

Management Approach to Sustainability



This document outlines Equinox Gold Corp.'s management approach to sustainable mining. The material topics covered reflect the areas where our activities interact most significantly with the environment, people, and the economy. Our management approach is designed not only to mitigate risks and potential adverse impacts, but also to capture opportunities that strengthen operational performance, stakeholder trust, and long-term value creation.

In mid-2025, following the completion of the acquisition of Calibre Mining Corp., the Company initiated a structured review of the Company's sustainability priorities and the management of environmental, social, and governance aspects across the organization. This process was undertaken to confirm continued alignment with the Company's operating portfolio and evolving risk profile.

During this transition period, certain sustainability plans and strategic initiatives were intentionally reviewed to help ensure they remain applicable and capable of delivering consistent outcomes across the combined organization. Core commitments, policies, and management systems remained in place, supporting continuity in performance, risk management, and stakeholder engagement. In parallel, Equinox Gold began updating corporate

standards across key functional areas to reflect an integrated company approach following the merger, strengthen consistency in operational practices, and reinforce shared expectations for responsible mining.

This integration and standardization process will continue in 2026 and is expected to extend into 2027 following completion of the Company's recently announced merger with Orla Mining Ltd., which is expected to be completed in the third quarter of 2026, subject to various approvals. This work will support the alignment of sustainability practices, systems, and expectations across the combined business, while advancing a unified sustainability approach, enhancing organizational effectiveness, and positioning Equinox Gold to advance responsible growth and sustaining operational excellence.

This publication is part of the sustainability reporting suite of documents available on our [website](#). This Report should be read in combination with our [Corporate Filings](#), which provide additional information regarding our business strategy, financial performance, and governance practices, and are available on our website and on our [SEDAR+](#) and [EDGAR](#) profiles. Throughout this document, "we," "our," "us," and "the Company" refers to Equinox Gold Corp. and its subsidiaries, unless otherwise indicated.

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SUSTAINABILITY GOVERNANCE



Scope

This section outlines Equinox Gold's approach to sustainability governance and risk management. More information is provided in our [2026 Management Information Circular](#) and [2025 Annual Information Form](#).

APPLICABLE DISCLOSURES

GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-19, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3 (14.22.1, 14.23.1, 14.23.4, 14.23.5, 14.23.6, 14.24.1), 205-1, 205-2, 207-1, 207-2, 207-3

SASB EM-MM-510a.1

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, and a pipeline of development and expansion projects. The Company is focused on disciplined execution, operational excellence and long-term value creation. We are committed to operating responsibly and safely, creating lasting economic and social benefits for host communities, and fostering a safe and inclusive workplace for our employees and contractors.

We understand sustainability as our responsibility to conduct safe, responsible gold mining throughout the mining life cycle, safeguarding the environment, respecting people and their rights, building trust and legitimacy, and creating lasting value for our communities, workforce, suppliers, and shareholders. Equinox Gold believes that strong financial, social, and environmental performance are essential to long-term success, and our leadership team is committed to integrating these priorities across the business to create sustainable value for all our stakeholders.

Governance

Policies and Commitments

We maintain corporate policies and practices that provide the governance framework for our sustainability management approach, responsibilities, and corporate culture. We review them at least annually and update them as necessary to reflect changes to our business and applicable regulations.

CORPORATE POLICIES

Our corporate policies provide the foundation for our sustainability management approach and guide Company actions. These policies generally apply to all directors, officers, and employees of the Company and its subsidiaries, as well as third parties (such as contractors, suppliers, and business partners) working or acting on the Company's behalf (collectively, Company Personnel). The Company's main corporate policies are summarized below.

- Our [Code of Conduct and Business Ethics \(Code\)](#) establishes a framework of standards of business conduct and ethics to guide Company actions and support ethical conduct, compliance with applicable laws, and integrity in business practices. It sets clear expectations for managing conflicts of interest, safeguarding assets and information, and ensuring accurate and transparent disclosures, while reinforcing commitments to environmental stewardship and social responsibility including the protection of internationally recognized human rights, health and safety, community engagement and respectful workplace practices. The Code also provides mechanisms for confidential and anonymous reporting, prohibits retaliation, and promotes accountability for adherence to the Code.
- Our [Anti-Bribery and Anti-Corruption Policy](#) establishes a “zero tolerance” framework for bribery and corruption, requiring compliance with applicable laws and setting controls over improper payments, interactions with government officials, political contributions, gifts and hospitality, and third-party relationships.
- The [Whistleblower Policy](#) describes how to report any concerns regarding accounting, internal accounting controls, 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](#). Whistleblowers are protected by confidentiality, anonymity, and no retaliation principles.
- The [Insider Trading and Use of Inside Information Policy](#) describes Equinox Gold's expectations and requirements relating to the trading of the Company's securities and is intended to support compliance with applicable laws by ensuring that any purchase or sale of securities occurs without actual or perceived violation of applicable laws.

- The [Communications and Corporate Disclosure Policy](#) aims to ensure that material information about the Company is disclosed in a timely, consistent and appropriate manner, in accordance with applicable laws, and to protect and prevent the improper use or disclosure of material information or confidential information about the Company.
- The [‘Say-on-Pay’ Advisory Vote Policy](#) supports good governance by providing shareholders with an annual advisory vote on executive compensation, enhancing transparency, accountability, and meaningful shareholder engagement. The Board of Directors (Board) considers shareholder feedback when evaluating compensation practices, engages directly with investors where concerns arise, and discloses voting outcomes and responses.
- The [Diversity Policy](#) recognizes the importance of creating a diverse and inclusive culture that solicits multiple perspectives, free of conscious or unconscious bias and discrimination. The policy establishes how the Company seeks diversity at the Board and senior management levels, including a target for women’s representation on the Board.
- The [Health and Safety Policy](#) reflects our commitment to providing a safe and healthy working environment by preventing work-related injury and ill health, implementing management systems aligned with legal requirements and industry standards, and improving performance through risk management, training, and workforce engagement, supported by a culture of shared responsibility.
- The [Social Responsibility and Human Rights Policy](#) establishes our commitment to respect human rights and support sustainable development by engaging proactively with communities and Indigenous Peoples in the regions where we operate. The policy emphasizes environmental and social impacts prevention, mitigation and remediation, supporting local economic development, protecting cultural heritage, ensuring fair land practices, conducting human rights due diligence, and maintaining accessible grievance mechanisms.
- Our [Environment and Climate Change Policy](#) sets out our commitment to minimize environmental impacts and contribute to climate change mitigation by adopting international standards.

The policy emphasizes proactive risk management and workforce accountability, alongside protecting biodiversity, advancing water stewardship, supporting progressive reclamation, and ensuring responsible management of waste and tailings. It also commits to reducing resource use and enhancing energy efficiency.

- The Company’s [Supplier Code of Conduct \(Supplier Code\)](#) sets out expectations for suppliers to support responsible environmental management and climate practices, uphold strong health and safety standards, and respect internationally recognized human rights. The Supplier Code also emphasizes local procurement to generate social and economic benefits and promotes fair competition practices. Suppliers are expected to report any suspected misconduct or legal breaches, reinforcing a culture of accountability and ethical business conduct across the value chain.

SUSTAINABILITY FRAMEWORKS AND INDUSTRY MEMBERSHIPS

Our sustainability management approach is further supported by alignment with recognized sustainability frameworks and memberships in industry initiatives that guide our operational practices and disclosure.

