

Forced Labour in Canadian Supply Chains 2025 Report



Fighting Against Forced Labour and Child Labour in Supply Chains

Annual Report for year ending December 31, 2025

About this Report

This is a joint report (**Report**) for Equinox Gold Corp. (the **Company, we or our**) and its wholly-owned subsidiaries (collectively with the Company, **Equinox Gold**), Calibre Mining Corp., Leagold Mining Corporation, Greenstone Gold Mines LP, and Marathon Gold Corporation (collectively with the Company, the **Reporting Entities**) under the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (**Act**).

The Report describes the steps that the Reporting Entities took during the financial year ended December 31, 2025, to prevent and reduce the risk of forced labour or child labour in their operations.

Reporting Entity ¹	Jurisdiction	Principal Business
Equinox Gold Corp.	British Columbia, Canada	Parent of the Equinox Gold group of companies, listed on TSX and NYSE American
Calibre Mining Corp.	British Columbia, Canada	Holding company
Leagold Mining Corporation	British Columbia, Canada	Holding company
Greenstone Gold Mines LP.	Ontario, Canada	Operator of Greenstone Gold Mine
Marathon Gold Corp.	Newfoundland and Labrador, Canada	Operator of the Valentine Gold Mine

About Equinox Gold

Equinox Gold is a Canadian mining company positioned for growth with a strong foundation of high-quality, long-life gold operations in Canada and across the Americas. The Company is committed to operating responsibly and safely, creating lasting economic and social benefits for its host communities, and fostering a safe and inclusive workplace for its employees and contractors.

Equinox Gold is principally engaged in the operation, exploration and development of mineral properties, with a focus on gold. The Company's operating gold mines at December 31, 2025 are the Greenstone Mine and Valentine Mine in Canada, the Mesquite Mine in the United States, La Libertad Complex and El Limon Mine Complex in Nicaragua, and the Aurizona Mine, RDM Mine and Bahia Complex (comprising the Santa Luz and Fazenda



Figure 1. Company Assets as at Dec 2025.

¹ Each of the Reporting Entities is a corporation or limited partnership and meets both the 'Entity' and 'Reporting Entity' tests under the Act.

Mines) in Brazil². Other Company assets include the Golden Eagle Project and Castle Mountain Mine in the United States, and Los Filos Mine in Mexico. The Company's common shares are listed on the Toronto Stock Exchange and the NYSE American Stock Exchange under the trading symbol EQX.

This year's report includes the Company's Nicaragua operations (La Libertad Complex and El Limon Mine Complex) which were not included in prior Equinox Gold reports. These operations were acquired through the Company's merger with Calibre Mining Corp. completed in June 2025 and have been under the Company's control since then.

Details of Equinox Gold's corporate structure, including a chart showing the Company's principal subsidiaries, is available in the Company's most recently filed Annual Information Form available on SEDAR+ at www.sedarplus.ca, on EDGAR at www.sec.gov/edgar and on our website at <https://www.equinoxgold.com/corporate-governance/#filings>.

The principal product of Equinox Gold's operations is gold doré, which, once refined, is sold to international bullion banks, traders and refiners.

Our Supply Chain

Our supply chain activities cover the complete mine lifecycle from exploration through to closure. Most of our procurement spending can be categorized in the following procurement areas: goods (e.g., raw materials, mining and support equipment, electricity, power, and consumables); operational and technical services (e.g., engineering, construction, transportation); and administrative and support services (e.g., security, catering, janitorial) from global, regional, and local suppliers. Logistics activities include transporting raw materials to our facilities and delivering gold doré that we produce to refineries for further processing.

In 2025, we procured goods and services from approximately 4,000 suppliers. The Company's top 20 suppliers, representing approximately 60% of all procurement spending in 2025, were in the category of mining exploration, operations and consumables (mining equipment, spare parts, cyanide, lime, tires, diesel, and explosives).

Equinox Gold emphasizes building positive relationships with local and regional businesses and suppliers so that, wherever possible, we can direct our procurement spending to benefit the regions where we operate. Our goal is to buy locally as much as possible, prioritizing in-country suppliers and, where available, suppliers from communities surrounding our sites.

During 2025, we spent US\$1.80 billion on in-country procurement (Canada, United States, Mexico, Nicaragua and Brazil), representing 93% of our total annual procurement spending. Of this amount, approximately 11% was directed to suppliers from local communities near each of the operations of Equinox Gold.

