



WHISTLEBLOWER POLICY

As part of our commitment to responsible mining, Equinox Gold strives to operate with integrity, accountability and in accordance with all applicable laws and regulations. This commitment is reflected in our Code of Conduct and Business Ethics ("**Code**") which sets out the standards of conduct and ethics that we expect each of our directors, officers, employees and third parties working or acting on our behalf to meet.

This policy describes how to report any concerns regarding accounting, internal accounting controls, or auditing matters, or questionable accounting or auditing matters, as well as any other known or suspected conduct relating to Equinox Gold that may be improper, illegal or unethical, any safety concerns, or any breach of the Code (collectively, "**Concerns**").

The audit committee ("**Audit Committee**") of the Company's board of directors ("**Board**") is responsible for ensuring that a process is available for the receipt, retention and treatment of Concerns, including for the confidential, anonymous submission by employees of Equinox Gold of questionable accounting or auditing matters.

Throughout this policy, Equinox Gold Corp. and its subsidiary companies are collectively referred to as "**Equinox Gold**", the "**Company**" or "**we**".

1. WHEN TO REPORT

Any person acting in good faith who has a Concern should report it as described in this policy. Examples of Concerns that should be reported include any:

- accounting and auditing irregularities, including any fraud or deliberate error in any financial statements of Equinox Gold;
- non-compliance with internal accounting controls;
- falsification of company records;
- violation of any applicable law, rule or regulation, including those relating to corporate reporting and disclosure;
- fraud, money laundering, bribery or corruption, misappropriation of funds or other dishonest behaviour;
- practice or behaviour that poses a serious risk to the health and safety of any individual, public health and safety, or to the environment;
- insider trading or any unauthorised disclosure of confidential or proprietary information;
- discrimination, bullying or harassment of any description and including retaliation against whistleblowers;

- violation of the Code or other policy of Equinox Gold, including our Anti-Bribery and Anti-Corruption Policy;
- conflict of interest; and
- illegal conduct, including theft, dealing in or using illicit drugs, violence or threatened violence and criminal damage against property.

2. HOW TO REPORT A CONCERN

Concerns can be reported using one of the following methods. You may choose to provide your name and contact details with your report, or you can report anonymously.

IntegrityCounts – anonymous reporting service

You can report a Concern at any time, either online, by phone or by email, using our anonymous reporting service hosted by IntegrityCounts.

A. Online: <https://www.integritycounts.ca/org/equinoxgold>

Please type in 'Equinox Gold' as the company name, write your report and categorize the Concern.

B. By phone:

Please call one of the following numbers. You can talk to an operator or choose to leave a voicemail if you prefer not to speak to an operator:

Canada & United States: 1-866-921-6714

Mexico: 800-099-0642

Nicaragua: 001-800-220-1371*

Brazil: 0-800-761-1959

C. By email:

Please write to: equinoxgold@integritycounts.ca

If you wish to discuss any Concerns with the Chair of the Audit Committee, or with the General Counsel, please indicate this in your report.

* Accessible using Claro Nicaragua landline.

When you file a report, IntegrityCounts will provide you with a reference number and password to facilitate confidential follow up on your report. If more information is required regarding your report, Equinox Gold may contact you through the IntegrityCounts system. The system allows for anonymous dialogue between you and Equinox Gold. If you have provided your name and contact details with your report, you may be contacted directly for further assistance.

Concerns to Chair of the Audit Committee

You can report a Concern directly to the Chair of the Audit Committee, Lenard Boggio:

Email: len.boggio@equinoxgold.com

Phone: +1 (604) 558-0560 ext. 137

Internal Reporting

In addition to the preceding, employees of Equinox Gold can report a Concern directly to any of the following people:

- Your manager or supervisor
- Your Human Resources department
- Any member of the Equinox Gold Executive Team

3. HOW WE PROTECT WHISTLEBLOWERS

Provided you are acting in good faith, we will protect you in the following ways when you report a Concern:

Confidentiality and anonymity

We will not identify you without your consent, or unless such disclosure is required or permitted by law. All files relating to your report will be kept secure and the information that you provide will be held in confidence. The persons who may be advised of a Concern and/or receive a report on the findings of an investigation are described below. We will only disclose information to persons not connected to the investigation if you have provided your consent, or if the disclosure is required or permitted by law.

You can submit your report anonymously. If you report anonymously, please ensure that your report contains enough information so that, if necessary, we can conduct a meaningful investigation.

No retaliation

Equinox Gold will not tolerate any retaliation, or threat of retaliation, against you for reporting a Concern under this policy. Retaliation includes discrimination, intimidation, harassment and reprisals. Retaliation against anyone who, in good faith, has reported a Concern is a serious disciplinary offence and should be reported in accordance with this policy.

Retention of reports

All reports submitted under this policy, along with documents evidencing any subsequent investigation and resolution, will be retained in compliance with applicable law.

4. INVESTIGATION PROCESS

Review and investigation of reports

All Concerns reported under this policy will be initially considered by the General Counsel and the Chair of the Audit Committee. The Audit Committee has determined that any Concerns that are only human resources (“HR”) related will be provided to the Company’s Vice-President Human Resources who reports to the Company’s compensation and nomination committee (“**CN Committee**”). In addition, appropriate Equinox Gold representatives may also be notified of a Concern and a decision will then be made on whether to proceed with further investigation.

Members of the Audit Committee, CN Committee (HR related) or the Board may also be advised of a Concern and/or receive a report on the findings of an investigation.

In addition, Equinox Gold or the respective Chairs of the Audit Committee or CN Committee may engage external legal counsel and/or financial or other professional advisors to assist with the conduct of an investigation. Any external advisors will be subject to confidentiality obligations.

Each calendar quarter, Concerns from the preceding period are summarized, anonymized, and reported by the Company’s:

- (a) Vice-President Internal Audit and Risk, who reports on all Concerns except HR related Concerns, to the Audit Committee; and
- (b) Vice President Human Resources, who reports on HR related Concerns, to the CN Committee.

The summaries may also be provided to Equinox Gold’s external auditors but are prepared on an anonymous basis and do not name any individuals.

Fair treatment

Equinox Gold is committed to treating everyone involved in a Concern fairly. All Concerns referred to an investigation, will be investigated thoroughly and will be conducted on a timely and impartial basis.

False reporting

Provided you are acting in good faith, you will be protected as described in this policy when you report a Concern. It is a serious disciplinary offence for any employee of Equinox Gold to submit a false report and appropriate disciplinary action may be taken if an investigation reveals that a report was made for improper motives or in bad faith.

Communication and training

This policy will be at: <https://www.equinoxgold.com/company/corporate-governance/> In addition, copies of this policy and information about the IntegrityCounts anonymous reporting service will be posted at each of Equinox Gold's sites, and a copy of this policy will be provided to new employees as part of their onboarding process. Equinox Gold will provide training to its directors, officers and employees about their rights and obligations under this policy.

Annual review

Equinox Gold will review this policy annually to ensure that it is effectively facilitating confidential and anonymous reporting of Concerns. Any recommended changes to the policy will be considered by the Audit Committee and, if appropriate, submitted to the Board for approval.

Questions

Please direct any questions about this policy to the Chair of the Audit Committee or the General Counsel of Equinox Gold.

Approved by the Board of Directors of Equinox Gold Corp.

Date: August 10, 2020

Last Reviewed: August 2025