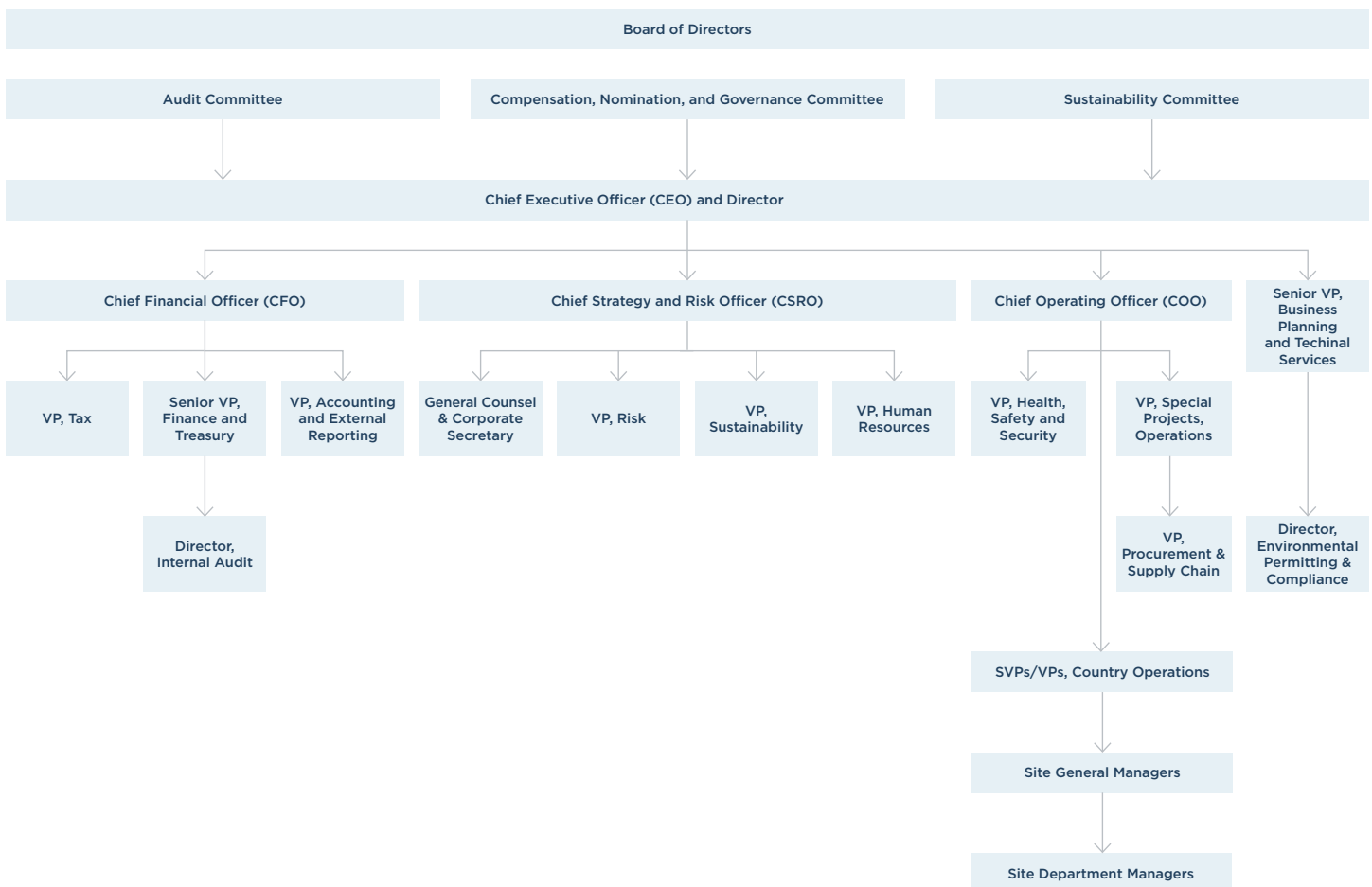
- **United Nations Global Compact (UNGC):** As a participant, we commit to aligning our operations and strategies with the UNGC’s 10 principles on human rights, labour, environment, and anti-corruption, and to reporting annually on progress through our annual Sustainability Report and the Communication on Progress site, the main reporting mechanism of the UNGC.
- **Responsible Gold Mining Principles (RGMPs):** As a member of the World Gold Council (WGC), we have adopted the RGMPs, which set expectations across environmental, social, and governance performance. Conformance is subject to periodic independent external assurance.
- **Towards Sustainable Mining (TSM):** As a member of the Mining Association of Canada (MAC), we strive to implement the TSM Protocols, which require periodic site-level performance assessments and external verification.

- International Cyanide Management Code (ICMC):**
 We are a signatory to the ICMC and certain of our operations have been certified under the ICMC, which establishes requirements for the safe production, transport, handling, and use of cyanide, and includes an independent third-party audit and certification of compliance.
- UN Guiding Principles on Business and Human Rights (UNGPs):** Respect for human rights is a core international standard for responsible business practice, as reflected in the UNGPs. Equinox Gold supports these principles and recognizes that its stakeholders expect it to respect human rights across its activities and business relationships.

Accountability

Equinox Gold’s Board and Executive Team are committed to strong corporate governance, transparency, and a culture of risk management. The following organization structure ensures oversight for sustainability-related matters with defined roles and responsibilities that establish accountability, oversight, and escalation of sustainability-related matters where applicable, as well as integration into enterprise risk management and operational decision making.

SUSTAINABILITY GOVERNANCE STRUCTURE



The Board and its committees oversee sustainability-related risks, impacts and performance as part of the Company's governance and risk management framework:

- The Board is responsible for the stewardship of Equinox Gold, in accordance with the Company's constating documents and applicable law. The [Board Mandate](#) establishes its responsibilities including, among others, adopting a strategic planning process, and approving the Company's strategic plan, identifying the principal risks associated with the Company's business, and overseeing the implementation of appropriate systems to manage such risks, including overseeing the Company's Enterprise Risk Management (ERM) process. The Board discharges its responsibilities directly and through its standing committees.
- The [Audit Committee](#) assists the Board in fulfilling its financial oversight responsibilities by reviewing the financial reports and other financial information provided by the Company to regulatory authorities and shareholders, the Company's systems of internal controls regarding finance and accounting, the fairness of transactions between the Company and related parties and the Company's auditing, accounting and financial reporting processes. Among its responsibilities, the Committee periodically reviews, with the internal auditor, any matters that the Committee or the internal auditor believes should be discussed, and provides oversight over the ERM process to assess the adequacy of its design and if it is operating effectively.
- The [Compensation, Nomination and Governance Committee](#)¹ assists the Board in its oversight responsibilities with respect to compensation of its senior executive officers and directors, nominating qualified individuals for the Board and related governance. Its responsibilities and duties include, among others, reviewing and making recommendations to the Board with respect to the Company's overall compensation and benefits philosophies and programs for senior executive officers, at least annually; reviewing corporate goals and objectives relevant to the Chief Executive Officer (CEO) and other senior executive officers; evaluating the performance of the CEO and other senior executive officers generally and in light of annual corporate goals and objectives; and developing and recommending corporate governance policies and practices for adoption by the Board.
- The [Sustainability Committee](#)² assists the Board in fulfilling its oversight responsibilities with respect to the Company's policies, standards, accountabilities and programs relative to sustainability matters, including health, safety, environmental stewardship, sustainable development, community relations, human rights, government relations and communications, and social responsibility. Among other duties and responsibilities, the Committee reviews with management a summary of the Company's sustainability risks and the strategies for managing these risks at the site and corporate level, and reviews and approves material disclosures relating to the Company's sustainability performance.

The Company's CEO and other executive officers (collectively, Management) are responsible for the day-to-day management of the Company, under the guidance of the Board.

- Accountable to the Board, the CEO, among other things, is responsible for developing and recommending to the Board a long-term strategy and vision for the Company that is consistent with creating shareholder value, developing and managing the ongoing strategic planning process, and consistently striving to achieve the Company's strategic, financial, operating, social and environmental goals and objectives.
- The Executive Leadership Team, including the CEO, the Chief Strategy and Risk Officer (CSRO), the Chief Financial Officer (CFO), and the Chief

¹ Formerly, the Compensation and Nomination Committee.

² Formerly, the Environment, Social and Governance Committee.

Operating Officer (COO), is responsible for execution of the Company's commitments through management systems, operational controls, and business processes.

- Beginning in 2026, the CSRO, among other things, is accountable for the execution of human rights, social and workforce strategies, risk management processes, and legal and compliance.³
- The COO, among other things, is accountable for supply chain integrity and responsible sourcing implementation, and the Company's health and safety strategies and performance.
- The CFO, among other things, is accountable for the Company's financial strategy, including capital allocation, budgeting and forecasting, financial reporting and internal controls.
- The Senior Vice President, Business Planning & Technical Services, among other things, serves as the Accountable Executive Officer responsible for the development and implementation of tailings and waste management systems at a corporate level, and environmental strategies and performance.
- Corporate functional leaders, including Legal, Risk, Sustainability, Health and Safety, Environment, Human Resources and Supply Chain, are responsible for ensuring our sustainability-related commitments are met and that related risks and opportunities are identified, assessed, and appropriately managed.
- The General Counsel, is responsible for developing governance policies, overseeing legal compliance, and providing legal advice on legal, governance, disclosure and other regulatory matters.
- The Vice President, Risk, is responsible for developing and maintaining the Company's ERM framework and supporting enterprise risk assessment, monitoring and reporting.
- The Vice President, Tax, is responsible for providing oversight of taxation matters and developing, implementing and executing Equinox Gold's tax strategy, planning, compliance and dispute resolution.
- The Vice President, Special Projects, Operations, and the Vice President, Procurement and Supply Chain, are responsible for developing supplier standards, due diligence processes, and monitoring systems.
- The Vice President, Sustainability, is responsible for developing policies, standards, and oversight systems related to human rights and social aspects, as well as for oversight of the preparation of the Company's Sustainability Report.
- The Vice President, Health, Safety, and Security, is responsible for developing policies, standards, and oversight systems for health, safety and security performance.
- The Vice President, Human Resources, is responsible for supporting workforce-related policies, programs and practices, and provides guidance on organizational culture and other people-related matters.
- The Director, Internal Audit, is responsible for providing independent assurance on the effectiveness of internal controls, governance, and management processes.
- The Director, Environmental Permitting & Compliance, is responsible for developing environmental standards, monitoring performance, supporting implementation across operations, and consolidating and reporting environment-related data.

The executives leading each of the Company's regions, site general managers and site department managers are responsible for day-to-day implementation, monitoring, performance and compliance with environmental, social and governance/regulatory requirements.