During 2025, we did not procure any goods or services from countries identified as having the highest incidence of modern slavery in the latest Global Slavery Index³.

Our Sustainability Governance

The Company is committed to operating responsibly and safely, creating lasting economic and social benefits for its host communities, and fostering a safe and inclusive workplace for its employees and contractors. Our activities with respect to the environment, social and governance matters, including respect for human rights and the prevention of forced and child labour, are guided by the United Nations Guiding Principles on Business and Human Rights and the United Nations Sustainable Development. We are also committed to achieving sustainable development and recognize that the long-term sustainability of our business is dependent on good stewardship in both the protection of people and the environment, and the responsible management of the exploration and extraction of mineral resources.

² On January 23, 2026 Equinox Gold completed the sale of its Aurizona Mine, RDM Mine and Bahia Complex located in Brazil (the "Brazil Operations").

³ See the 2023 Global Slavery Index published by www.walkfree.org/resources.

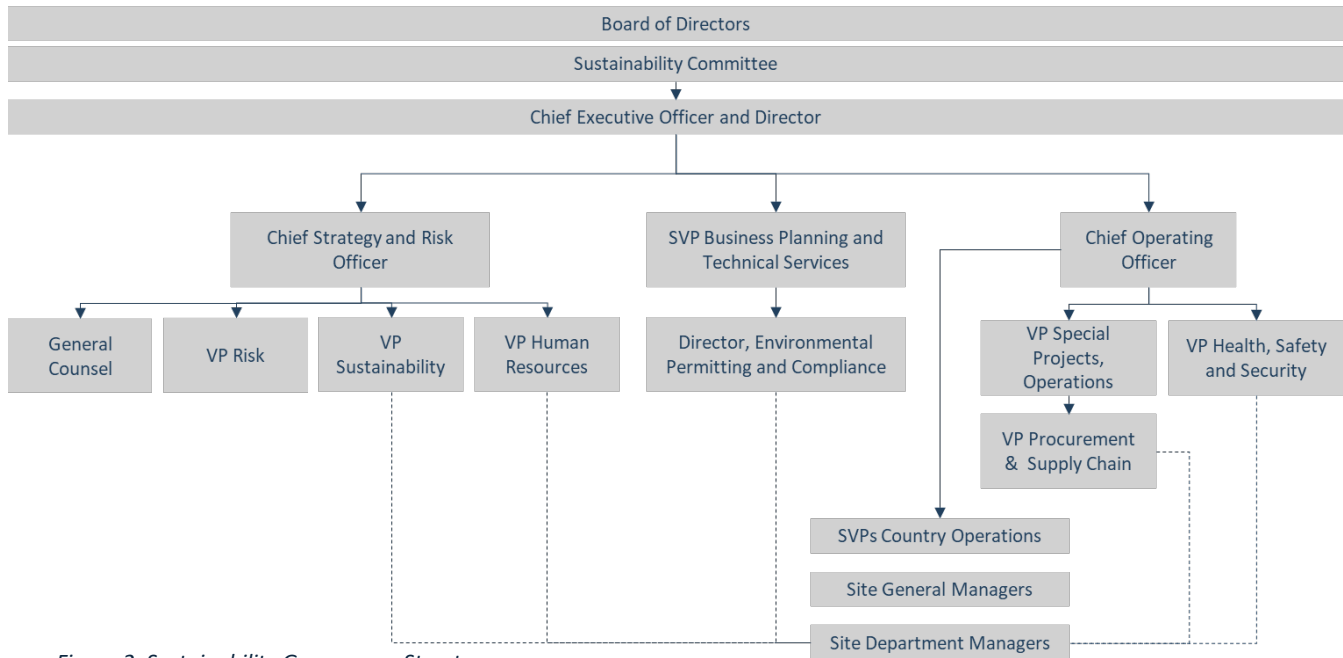


Figure 2. Sustainability Governance Structure.

