
GRI 203-1	Total Community Investment	10,114,378	9,547,640	9,549,530	
GRI 204-1	% of Local Procurement Spending	16%	14%	14%	

ENVIRONMENT

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Cautionary Notes and Forward-Looking Statements

This Sustainability Report includes certain statements that constitute "forward-looking statements" and "forward-looking information" within the meaning of applicable securities legislation and may include future-oriented financial information or financial outlook information (collectively, "forward-looking statements"). All statements except statements of historical fact may be forwardlooking statements. Forward-looking statements in this document relate to, among other things; the strategic vision for the Company and expectations regarding exploration potential, production capabilities and future financial or operational performance, including investment returns; the expected benefits of the merger with Calibre Mining ("Calibre") (the "Transaction") and the attributes of Equinox Gold post-Transaction; the Company's expectations for achieving its responsible mining objectives, including executing its ESG strategy and achieving its various ESG objectives; the Company's ability to successfully advance its growth and development projects, including the expansions at Aurizona and Castle Mountain; the ability to successfully renegotiate new long-term agreements at Los Filos and the duration of the suspension of operations at Los Filos if those negotiations are unsuccessful; the Company's expectations for achieving specific SEIFR and TRIFR targets; and the Company's expectations for reducing its GHG emissions and the impact of its operations on climate change. Forward-looking statements generally identified by the use of the words "believe", "will", "ensure", "continue", "develop", "aim", "achieve", "goal", "future", "generate", "growth", "vision", "advancing", "strategy", "plan" "expected", "on track", "target", "intend", "anticipate" "objective" and similar expressions and phrases or statements that certain actions, events or results "may", "could", or "should", or the negative connotation of such terms, are intended to identify forward-looking statements and information. Although the Company believes that the expectations reflected in such forward-looking statements are reasonable, undue reliance should not be placed on forward-looking statements since the Company can give no assurance that such expectations will prove to be correct. The Company has based these forward-looking statements on the Company's current expectations and projections about future events and these assumptions include: Equinox Gold's ability to achieve the exploration, production, cost and development expectations for its respective operations and projects; the ability to successfully combine the assets and teams of Equinox Gold and Calibre; the Company's ability to achieve its objective of becoming an industry leader for responsible mining and sustainable development, including achieving planned initiatives and goals; the availability of funds for the Company's projects and future cash requirements; the Company's ability to comply with environmental, health and safety laws and other regulatory requirements; prices for gold remaining as estimated; the timing for and the Company's ability to successfully advance its growth and development projects, including the expansion projects at Castle Mountain and Aurizona; prices for energy inputs, labour, materials, supplies and services; no labour-related disruptions and no unplanned delays or interruptions in scheduled construction, development and production, including by blockade or industrial action; the ability of Equinox Gold to work productively with its Indigenous partners at Greenstone and its community partners at Los Filos; and all

necessary permits, licenses and regulatory approvals are received in a timely manner. While the Company considers these assumptions to be reasonable based on information currently available, they may prove to be incorrect. Accordingly, readers are cautioned not to put undue reliance on the forward-looking statements contained in this document. The Company cautions that forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results and developments to differ materially from those expressed or implied by such forwardlooking statements contained in this Sustainability Report and the Company has made assumptions and estimates based on or related to many of these factors. Such factors include, without limitation: fluctuations in gold prices; fluctuations in prices for energy inputs, labour, materials, supplies and services; fluctuations in currency markets; risks relating to Canadian and United States sanctions on Nicaraguan operations; the financial impact that tariffs placed on Canada or Mexico by the United States and risks related to retaliatory tariffs placed on the United States by either Canada or Mexico; new members of management and the board of Equinox Gold; existing assets are retained and continue to produce at current rates; expectations for the impact of macroeconomic factors on the Company's operations, share price performance and gold price; construction and operational risks and hazards inherent with the business of mining (including environmental accidents and hazards, industrial accidents, equipment breakdown, unusual or unexpected geological or structural formations, cave-ins, geotechnical events, flooding, fire and severe weather); inadequate insurance, or inability to obtain insurance to cover these risks and hazards; employee relations; relationships with, and claims by, local communities and Indigenous populations; the Company's ability to obtain all necessary permits, licenses and regulatory approvals in a timely manner or at all: changes in laws, regulations and government practices, including environmental, export and import laws and regulations; legal restrictions relating to mining; risks relating to expropriation: and those factors identified in the section titled "Risks Related to the Business" in the Company's most recently filed Annual Information Form, and those factors identified in the section titled "Risks and Uncertainties" in the Company's Management's Discussion and Analysis for the year ended December 31, 2024, both of which are available on SEDAR+ at www.sedarplus.ca and on EDGAR at www.sec.gov/edgar and in and in the section titled "Risk Factors" in Calibre's most recently filed Annual Information Form which is available on SEDAR+ at www.sedarplus.ca. Forwardlooking statements are designed to help readers understand management's views as of that time with respect to future events and speak only as of the date they are made. Except as required by applicable law, the Company assumes no obligation to update or to publicly announce the results of any change to any forward-looking statement contained or incorporated by reference to reflect actual results, future events or developments, changes in assumptions or changes in other factors affecting the forward-looking statements. If the Company updates any one or more forward-looking statements, no inference should be drawn that the Company will make additional updates with respect to those or other forward-looking statements. All forward-looking statements contained in this document are expressly qualified in their entirety by this cautionary statement.



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