Further details on the Company's corporate governance structure, policies, and practices is provided in our [2026 Management Information Circular](#).

³ The Chief Strategy and Risk Officer position was created in 2026. Previously, certain of these functions were under the direct accountability scope of the CEO, the COO, the CFO, and and the General Counsel.

ENTERPRISE RISK MANAGEMENT

Across our business areas, we face an array of ongoing and emerging risks. We use an ERM framework to proactively identify, mitigate, and monitor risks that may impact our business and stakeholders.

The ERM framework focuses on five mining industry risk pillars:

- **Risk Assessment:** The Company's risk assessment process is informed by the COSO ERM Framework (2017)⁴ and supports the identification and assessment of strategic, tactical, and major operational risks that could affect the achievement of the Company's objectives. Risks are assessed periodically based on likelihood and consequence, and mitigation plans are developed for residual risks, as appropriate. These plans are monitored, and progress and status are reported to Management.
- **Physical Risk Management:** The physical risk management pillar assesses site-level physical risk exposures, including fire, flooding, and electrical, mechanical and other operational breakdown risks. Mitigation measures are identified to help reduce the likelihood or impact of production interruptions and losses and to support business continuity.
- **Security Management:** The security management pillar identifies and assesses security risks associated with the Company's operations, employees or surrounding communities. Mitigation measures are identified to minimize the likelihood or impact of security incidents and product theft.
- **Insurance Program:** The insurance risk management pillar assesses risk exposures, supports risk mitigation and contractual risk transfer, and supports the placement and maintenance of insurance coverage aligned with the Company's risk profile. This coverage is intended to help protect shareholder value and support the recovery and continuity of operations following a loss event, including through claims management and related loss activities.

- **Risk Governance:** The Risk Governance pillar summarizes key risk management initiatives across the business and supports the Company's processes to identify, manage and mitigate risks.

Risk management is a shared responsibility at Equinox Gold. Our employees are expected to identify and escalate risks appropriately, and we educate our team on how to identify, manage and report risks that could affect our business.



For more on governance-related risk, please refer to our [2026 Management Information Circular](#).

BOARD AND MANAGEMENT DIVERSITY

It is an objective of our [Diversity Policy](#) that diversity be considered in determining the optimal composition of the Board. The Company believes that a Board comprising of highly qualified directors from diverse backgrounds benefits from the contribution of different perspectives, experiences and expertise to Board discussions and decisions, promoting better corporate governance, performance and decision-making. 90% of Board members are independent directors, and our Board also has an independent Chair and an independent lead director.

The Company recognizes that gender diversity is a significant aspect of diversity and seeks to promote gender diversity on the Board. As part of the Company's commitment to promoting and achieving gender diversity on the Board, Equinox Gold has set and achieved a target for the Board's composition of at least 30% women board members.

The [Compensation, Nomination and Governance Committee](#) is responsible for reviewing and assessing the Board's size, composition, and effectiveness and for recommending nominees to fill Board vacancies. It is an objective of the Diversity Policy that diversity

⁴ [Committee of Sponsoring Organizations of the Treadway Commission](#) - It is a joint private-sector initiative formed in 1985 to provide thought leadership on enterprise risk management, internal control, and fraud deterrence.

Enterprise Risk Management Framework (5 pillars)

Control improvement, risk mitigation, business continuity.

RISK ASSESSMENT

- Principal risk registers – corporate, region, operation
- Strategic, tactical and major operational risk assessment
- Process level risk assessments
- Subject-matter experts' assessments
- Continuous monitoring of business environment
- Monthly/quarterly update/review
- Monitoring of action plans
- Risk champion

PHYSICAL RISK MANAGEMENT

- Loss control surveys for insurance purposes
- Risk engineering surveys
- Follow-up of recommendations from above surveys
- Business continuity management
- Crisis management

SECURITY MANAGEMENT

- Philosophy and approach
- Policies and procedures
- Threat and risk assessment
- Site assessment
- Site security plans
- Legal compliance
- Internal loss prevention
- External loss prevention
- Operational support

INSURANCE PROGRAM

- Commercial insurance program to transfer insurable risks
- Consider pursuing the use of an insurance captive, where appropriate, to improve cost efficiency, support coverage for commercially uninsurable risks, and expand strategic risk transfer options
- Identify uninsured areas and consider appropriate controls/mitigations to implement

RISK GOVERNANCE

- Key risk indicators
- Whistleblower process and investigations
- Anti-bribery, fraud and corruption compliance program
- Other compliance programs
- Corporate governance
- Assurance dashboards to monitor performance

is also considered in connection with succession planning and the appointment of members of the Company's Executive Officers. The Company believes that having individuals in executive positions from diverse backgrounds promotes, among other things, better innovation, performance and effective decision-making.

On an annual basis, the Committee assesses the effectiveness of the Board and senior management appointment and nomination processes at achieving the Company's diversity objectives and measures progress accordingly.



To learn more about the composition of Equinox Gold's Board and its Executive Officers, please see our [2026 Management Information Circular](#).

REGULATORY AND PUBLIC AFFAIRS

Equinox Gold operates in a highly regulated environment. As such, we are subject to a range of national, state, and local laws and regulations, and our business strategy can be affected directly or indirectly by existing, new, or proposed legislation in every jurisdiction where we operate. For example, federal mining laws as well as state labour, land-use, environmental, and other regulations all affect our ability to operate and influence our decisions regarding further investment and economic development. We must also adhere to rigorous permitting guidelines to continue daily operations.

We strive to maintain constructive dialogue with legislators and policymakers to keep current with relevant policy initiatives, support a stable and constructive operating environment, and understand evolving regulatory expectations in support of ongoing compliance. These government and public affairs activities are overseen by the country heads and government relations personnel in each country in which we operate, with support from corporate executives, including the Vice President, Sustainability, the CSRO, and the CEO, as appropriate.

COMPENSATION PHILOSOPHY AND LINK TO SUSTAINABILITY

Equinox Gold's compensation philosophy is designed to incentivize Executive Officers to deliver on strategic priorities that drive long-term shareholder value. The Company emphasizes variable compensation linked to performance, with a significant portion delivered through long-term equity incentives.

In determining executive compensation, the Board considers internal equity and external market benchmarking, alignment of Executive Officers' long-term interests with those of shareholders, the Company's financial and operating performance, contributions toward achieving corporate objectives, and advice from independent compensation consultants retained by the Compensation, Nomination and Governance Committee where appropriate.

To support the Company's compensation risk management, short-term incentive objectives reflect a diversified and balanced set of performance metrics, including safety, environmental, social, operating, financial, growth and share price performance. This supports balanced decision-making and disciplined execution of near-term priorities while maintaining focus on long-term sustainability.

Compensation is reviewed annually, including benchmarking against peer companies of comparable size, complexity, stage of development and jurisdiction of operations and organization, to ensure compensation remains competitive and performance-oriented.



Detailed information on the Company's compensation framework and risk management is available in our [2026 Management Information Circular](#).

BUSINESS ETHICS, COMPLIANCE, AND TRANSPARENCY

Scope

This section outlines how Equinox Gold manages business ethics, compliance, and transparency. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-19, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3 (14.22.1, 14.23.1, 14.23.4, 14.23.5, 14.23.6, 14.24.1), 205-1, 205-2, 207-1, 207-2, 207-3

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Topic Materiality

Business ethics, compliance, and transparency refer to the establishment and maintenance of systems, controls, and organizational culture that support ethical conduct, regulatory compliance, anti-corruption practices, and transparent disclosure across our operations and business relationships.

Mining companies operate in complex regulatory environments and engage extensively with governments, contractors, suppliers, and communities. Potential adverse impacts include corruption, bribery, and other unethical conduct, which may undermine fair competition, weaken governance systems, and reduce the socio-economic benefits generated in host communities. Strong ethics and compliance practices support transparent and accountable business practices, fair competition and the realization of economic benefits from mining.

From a business perspective, weak governance or misconduct may result in legal penalties, operational disruption, reputational damage, and loss of stakeholder trust. Ethics and compliance systems support organizational culture, decision-making processes, investor confidence, and long-term business partnerships. Good governance practices also support accountability, risk management, and operational resilience.

Impacts primarily arise through corporate governance activities and across value chain relationships, including procurement processes, contractor and supplier relationships, and government interactions.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

Governance

Our approach to business ethics, compliance, and transparency focuses on identifying, assessing, and managing ethics- and compliance-related risks through effective controls, due diligence processes, employee awareness initiatives, and continuous improvement practices. We seek to promote a culture of integrity, accountability, and transparency while supporting responsible business conduct across all areas of our operations and business relationships.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

At Equinox Gold, we strive to operate with integrity and accountability and in accordance with all applicable laws and regulations. To support this commitment, we have developed an integrated framework of values, standards, and policies that define our culture and outline expectations for our workforce and suppliers. As a signatory to the United Nations Global Compact, we have incorporated its principles on ethical business into our Company practices.