- The Company's Board of Directors (the **Board**) oversees the Company's performance and management of sustainability risks and opportunities. The Board discharges its responsibilities directly and through its standing committees: the Audit Committee, the Sustainability Committee, and the Compensation, Nomination and Governance Committee.
- The Sustainability Committee assists the Board in fulfilling its oversight responsibilities with respect to the Company's policies, standards, and programs relating to environmental, social and governance matters, including health, safety, sustainable development, community relations, human rights, government relations and communications, which are integral to the Board's oversight of the Company's performance.
- Accountable to the Board, the Chief Executive Officer provides management leadership for the integration of environmental, social and governance considerations into the Company's strategy and operations.
- The Executive Leadership Team, including the Chief Strategy and Risk Officer and the Chief Operating Officer, is responsible for the execution of the Company's commitments through management systems, operational controls, and business processes, including those designed to identify and manage human rights risks.
- Corporate functional leaders, including Legal, Risk, Sustainability, Health and Safety, Environment, Human Resources and Supply Chain, are responsible for ensuring our commitments are met and sustainability-related risks and opportunities, including human rights and forced labour risks within the Company's operations and supply chain, are identified, assessed and appropriately managed.
- The executives leading each of the Company's regions, site general managers and site department managers are responsible for day-to-day implementation of environmental, social and governance requirements, including human rights standards, within their respective activities.

Our Policies and Due Diligence Processes

Equinox Gold seeks to comply with applicable labour laws and standards in all the countries in which it operates. The Company's corporate policies are applicable across Equinox Gold and its subsidiaries, including the Reporting Entities, and apply to all directors, officers, employees, contractors and suppliers.

The policies relevant to the prohibition of forced and child labour are described below, and copies are available on our website at www.equinoxgold.com/corporate-governance⁴ in our operating languages (English and Spanish).

- **Code of Conduct and Business Ethics (Code).** The Code sets the standards of business conduct and ethics that guide the affairs of Equinox Gold. The Code prohibits the use of child labour and all forms of modern slavery in our business, including forced labour and human trafficking, and requires the identification, assessment and management of these risks across its operations and supply chain.
- **Social Responsibility and Human Rights Policy.** This policy describes Equinox Gold's commitment to working ethically and with integrity, and the ways it seeks to uphold human rights so it neither causes, contributes to, nor is complicit in human rights violations or abuses, either directly or through its business relationships.
- **Supplier Code of Conduct (Supplier Code).** The Supplier Code sets Equinox Gold's expectations for suppliers in their business dealings with, or on behalf of, Equinox Gold, including compliance with applicable laws, the Supplier Code and the Social Responsibility and Human Rights Policy, including requirements relating to the prohibition of forced and child labour.
- **Whistleblower Policy.** The policy describes how to report concerns regarding any known or suspected conduct relating to Equinox Gold that may be improper, illegal or unethical, including concerns relating to human rights, forced labour or child labour, serious safety risks, or any breach of the Code. Concerns can be reported at any time, either online, by phone or by email, using an independent anonymous reporting service at www.integritycounts.ca/org/equinoxgold, which link is included in the publicly available policy.

The due diligence and other processes relevant to risks of forced and child labour are:

- **Human Rights Management Standard.** Our Standard is aligned with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council's Responsible Gold Mining Principles (RGMPs). The Standard supports the identification, assessment and management of potential human rights risks and includes guidance for regular assessments and internal training. In 2025, we initiated a review of the Standard and expect to finalize and implement the updated Standard to the Equinox Gold operations in 2026.
- **Site-level Human Rights Impact Assessments.** We periodically engage third-party consultants to conduct site-specific human rights assessments. Since 2021, we have assessed Greenstone, Los Filos, the Brazil Operations and the Nicaragua operations. The findings are used to develop human rights action plans and to update human rights risks in our corporate register.
- In 2025, we partnered with Avanzar, a consultant that specializes in human rights and social risk management, to turn the human rights assessments findings into practical work plans across the Brazilian Operations. Through workshops with site and regional teams, relevant departments reviewed risks related to labour conditions, community rights, land use, security, and ethics, defined corrective actions and responsible leads. The initiative has enabled these sites to transition from assessment to multi-year action plans designed to strengthen human rights management and proactively address risks within their operational contexts.
- **High-level Country Human Rights Risk Assessment.** The corporate sustainability function conducts an annual self-assessment of human rights risks in the jurisdictions where Equinox Gold's operations are located to identify changes in risk levels and to determine priorities for human rights due diligence and whether site- or issue-specific assessments are necessary. No significant changes were identified in 2025, with risk levels remaining in the medium and low categories.
- **Commitment to the Supplier Code.** In 2024, the Company achieved 100% acknowledgment from existing suppliers of the Company's Supplier Code. Since then, significant contracts with new suppliers include a requirement to

⁴ Policies were available in Portuguese as well in 2025 but are no longer available on our website following the sale of the Brazilian Operations in January 2026.

comply with the Supplier Code. The Company is working to further standardize this requirement across its supplier contracts in 2026.