Code of Conduct and Business Ethics

Employees are required to complete training on the [Code of Conduct and Business Ethics \(Code\)](#) and sign an acknowledgment of understanding. The Company's practice is to provide Code compliance training. The training content is reviewed periodically and includes modules on compliance with our [Anti-Bribery and Anti-Corruption Policy](#) and [Whistleblower Policy](#).⁵

Suppliers are expected to acknowledge and uphold our [Supplier Code of Conduct](#), which requires them to conduct business ethically and responsibly as a condition of doing business with us.

Anti-Bribery and Anti-Corruption

As a Canadian company operating in several countries, Equinox Gold is subject to a range of domestic and foreign anti-bribery and anti-corruption laws, including Canada's *Corruption of Foreign Public Officials Act and Criminal Code*, the U.S. *Foreign Corrupt Practices Act*, and Mexico's *Criminal Code and Anti-Corruption in Public Contracts Act*.

The Company has a zero-tolerance approach to bribery and corruption and provides training on the [Anti-Bribery and Anti-Corruption Policy](#) as part of its ongoing compliance training practices.

The Enterprise Risk Management (ERM) and procurement teams periodically perform bribery and corruption risk assessments as part of the ERM process.

Whistleblower and Anonymous Reporting

As part of our commitment to fostering an open, ethical, and respectful corporate culture, Equinox Gold provides secure mechanisms for employees and external stakeholders to raise concerns and report potential misconduct. Concerns can be submitted anonymously through the Company's publicly available anonymous Whistleblower Service operated by the independent service provider Integrity Counts. The service is available in English and Spanish, and reports can be submitted at any time via phone, email, or an online platform. Both [the Code](#) and the [Whistleblower Policy](#) prohibit retaliation against individuals who report concerns in good faith.

Reports submitted through the [Whistleblower Service](#) are routed to the Chair of the Audit Committee and to the General Counsel, supporting appropriate senior-level oversight. Safeguards are in place to reduce the risk of conflicts of interest, including the reassignment of cases where appropriate.

Reports are reviewed and assessed to determine the appropriate response, including the form of investigation. Matters may be reviewed by relevant functions, including Legal, Human Resources, Internal Audit, Health and Safety or other departments, depending on the nature of the concern. Where investigations are conducted, findings and any corrective actions or follow-up measures are documented, as appropriate. Investigation outcomes and status updates are reported to the applicable Board oversight bodies, including the Audit Committee and the Compensation, Nomination and Governance Committee, as appropriate.

⁵ For 2025, following the acquisition of Calibre Mining, the annual training program on corporate policies was temporarily modified, with managers completing a review and acknowledgment of compliance in place of the standard training.

Tax Transparency

To support responsible management of our tax obligations, we have an internal Tax Code of Conduct which outlines the Company's tax governance framework.

Equinox Gold undertakes tax planning in accordance with applicable laws in relation to matters that arise in the course of the Company's business. The goal is to support the growth and development of Equinox Gold's business in a way that reflects its legal obligations and its commitments to its people, its shareholders, and to the communities in which it operates.

The Audit Committee considers the tax risk management issues through regular updates by Management and an annual review and discussion

of Equinox Gold's tax risks and structure and implications of tax regulatory changes.

Equinox Gold seeks to build open and trusting relationships with the tax authorities, building on a common interest of reaching a timely and accurate determination of our financial responsibilities for taxes. Where a dispute does arise, the Company will work with the authorities to reach an agreed statement of the relevant facts so that the issue can be resolved efficiently.

We publicly report on government payments through our annual [Extractive Sector Transparency Measures Act \(ESTMA\) Report](#). We are committed to meeting our tax and royalty obligations and recognize the important role these payments play in supporting economic development in the jurisdictions where we operate.



HUMAN RIGHTS



Scope

This section outlines Equinox Gold's approach to managing human rights. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.14.1, 14.18.1, 14.19.1, 14.25.1, 14.25.3)

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Topic Materiality

Human rights are a material topic for Equinox Gold due to the nature, geographic footprint, and life cycle of mining activities, which involve ongoing interaction with workers, contractors, host communities, Indigenous Peoples, governments, suppliers, and security providers. Across exploration, construction, operation, and closure phases, mining activities, and related business relationships, may create actual or potential impacts on human rights. Key areas of potential impact include labour and working conditions, Indigenous Peoples' rights, land access and security practices, community environmental health including access to water, and the protection of cultural, social, and economic rights.

Equinox Gold operates in diverse jurisdictions, some of which may present elevated governance, security or human rights risks. These contexts can increase exposure to risks related to security arrangements, supply chain integrity, and community relations.

Governance

Our approach to human rights is guided by the Company's [Code of Conduct](#) and the [Social Responsibility and Human Rights Policy](#), which sets out our commitment to respect the rights of Indigenous peoples and human rights as expressed in the [International Bill of Human Rights](#) and the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#).

Equinox Gold seeks to avoid causing or contributing to human rights abuses either directly or through its business relationships and has established processes to address concerns that may arise at any of its

Accordingly, jurisdictional context is considered as part of the Company's human rights materiality assessment and due diligence approach.

Salient human rights risks are identified and prioritized through ongoing due diligence processes, including stakeholder engagement, social and human rights impact assessments, supplier and contractor reviews, jurisdictional risk analysis, and consultation with human rights specialists.

Effective management of these risks supports operational stability, regulatory compliance, and trusted stakeholder relationships.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

operations. The Company prohibits child labour and all forms of modern slavery, including forced labour and human trafficking. We are committed to assessing and managing such risks in the Company's operations and supply chain.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Equinox Gold manages human rights risks through a risk-based due diligence approach aligned with the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) and supported by industry frameworks, including the World Gold Council's [Responsible Gold Mining Principles \(RGMPs\)](#).

Human rights due diligence is integrated into the Company's Social Management System and Enterprise Risk Management processes. This approach supports an ongoing process of identifying, assessing, preventing, mitigating, tracking, and, where appropriate, remediating actual or addressing potential adverse human rights impacts associated with our activities and business relationships.

Understanding Potential Human Rights Impacts

We identify potential human rights impacts across the mining life cycle and value chain, recognizing that risks may arise through operational activities, workforce practices, community interactions, security arrangements, supply chains, and operating contexts.

Human rights risks are identified through multiple mechanisms, including:

- Social and environmental impact assessments conducted prior to site-disturbing activities and significant operational changes
- Stakeholder engagement and consultation with communities, workers, Indigenous Peoples, and, where appropriate, external experts
- Jurisdictional risk reviews that consider operating context, including identification of conflict-affected and high-risk areas
- Supplier and contractor due diligence processes
- Internal reporting channels, including grievance mechanisms and the [Whistleblower Service](#)
- Independent external reviews and assurance processes

Assessing and Prioritizing Human Rights Risks

Equinox Gold prioritizes human rights issues based on the severity of potential impacts on people, informed by likelihood, operating context and stakeholder input. Consistent with the UNGPs, severity is considered with reference to the scale, scope and remediability of the potential impact.

This approach helps focus due diligence and management attention on the human rights issues most relevant to each operation and business relationship. Findings are used to inform operational priorities, due diligence activities and, where appropriate, site-specific action plans.

Managing Human Rights Risks

Equinox Gold manages human rights risks through operational controls, management systems and engagement processes designed to prevent or reduce adverse impacts on people. Where potential impacts are identified, site teams develop or update social management plans and related controls based on assessment findings, stakeholder input and applicable legal requirements.

Management actions may include targeted engagement with affected rights holders, workforce training, supplier and contractor due diligence, oversight of security practices, implementation of the [Voluntary Principles on Security and Human Rights](#) at applicable operations, and enhanced controls in higher-risk operating contexts.

Monitoring Effectiveness of Controls

Equinox Gold monitors the effectiveness of its human rights management measures through site-level oversight, grievance tracking, stakeholder feedback, internal reviews and periodic external assurance activities. Monitoring focuses on whether controls are addressing identified risks, whether new or emerging issues are being raised by rights holders, and whether changes in operating context require adjustments to our approach.



Addressing Adverse Impacts

Equinox Gold maintains mechanisms to support the remediation of adverse human rights impacts where the Company identifies that it has caused or contributed to such impacts.

Accessible grievance mechanisms exist at each site, allowing communities and other rights holders to raise concerns confidentially. Concerns may also be reported confidentially or anonymously through the Company's [Whistleblower Service](#).

Reported issues are assessed and, where appropriate, investigated under established procedures. Where adverse impacts are substantiated, corrective and preventive actions are implemented, and follow-up measures are undertaken to support effective remediation and prevent recurrence.

Stakeholder engagement forms an integral part of the remediation process where impacts affect communities or rights holders.⁶

Integration Across the Value Chain

Human rights due diligence extends beyond operating sites to relevant business relationships including suppliers, contractors and security

providers.⁷ Suppliers and contractors expectations are established through the [Supplier Code of Conduct](#) and are aligned with the Company's [Social Responsibility and Human Rights Policy](#).

In higher-risk contexts, additional due diligence and oversight measures may apply, including additional contractor and supplier screening, security-related training including use of force and security and human rights-related considerations, and enhanced controls for artisanal and small-scale mining (ASM). ASM sourcing programs incorporate controlled purchasing systems, supplier verification, and traceability controls that aim to identify, prevent and mitigate risks such as child labour, forced labour, and illicit sourcing.

Continuous Improvement

Human rights due diligence is an ongoing process. Outcomes from monitoring activities, risk assessments, audits, stakeholder engagement, grievance processes, and external assurance activities inform updates to policies, management systems, controls and operational practices, supporting continuous improvement of our human rights management framework.

⁶ Details on our policies and management practices related to rights of communities and Indigenous Peoples are found in the [Community Engagement and Indigenous Peoples](#) section of this report.

⁷ Additional information on policies and management practices related to our supply chain are available in the [Responsible Sourcing and Supply Chain Management](#) section of this report and our [2025 Forced Labour in Canadian Supply Chains Report](#).

RESPONSIBLE SOURCING AND SUPPLY CHAIN MANAGEMENT



Scope

This section outlines Equinox Gold's approach to responsible sourcing and supply chain management. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.13.1, 14.18.1, 14.19.1, 14.22.1)

Topic Materiality

Responsible sourcing and supply chain management refer to the identification, assessment, and management of environmental, social, human rights, and ethical risks associated with suppliers, contractors, and mineral sourcing activities.

Activities and practices of suppliers, contractors, and other business partners may impact workers, communities, and the environment. Potential adverse impacts include poor labour conditions, child labour and forced labour, human rights violations, environmental degradation, risks associated with artisanal and small-scale mining (ASM), and unethical business practices. Responsible sourcing practices support adequate working conditions, local economic participation, and the management of environmental and social risks in mineral supply chains.

From a business perspective, reliance on suppliers, contractors, and other business partners, often outside the Company's direct operational control, may expose the Company to environmental, labour, human rights, and integrity risks. Such risks may

result in supply chain disruption, regulatory non-compliance, reputational damage, and reduced stakeholder trust. Conversely, responsible sourcing practices can strengthen supplier relationships, support transparency and traceability, contribute to local economic participation, and enhance confidence in the integrity of the gold supply chain.

Supply chain impacts primarily occur upstream through activities of suppliers, contractors, service providers, and third-party mineral suppliers. Responsible sourcing requirements apply to procurement activities, contractor engagement, and externally sourced minerals, including ASM material. Downstream impacts may include customer and market expectations regarding responsible sourcing and integrity of gold supply chains.

i Further information on risk factors is provided in our [2025 Annual Information Form](#) and [2025 Forced Labour in Canadian Supply Chains Report](#).

Governance

Our approach to responsible sourcing and supply chain management is established in the Company's [Supplier Code of Conduct](#), which sets out expectations for suppliers in their business dealings with, or on behalf of, Equinox Gold, including compliance with contractual terms, applicable laws, and the Company's policies.

i Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.



Strategy and Risk Management

During the lifespan of our mines, we procure a wide range of goods and services to support our operations. Equinox Gold is committed to working with responsible suppliers to help build a global supply chain that is efficient, resilient, and responsive. We conduct procurement in an open, fair and transparent manner. We aim to integrate environmental, social, and governance considerations into our supplier screening processes as part of our procurement approach.

We expect suppliers to:

- Adhere to fair, ethical and transparent practices
- Meet our expectations for responsible business
- Support employment and development opportunities in local communities
- Comply with all relevant laws and industry regulations to protect the health and safety of their workers
- Respect the rights of all people and uphold internationally recognized human rights (as outlined in our [Social Responsibility and Human Rights Policy](#))
- Operate with integrity and in alignment with the Company's policies

Suppliers are required to provide written acknowledgement of and comply with the [Supplier Code of Conduct](#).

Due Diligence Process

Responsible sourcing considerations are integrated into supplier onboarding, screening and monitoring processes across the Company. Suppliers are expected to comply with applicable laws, contractual requirements and the Company's policies, including the [Supplier Code of Conduct](#).

Prior to establishing a business relationship, suppliers may be subject to risk-based due diligence procedures that include verification of corporate and legal information, review of regulatory and sanctions-related information, assessment of environmental, social, labour and human rights risks, and acknowledgement of applicable Company policies. Due diligence processes are supported by third-party platforms, publicly available information sources and internal reviews, as appropriate.

Supplier monitoring may continue throughout the business relationship and may include periodic reassessments, compliance reviews and follow-up activities designed to identify and address potential environmental, social, human rights, legal and integrity risks.

Due diligence processes vary by jurisdiction to reflect local regulatory requirements, operating context and risk profile.

ASM Mineral Purchase Program in Nicaragua

Artisanal and small-scale mining (ASM) plays an important role in supporting local livelihoods and economic inclusion in Nicaragua. Recognizing both the opportunity and potential environmental, social, human rights and integrity risks associated with ASM, Equinox Gold engages with artisanal miners through a structured ASM Mineral Purchase Program designed to support responsible sourcing, formalization, and transparency.

Our approach is guided by our ASM Mineral Purchase Management System, which establishes eligibility criteria, onboarding requirements, and ongoing oversight processes for ASM suppliers. The system incorporates due diligence processes aligned with applicable anti-money laundering, counter-terrorism

financing, and counter-proliferation financing requirements, as well as internationally recognized responsible sourcing frameworks.

Prior to onboarding, ASM suppliers undergo risk-based due diligence, including verification of legal status, origin validation, site inspections and reviews of safety, environmental, and social practices. Suppliers are required to comply with the [Supplier Code of Conduct](#), including requirements related to human rights, child labour, forced labour, health and safety, and environmental performance.

The program incorporates traceability controls, supplier assessments, grievance mechanisms and ongoing monitoring. Where risks are identified, corrective actions are implemented and sourcing activities may be suspended where minimum requirements are not met.



OCCUPATIONAL HEALTH AND SAFETY



Scope

This section outlines how Equinox Gold manages occupational health and safety. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.16.1), 403-1 (14.16.2), 403-2 (14.16.3), 403-3 (14.16.4), 403-4 (14.16.5), 403-5 (14.16.6), 403-6 (14.16.7), 403-7 (14.16.8)

Topic Materiality

Occupational health and safety management refers to preventing work-related injuries, illnesses, and fatalities and promoting safe and healthy workplaces across all operations and activities.

Mining activities involve inherent hazards that may impact employees, contractors, and nearby communities. Potential adverse impacts include work-related injuries, occupational illnesses, and fatalities arising from high-risk activities such as mobile equipment operation, ground instability, blasting, working at heights and in confined spaces, and exposure to hazardous materials. These hazards may also affect the health and safety of surrounding communities. Strong health and safety practices are intended to support safer working conditions, contribute to the reduction of injury risks, and assist with the improvement of worker health and well-being.

From a business perspective, poor health and safety performance may result in regulatory non-compliance, legal liabilities, operational disruption, and reputational damage. Strong performance supports operational stability, workforce engagement and productivity.

Occupational health and safety impacts can occur at sites during exploration, construction, operation, and closure activities, where employees and contractors are exposed to workplace hazards. Upstream, impacts may include supplier practices affecting equipment safety and materials handling, while downstream impacts may include those associated with the transportation of materials and personnel.



Further information on risk factors is provided in our [2025 Annual Information Form](#).



Governance

Our approach to occupational health and safety is guided by our [Health and Safety Policy](#), which reflects our commitment to providing a safe and healthy working environment, preventing work-related injuries and ill health, and mitigating health and safety risks and hazards across our operations.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Occupational Health and Safety Management System

Equinox Gold maintains an Occupational Health and Safety (OHS) Management System to support the identification, assessment, mitigation, and management of workplace health and safety hazards and risks for employees, contractors, and visitors. This system is aligned with ISO 45001:2018, complies with local requirements, reflects recognized global standards, and incorporates industry guidelines.

All sites are expected to operate in accordance with our Corporate Health and Safety Standards, which provide a consistent management framework across operations. Each site establishes and maintains site-specific procedures, processes, and controls that reflect applicable legal and other requirements, as well as site-specific hazards, risk profiles, and operational contexts.

As part of the OHS Management System, we also maintain occupational hygiene programs to limit worker exposure to potentially harmful substances such as dust, chemicals, and other occupational hazards. We conduct health campaigns and screenings to monitor worker health related to potential workplace exposures.

We identify work-related hazards with the potential to cause high-consequence injuries through a structured, enterprise-wide risk management framework that includes workplace inspections, internal audits, incident and near-miss investigations,

and engagement with workers and safety representatives. Across our operations, key hazards include interactions with mobile equipment, rockfall, confined spaces, energy isolation, explosives, working at heights, and exposure to hazardous substances such as cyanide. To mitigate these risks, we apply a hierarchy of controls, prioritizing elimination and substitution where feasible, followed by engineering controls, administrative controls, and personal protective equipment. Critical controls are defined and monitored through risk management programs designed to prevent high-severity incidents.

Each site has implemented right-to-refuse work policies, and job hazard assessments are completed prior to non-routine work to identify and manage potential risks.