- **Supplier Due Diligence.** In 2025, the Company conducted a due diligence review of 684 new suppliers in Nicaragua, not including artisanal and small-scale miners (ASM). The due diligence included an assessment of human rights compliance and risks. No human rights risks were identified.
- **ASM Mineral Purchase Management System.** In Nicaragua, Equinox Gold implements on an ongoing basis a program to purchase mineral from ASM. To do so responsibly, the Company maintains a due diligence framework designed to ensure that adverse environmental and social impacts associated with the extraction, handling, transport, processing, and commercialization of ASM gold are systematically identified and managed. Key elements of this process include controlled points of purchase, documented miner registration, identity verification, defined eligibility criteria for participation in the ASM mineral supply chain and inspections on extraction sites. The framework is supported by corporate policies and international standards, including the OECD Due Diligence Guidance, the UN Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, and applicable anti-money laundering legislation. A centralized control and transparency system supports supplier identification, documentation retention, and due diligence procedures.

In 2025, Equinox Gold performed a specialized external audit of its ASM Mineral Purchase Management System, to evaluate its degree of implementation, effectiveness, and compliance with national legislation, the Company's internal policies and international standards, particularly the Conflict-Free Gold Standard. The results of this audit are helping strengthen traceability, oversight, and responsible market participation for artisanal miners.

While the measures described above help to reduce risks of forced labour and child labour risks within Equinox Gold's activities and supply chains, the Company recognizes that the identification of supply chain risks is an ongoing process. Equinox Gold continues to work to advance its risk-based due diligence approach with the objective of progressively enhancing visibility over suppliers of goods and services that may present higher exposure to forced labour or child labour risks.

Risk Identification and Management Process

Equinox Gold's risk management culture and activities are guided by industry best practices. We use an enterprise risk management (ERM) framework to ensure we proactively identify and mitigate risks that may have a significant impact on operations and ability to meet our business objectives. The ERM process is integral to Equinox Gold's planning and decision-making and is consistent with the Committee of Sponsoring Organizations of the Treadway Commission (COSO) ERM framework, an international standard that provides principles and guidelines for risk management.

To assess actual and potential human rights risks within the Equinox Gold operations and supply chain, we have conducted research, assessed certain suppliers and contractors, consulted with stakeholders and human rights experts. This process has helped identify areas where our activities could have potential adverse impacts, while also providing insights on where we can have the most positive contribution. Significant risks at each operation, region and office, and risk response strategies, are recorded in our risk register.

Equinox Gold management oversees the Company's ERM process and reports at least quarterly to the Board through the Audit Committee. The Company has initiated a comprehensive review of its ERM process with certain refinements planned through 2026.

Everyone at Equinox Gold has a role to play in managing risk. All members of our workforce are expected to anticipate and escalate risks accordingly, and we educate our workforce on how to spot, manage and report risks that could affect our business.

Social impact assessments, which include human rights risks identification, are required to be conducted prior to any site-disturbance activities for new projects and prior to any significant change to the projects/operations' scale or scope of activities.

Risks of Forced Labour and Child Labour

With more than 5,000 employees in our workforce at December 31, 2025, spread across five countries, we strive to ensure our operations are free from discrimination or abusive practices and that all employees and contractors are treated with respect. To ensure we achieve this objective, we enforce corporate policies and maintain a complaint-reporting process. Our corporate policies explicitly prohibit child labour and all forms of modern slavery, including forced labour and human trafficking, as well as discrimination, intimidation or harassment in any aspect of employment based on race, colour, age, gender, sexual orientation, marital status, physical or mental disability, national or ethnic origin or religious beliefs within the meaning of applicable laws.

Given the skills and experience required by our workforce, combined with its hiring practices, controls and adherence to applicable labour laws, Equinox Gold considers the risk of forced labour and child labour within its direct workforce to be low, while recognizing that risk levels may vary across jurisdictions.