Shared Responsibility for Health and Safety

At Equinox Gold, we believe that health and safety must be everyone's responsibility and priority to achieve a culture of zero harm or occupational ill health. We engage our workforce in fostering a strong safety culture by encouraging employee participation in our OHS Committees. Where required, committees operate as joint employer-worker bodies with consultative responsibilities, regular meeting obligations, participation in inspections and incident investigations. Their primary function is to support workplace health and safety oversight and preventive risk management.

Contractors are required to comply with the same health and safety rules and procedures as employees. We provide contractors with health and safety orientations, evaluate contractor-related risks and performance, and record and investigate contractor-related safety incidents in accordance with applicable procedures.

OHS Training

We provide OHS training to employees and contractors through a structured, risk-based approach that includes general induction, task-specific training, and specialized modules addressing key hazards.

Training needs are identified through competency matrices, risk assessments, regulatory requirements, and incident learnings. Programs are delivered by qualified internal and external instructors using a combination of classroom, practical, and digital formats and are conducted in languages understood by workers. OHS training is mandatory, provided free of charge, and delivered during paid working hours. Training effectiveness is evaluated through testing, field observations, audits, and performance indicators, including incident trends and worker feedback.

Monitoring and Measuring Safety Performance

Health and safety performance is a measure of success for Equinox Gold. We track key health

and safety indicators, and a portion of executive compensation and our site-level employee compensation is tied to health and safety performance. We require our workforce to report incidents and near misses to support investigation, analysis, and sharing learnings across our mine sites to help prevent recurrence. We apply disciplinary action against workers for deliberate or repeated breaches of our Life-saving Rules and serious violations of safety standards and procedures.

Equinox Gold participates in the Mine Safety Roundtable, a group of Canadian mining companies working collaboratively to reduce injuries and safety incidents. The group shares strategies and best practices that address industry hazards and risks.

Equinox Gold provides health benefits and support services, ranging from corporate medical insurance to locally tailored programs that support physical and mental health of employees and their family members, including individual counselling and mental health support, on-site health screening events, voluntary vaccination campaigns, and healthy lifestyle and sports activities.



Information on processes used to identify potential psychological safety incidents is found in the [People and Organizational Culture](#) section of this report.



INDIGENOUS PEOPLES AND COMMUNITY ENGAGEMENT

Scope

This section outlines Equinox Gold's approach to building relationships with local communities and engaging with Indigenous Peoples. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 2-25, 2-29, 3-3 (14.8.1, 14.9.1, 14.10.1, 14.11.1, 14.12.1), 203-2, 411-1, 413-1, 413-2

SASB EM-MM-210b.1



Topic Materiality

Indigenous Peoples and community engagement refer to the Company's responsibility to maintain constructive relationships with affected communities and engage with Indigenous Peoples in a manner that respects their rights and interests throughout the mine life cycle. Adverse impacts might include disruption to land access and traditional livelihoods, interference with cultural heritage, inequitable distribution of economic benefits, harm to community health and well-being, and infringement of human rights and Indigenous Peoples' rights. Strong management practices support respect for human rights, meaningful participation by communities and Indigenous Peoples in decision-making, access to economic opportunities, and social well-being.

From a business perspective, ineffective social management carries the risk of project delays,

operational disruption, legal or regulatory challenges, and loss of social licence. Conversely, effective management can support project stability, establish stakeholder and rights holder trust, and enhance long-term operational resilience.

Impacts primarily occur at operating sites and exploration projects through direct interactions with communities, workers, and Indigenous Peoples. Upstream impacts may include contractor conduct, while downstream impacts may include economic and workforce transitions following mine closure.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

Governance

Our approach to engaging with Indigenous Peoples, building relationships with, and generating socio-economic benefits for local communities is guided by corporate policies, which support positive, trust-based and respectful relationships with local communities and Indigenous Peoples. We are committed to working ethically and with integrity, to taking responsibility for the impacts of our activities on local communities, Indigenous Peoples and other

rights holders, and to evaluating and improving our social performance.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Community Engagement and Development

IDENTIFYING AND ASSESSING IMPACTS

Social impacts are identified and assessed through the Company's Social Management System, which integrates structured social risk management, stakeholder engagement, and social impact assessment frameworks across the life cycle of mining operations. Sites conduct systematic reviews of operational activities and the surrounding socio-economic context to establish social baselines and identify potential impacts on communities, human rights, and local social conditions.

Identified risks and impacts are evaluated using a risk classification matrix aligned with the Enterprise Risk Management process and considering likelihood and severity to help determine appropriate mitigation measures. Stakeholder engagement forms part of this process, providing opportunities for affected communities, Indigenous Peoples, and other rights holders to participate in the identification, assessment, and monitoring of impacts. The effectiveness of social impact management controls is monitored, and corrective actions are implemented where appropriate.

COMMUNITY ENGAGEMENT AND FEEDBACK

Community engagement begins early in the life cycle of our projects and continues throughout exploration, development, operation and closure. We seek to maintain open, two-way dialogue with communities, Indigenous Peoples, rights holders, and other interested parties, to understand local interests, concerns and priorities, and incorporate this feedback into decision-making.

Recognizing that every community is unique, sites develop specific engagement plans in collaboration with local communities that reflect local interests, livelihoods, perspectives, and social context. We also seek to identify vulnerable groups that may be at heightened risk of marginalization and to consider these groups when managing the social and

economic impacts of our operations. Engagement activities may include community information sessions, consultations and other communication channels designed to provide timely information about our activities and to facilitate meaningful participation in matters that affect communities and rights holders.

We maintain community grievance mechanisms at our sites to enable community members and other stakeholders to voice their concerns regarding actual or potential social, environmental, or human rights impacts associated with our activities. Grievances may be submitted through multiple accessible channels and are managed through standardized procedures that define timelines for acknowledgement, investigation, response, and closure. Reported concerns are evaluated according to their severity and risk level, with corrective or remedial actions developed in consultation with affected stakeholders where appropriate.

Community feedback and grievance data are used to identify recurring issues, inform risk management and social performance activities, and support continuous improvement.

COMMUNITY INVESTMENTS

To support community well-being and local development, the Company invests in local communities through social investment activities intended to contribute to local development beyond the operational life of the mine. Community investments are guided by internal processes that support consistency, accountability, and alignment with local priorities.

The Company generally seeks to support development-oriented initiatives and collaborative approaches involving non-profit, government, and private organizations, rather than focusing primarily on traditional philanthropic contributions. These partnerships are intended to assist the coordination and delivery of programs and services related to community well-being and local development.

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

- Community health
- Local infrastructure and services
- Education, training and research
- Environmental conservation
- Cultural appreciation and development
- Capacity building, income generation and economic diversification projects

LOCAL EMPLOYMENT AND PROCUREMENT

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

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

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

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

Equinox Gold seeks to prioritize in-country suppliers and, where available, suppliers from communities surrounding our sites.

Land Acquisition and Resettlement

Land acquisition and resettlement activities are managed in accordance with the Company's Social Management Standards and applicable national legal requirements, and are informed by relevant international good practices, including the [International Finance Corporation \(IFC\) Performance Standards](#).

We actively consider alternative designs to reduce the need for resettlement. However, when an alternative is not possible, we identify affected individuals and groups and develop an appropriate plan that considers their needs and circumstances.



Our objectives are early engagement and respectful negotiations, the development of long-term plans that address local development priorities, and the provision of transparent and fair compensation.

When relevant, we create a land acquisition strategy and impact mitigation plan, which evaluates land requirements based on the mine's expected life cycle and analyzes the legal, socio-economic, and cultural context, considering households, land use, cultural heritage, livelihoods, and infrastructure. Through this approach, we strive to achieve ethical, transparent, and responsible land acquisition practices.

Mine Closure

In recognition of the potential economic and social impacts that mine closure could have on local communities, Equinox Gold's social risk mitigation strategies aim to help nearby communities develop other forms of income and employment opportunities. This includes community investments, local infrastructure support, training and economic diversification initiatives intended to reduce dependence on the mining operation and support post-closure resilience.



Information on the environmental aspects of mine closure is available in the [Biodiversity and Rehabilitation](#) section of this report.

Indigenous Peoples

APPROACH AND COMMITMENTS

Equinox Gold is committed to building respectful, long-term relationships with Indigenous Peoples. This commitment is grounded in a recognition of rights, meaningful participation, and good-faith dialogue across the life cycle of our operations. Our approach prioritizes early engagement, transparent dialogue, and culturally appropriate processes that support informed participation in decisions that may affect Indigenous lands, resources, and livelihoods.

Our commitments are articulated in the Company's [Social Responsibility and Human Rights Policy](#) and operationalized through the Social Management Standards, which integrate Indigenous relations into core management processes, including social impact assessment, stakeholder engagement, grievance management, social investment, and monitoring and continuous improvement.

Consistent with applicable legal frameworks and international standards, including the [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#), Equinox Gold applies the principles of Free, Prior and Informed Consent (FPIC) when engaging with directly affected Indigenous communities. The objective is not only consultation, but the development of durable partnerships that support operational certainty while contributing to community well-being, cultural protection, and sustainable regional development.



ENGAGEMENT AND PARTICIPATION

Equinox Gold integrates Indigenous participation into operational decision-making and project governance. Site teams identify Indigenous rights holders and incorporate community perspectives and traditional knowledge into environmental, social, and operational planning. Outcomes of this approach include long-term agreements, shared oversight mechanisms, and expanded economic participation opportunities.

Engagement with Indigenous Peoples is guided by site-specific engagement processes that support ongoing dialogue and informed participation throughout the mining life cycle. Through these processes, we seek to understand and consider Indigenous rights, interests, concerns and traditional customs in project planning and decision-making.

We support opportunities for Indigenous participation in employment, procurement and other business activities associated with our operations. We also promote cultural awareness and respectful engagement through workforce training and education initiatives.

Indigenous Peoples have access to the community grievance mechanisms and may raise concerns through multiple accessible channels.

AGREEMENTS AND PARTNERSHIPS

Across our portfolio, Indigenous relationships are formalized through agreements that establish commitments related to environmental stewardship, cultural heritage protection, employment and training, procurement participation, and financial benefits. These agreements are supported by joint governance structures intended to facilitate ongoing dialogue, issue resolution, and collaborative implementation.

At Greenstone, operations are located on the traditional territories of Animiigoo Zaagi'igan

Anishinaabek, Aroland First Nation, Ginoogaming First Nation, and Long Lake #58 First Nation, and within the Métis Nation of Ontario. Long-term relationship agreements with these partners establish commitments related to environmental stewardship, incorporation of traditional knowledge, protection of cultural heritage, employment and training, business opportunities, and financial participation.

At Valentine, the Company maintains life-of-mine socio-economic agreements with Qalipu First Nation and Miawpukek First Nation. Engagement with these partners began during the environmental assessment process and included the development of Indigenous Traditional Knowledge studies, which informed project design and mitigation measures. Ongoing engagement is supported through structured communication processes, monitoring programs, and collaboration on environmental and community-related initiatives.

In other jurisdictions, including the US, Mexico and Nicaragua, Indigenous engagement is informed by local legal frameworks, social context and the Company's commitments to self-identification, cultural heritage, human rights, and inclusive participation.

INDIGENOUS COMMUNITY INVESTMENTS

Equinox Gold supports Indigenous community-led programs and investments that reflect priorities identified through engagement with Indigenous communities including:

- Community health
- Education and skills development
- Environmental protection
- Cultural appreciation and development
- Income generation and economic diversification projects

PEOPLE AND ORGANIZATIONAL CULTURE



Scope

This section outlines how Equinox Gold manages people and organizational culture. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.17.1, 14.20.1, 14.21.1), 2-25, 401-2 (14.17.4)

Topic Materiality

People and organizational culture refer to workforce attraction, retention, development, diversity, inclusion, and employee engagement across the Company.

People are fundamental to our business performance and long-term success. Workforce-related practices and organizational culture affect our employees and contractors. Potential adverse impacts include employee dissatisfaction, workplace inequities, limited opportunities for development, and reduced well-being. Effective people management practices support workforce engagement, workforce capability, inclusive workplaces, and employee well-being.

From a business perspective, labour market competition, evolving workforce expectations, and ineffective workplace culture may result in challenges in attracting, retaining, and motivating talent, as well as increased turnover and reduced productivity.

Effective people management and an inclusive organizational culture can strengthen workforce capability, support collaboration and leadership development, and contribute to operational performance.

Impacts primarily occur at our operating sites and corporate offices through employment practices affecting employees and contractors. Upstream impacts may include labour practices of contractors and suppliers. Downstream impacts may include workforce transitions associated with project development, operational changes, and mine closure.



Further information on risk factors is provided in our [2025 Annual Information Form](#).



Governance

Our approach to people and organizational culture is guided by our [Code of Conduct and Business Ethics \(the Code\)](#), which commits the Company to adhere to all national, provincial, state or other local employment laws and prohibits 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.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Workforce Attraction, Development and Retention

With the goal of being an employer of choice, we provide competitive compensation and benefits, foster a culture in which people are welcomed, valued, and treated fairly, and uphold the highest principles and standards to respect their rights.

Job creation is one of our most important commitments to local communities, supporting economic development and well-being in the regions where we operate. We prioritize hiring local talent where possible. A significant percentage of our workforce is drawn from the communities and areas of influence surrounding our operations.

We are committed to supporting employee career development and advancement. We offer a range of tailored education and training programs that support new hires in succeeding in their roles and provide existing employees with opportunities to expand their skills or pursue leadership positions. Programs range from role-specific training and education to ongoing on-the-job training and coaching. Employees and contractors are encouraged to participate in training relevant to their roles and to develop new skills.

We encourage team members to contribute to achieving the Company's objectives and reward their contributions through competitive compensation

and benefits programs. The Company monitors industry benchmarks and local market practices to support competitive compensation practices in the jurisdictions where it operates.

Equinox Gold's compensation programs are designed to recognize employee contributions and support alignment with corporate and site-level objectives. Corporate objectives are established annually and cascade through the organization to corporate and regional offices and mine sites. Performance assessments consider the achievement of applicable corporate and site objectives.

Labour Relations

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. Collective bargaining agreements (CBAs) are maintained and administered in accordance with applicable legal requirements in the jurisdictions where we operate.

The Company maintains processes to support compliance with and the effective implementation and monitoring of CBAs and to safeguard workers' rights to freedom of association and collective bargaining. We engage with employee representatives and unions in good faith and maintain mechanisms to identify and address workplace concerns in a timely manner.

Feedback Mechanisms

We maintain accessible feedback mechanisms across our sites to enable workers to raise concerns and provide feedback. Workplace and employment-related concerns may be reported through local reporting channels or through our [Whistleblower Service](#), which is available to employees, contractors, suppliers and community members.

Fair and Equal Treatment

We are committed to preventing discrimination, harassment, and abusive behaviour and fostering a workplace culture in which all employees and contractors are treated with dignity and respect.

To support this objective, we maintain policies and reporting mechanisms, including the [Whistleblower Service](#) and training on the Code and related corporate policies. We prohibit child labour and all forms of modern slavery, including forced labour and human trafficking, and comply with applicable working hours legislation in the jurisdictions where we operate.

Equity, Diversity and Inclusion

We are committed to fostering a workplace where individuals are valued and supported, through

environments that are respectful and inclusive. We aim to support people from diverse backgrounds, giving them the resources they need to thrive and contribute to our workplace.

Our company-wide Equity, Diversity and Inclusion (EDI) strategy is organized around four pillars:

- **Inclusive leadership:** Support a diversity of perspectives and experiences across our Board and executives and equip leaders with the tools and knowledge to foster an inclusive workplace culture
- **Inclusive culture:** Foster a workplace culture where employees feel safe, valued, and respected and can contribute to the Company's success
- **Workforce diversity:** Build a merit-based workforce that reflects the regions and communities in which we operate, across all levels of the Company
- **Equity in practice:** Embed equity into the policies, processes and practices that support business operations and decision-making

We have initiatives in place to attract, hire, and retain a more diverse team, alongside programs to support inclusive and equitable compensation, development, and advancement.



WASTE, HAZARDOUS MATERIALS, AND INCIDENT MANAGEMENT



Scope

This section summarizes Equinox Gold's approach to managing tailings facilities, and other waste products, along with emergency management. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.5.1, 14.6.1, 14.6.2, 14.6.3), 306-1 (14.5.2), 306-2 (14.5.3)

SASB EM-MM-150a.10, EM-MM-540a.1, EM-MM-540a.2, EM-MM-540a.3

Topic Materiality

Waste and hazardous materials management refers to the generation, handling, storage, treatment, and disposal of mineral and non-mineral waste, as well as systems to prevent and respond to environmental and operational incidents.

Mining operations generate significant waste streams that may impact ecosystems, workers, and communities if not effectively managed. The primary waste types generated by mining activities are tailings and waste rock. Potential adverse impacts include soil and water contamination, harm to biodiversity, impacts on human health and safety, and environmental damage associated with waste storage and disposal. Effective waste management can support resource efficiency and reduced environmental impacts.

Ineffective waste management may result in regulatory penalties, environmental incidents, remediation liabilities, operational disruption, and

erosion of stakeholder trust. Conversely, effective management can support operational efficiency, regulatory compliance, and stakeholder trust. Impacts primarily occur at sites during mining, processing, closure and post-closure activities, including through the management of tailings storage facilities (TSF), waste rock storage facilities and other waste streams. Upstream of our value chain, supplier impacts may include contractor activities and the sourcing of hazardous materials, while downstream impacts may include transportation and third-party treatment or disposal of waste.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

Governance

Our approach to environment-related matters, including tailings and waste management, water stewardship and emissions, energy transition, and climate change is guided by the Company's policies, which apply across different mine life cycle stages. We conduct our business activities with the goal to protecting human health, minimizing the use of natural resources and our impact on the ecosystem, and returning land to a high environmental standard at closure. Our [Environment and Climate Change](#)

[Policy](#) reflects our commitment to excellence in the management of environmental risks and reducing potential impacts where feasible.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

To support the management of risks associated with tailings, waste rock, heap leach facilities, hazardous materials, and other operational waste streams, Equinox Gold applies a life-of-mine approach that incorporates planning, operation, monitoring, closure, and post-closure considerations. Our approach is informed by applicable regulatory requirements and recognized industry frameworks, including the Mining Association of Canada's [Towards Sustainable Mining \(TSM\) initiative](#), the World Gold Council's [Responsible Gold Mining Principles \(RGMPs\)](#), and the [International Cyanide Management Code](#).