Equinox Gold operates in jurisdictions that are generally considered to present lower prevalence risks of forced labour and child labour in large-scale industrial gold mining operations⁵. Canada, the United States, Mexico, Nicaragua and Brazil, which are the jurisdictions in which Equinox Gold operates, have labour legislation, regulatory oversight frameworks and enforcement institutions that are generally aligned with International Labour Organization (ILO) fundamental labour standards, which contribute to mitigating systemic risks of forced labour and child labour within formal mining activities, although the effectiveness of implementation and enforcement may vary by jurisdiction.

While the jurisdictions in which Equinox Gold operates have established legal frameworks governing formal business activities, the Company recognizes that elevated risks of forced and child labour may still arise in specific supply chain segments, particularly in relation to ASM. To address these risks, Equinox Gold has implemented a dedicated ASM Mineral Purchase Management System, which establishes operational, social, legal and traceability controls applicable to all ASM mineral transactions. This framework is aligned with international responsible sourcing standards and incorporates risk-based due diligence measures tailored to the ASM context.

Remediation

As part of the ASM Mineral Purchase Management System, Equinox Gold conducts ongoing monitoring and verification activities at mineral extraction sites, including regular field verifications. The Company recognizes that artisanal and small-scale mining environments present an inherent risk of child labour due to informal working arrangements and limited controls at the production level.

In response to these risks, Equinox Gold has strengthened existing controls, increased monitoring resources, enhanced the frequency of field inspections and site visits to ASM sourcing areas, and reinforced oversight mechanisms. Additionally, the Company has initiated the development of a dynamic baseline registry of personnel engaged by ASM suppliers, which will be periodically updated to enhance visibility and support the ongoing prevention of child labour within the ASM supply chain. To date, Equinox Gold has not identified any loss of income to vulnerable families as a result of measures taken to detect, prevent and address forced and child labour risks.

Training, Education and Awareness

We promote a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices. We recognize that fairness and inclusion are the foundation of a diverse workforce and support employee engagement and wellbeing.

In 2025, Equinox Gold obtained confirmations of compliance with its policies from selected employees to reinforce expected behaviours under the Code and related policies, including commitments to report any suspected human rights violations, such as forced or child labour. Following the acquisition of Calibre Mining, the Company is reassessing its training programs, including delivery and content, to ensure alignment across the expanded organization, with company-wide training expected to resume in 2026.

⁵ International Labour Organization (ILO), Walk Free, and International Organization for Migration (IOM). (2022). [Global Estimates of Modern Slavery](#).

Equinox Gold educates its workforce, including security personnel, on its expectations regarding human rights responsibilities. In 2025, approximately 50% of security personnel received human rights training. Consistent with international practice under the Voluntary Principles on Security and Human Rights, training efforts were focused on higher-risk operating contexts, achieving 100% coverage at Los Filos (Mexico) and 80% in Nicaragua while continuing to harmonize training standards and programs across the organization.

Equinox Gold maintains accessible community grievance channels at each site, as well as a Company-wide independent whistleblower reporting service, to allow for anonymous reporting of concerns or issues. In 2025, 100% of Equinox Gold's mining sites had formal local community grievance mechanisms in place. In 2025, no confirmed cases of forced or child labour were reported through these channels.

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Assessing Effectiveness

Equinox Gold currently relies on its independent anonymous whistleblower reporting service, human rights impact assessments, community grievance mechanisms at mine sites and internal, and external assurance processes to identify any instances of forced labour and child labour in its business and supply chain. The effectiveness of Equinox Gold's approach to addressing these risks is currently assessed through external evaluations of its activities, such as the audit of the ASM Mineral Purchasing Management System, mentioned above, and the assurance of the RGMPs and Conflict-Free Gold Standard.

While these measures provide useful insight, Equinox Gold is in the process of developing a more formal framework to assess progress towards preventing and reducing risks of forced and child labour in its activities and supply chains.

Attestation

This Report was approved by the Board of Equinox Gold on May 6, 2026, on behalf of the Company and the Reporting Entities.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the Reporting Entities. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act for the reporting year listed above.

/s/ Darren Hall

Darren Hall, Chief Executive Officer and Director of the Company and Director of each of the Reporting Entities

May 6, 2026

I have authority to bind Equinox Gold and the Reporting Entities.