Tailings Management

Tailings facilities are managed through governance, risk management, monitoring, and assurance processes intended to support the safe and responsible management of tailings throughout the facility life cycle. Geotechnical, environmental, and operational risks are considered during facility planning, design, operation, monitoring, and closure activities.

DESIGN, CONSTRUCTION AND CLOSURE

We locate, design, construct, operate, decommission, and close TSFs in a manner intended to support structural stability and environmental protection. For new TSFs and TSF raises at active facilities, we use centreline or downstream construction methods. Riverine and submarine tailings disposal are avoided for new mine projects. Geotechnical risks are assessed and addressed throughout the facility life cycle and incorporated into design, operation and closure planning. We also consider tailings disposal techniques and technologies that may help reduce water use, where feasible.

GOVERNANCE, OVERSIGHT AND TECHNICAL REVIEW

TSFs are subject to multiple layers of oversight intended to support safe design, construction, operation and closure. Independent Engineers of Record are engaged to provide technical oversight and review of TSFs in accordance with applicable

regulatory requirements, guidelines and industry practices.

Selected TSFs are also reviewed by Independent Tailings Review Boards, which provide independent observations and recommendations regarding facility design, construction, operation and risk management.

At the operational level, designated tailings engineers are responsible for the day-to-day oversight of TSFs and work in coordination with corporate technical personnel. Defined roles, responsibilities and reporting structures support accountability for tailings management across the organization.

Monitoring programs include inspections, instrumentation, data review, and escalation processes designed to support the identification and management of potential risks.

Heap Leach Management

Heap leach facilities are managed through routine inspections, groundwater monitoring and engineered containment systems designed to identify and manage slope stability, seepage and solution containment risks. Active leach pads are monitored through groundwater wells, and operating and legacy pads include geosynthetic liners to help reduce the likelihood of seepage into surrounding soil. Management practices are integrated within site environmental management systems and closure planning processes.

Waste Rock and Other Waste Management

Waste rock storage facilities are managed throughout the mine life cycle, with consideration given to geotechnical stability, geochemical characteristics, operational requirements, closure planning, and post-closure land use objectives. Where appropriate, waste rock may be used as underground backfill to support mine operations.

Other types of waste, including hazardous and non-hazardous waste, are managed through site-level waste management programs implemented

under the Company's Environmental Management System (EMS). These programs include procedures for waste segregation, handling, storage, recycling, transportation, and disposal, supported by employee and contractor training, inspections, monitoring activities, and engagement with licensed third-party service providers where required.

Emergency Response and Crisis Management

Emergency preparedness and response plans to respond to emergency situations are maintained at operating sites and are intended to support the

management and mitigation, on- and off-site, of safety or environmental impacts. These plans follow the Incident Command System, an internationally recognized emergency response framework that supports coordinated response, communication, and documentation during incident response.

Site and corporate teams conduct periodic exercises to assess preparedness, test emergency response protocols and support understanding of roles and responsibilities during crisis situations.

Where relevant, engagement with local communities is conducted to support communication and address concerns related to TSFs or any other aspects of our operations.



WATER STEWARDSHIP



Scope

This section outlines Equinox Gold's approach to water stewardship. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.7.1), GRI 303-1 (14.7.2), GRI 303-2 (14.7.3)



Topic Materiality

Water stewardship refers to the responsible management of water use, discharge, and interactions with surface and groundwater systems across the mining life cycle.

Water is a critical resource for mining operations, host communities, and surrounding ecosystems. Mining activities may affect water quality and availability, particularly in regions experiencing variability or water stress. Potential adverse impacts include depletion of shared water resources, degradation of receiving water quality, and conflict with other watershed users. Strong water management practices can support operational efficiency, water recycling, and conservation efforts.

From a business perspective, ineffective water management may result in regulatory non-compliance,

operational disruption, and increased stakeholder concern. Water stewardship can support regulatory compliance, risk mitigation, operational stability, stakeholder trust, and long-term resource security.

Water-related impacts primarily occur at sites during mining and processing activities. Upstream, suppliers may influence water use through the materials and services they provide. Downstream impacts may include site water discharge and potential effects on receiving environments and other water users.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

Governance

Our approach to water stewardship focuses on the responsible management of water resources through risk-based planning, operational controls, performance monitoring, and continuous improvement practices. We seek to optimize water use, maintain water quality, and manage water-related risks and opportunities across all stages of the mine life cycle, while supporting regulatory compliance and responsible environmental management.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Equinox Gold operates across diverse climatic and hydrological settings, each presenting different water-related risks, opportunities, and management requirements. We have developed an enterprise-wide Water Stewardship Strategy to guide and prioritize our decisions, investments and actions in support of water management. The strategy is informed by, and generally aligned with, the [International Council on Mining and Metals \(ICMM\) Water Stewardship Framework](#), the [Towards Sustainable Mining \(TSM\) Water Stewardship Protocol](#) and the [Responsible Gold Mining Principles \(RGMPs\)](#). We also adhere to the [International Cyanide Management Code \(ICMC\)](#), including water quality monitoring requirements at applicable sites.

Site teams are responsible for implementing water management programs, monitoring performance, and supporting compliance with applicable water-related requirements, use and stewardship.

To address shared interests in water management, Equinox Gold engages with local stakeholders on water-related topics and priorities. Their feedback informs refinement of site-level water management controls.

Managing Water Risks and Impacts

Our mines maintain water management and water quality monitoring programs focused on surface water and groundwater quality to support the management of potential operational impacts. We use water balances to understand the various water inputs and outputs at each site. This requires consideration of the hydrology, climate, and hydrogeology of the site as well as the production needs of the mine.

Water withdrawal varies by site depending on the type of process used to extract gold from the ore, the size of the mine, the climate and the geographic location. Many of our mines operate in arid and semi-arid regions, or in regions with a distinct wet and

dry season. Our sites implement site-specific water management practices to address water-related risks during both drier or wetter periods in accordance with operating permits, catchment conditions, stakeholder agreements, and operational designs.

Limiting Consumption, Increasing Reuse

Our objective is to support increased water reuse through recycling initiatives. These initiatives are intended to help reduce overall consumption and reliance on shared water sources, while supporting operational water availability. We reuse water that has percolated through our heap leach pads where applicable, and reclaim water from our tailings storage facilities (TSFs). Through site-level environmental management systems, we continually assess compliance with our permitted water allocations and track water withdrawal and consumption at each site.

Monitoring Water Quality and Effluent Discharge

We also work to protect water quality through effluent management. Water quality is monitored and assessed against permitted discharge limits and water management requirements. Where we are required to discharge water, we confirm compliance with permitted standards prior to discharge. In areas with a positive water balance, we may use evaporators to reduce excessive water volumes.

We carefully manage chemicals used in the mining and processing of ore. Contaminants can be transported through the air in dust particles or mobilized in water. To manage potential impacts on local water quality, we have procedures in place related to dust control and the containment or treatment of water-borne contaminants prior to discharge, in accordance with applicable water quality

requirements. We also monitor both surface and groundwater water quality to identify potential mine-related effects outside permitted areas, and support the evaluation and management of identified issues, including measures intended to prevent recurrence.

Monitoring programs to detect cyanide in both surface and groundwater are maintained at applicable operations in accordance with the ICMC, Equinox Gold maintains ICMC certification across certain of its operations.

Building Climate Resilience

Climate change may affect site water balances and the performance of water management infrastructure, such as water storage facilities and TSFs. We regularly review our storage facility design parameters and update site-level hydrological models based on recent rainfall events. We engage licensed professionals to oversee and review the designs for these structures, in accordance with applicable regulatory requirements.



BIODIVERSITY AND REHABILITATION



Scope

This section outlines how Equinox Gold manages environmental compliance and biodiversity. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.4.1, 14.8.1, 14.15.1), 101-1, 101-2, 101-4

SASB EM-MM-160a.1, EM-MM-540a.3



Topic Materiality

Biodiversity and rehabilitation refer to the management of environmental impacts associated with mining activities, including land disturbance, habitat interactions, and progressive reclamation throughout the mine life cycle.

Biodiversity supports ecosystem function and resilience and plays an important role in maintaining ecological balance, including by supporting climate resilience and adaptation. Biodiversity protection is also important to local communities and Indigenous Peoples. Mining operations interact directly with terrestrial and aquatic ecosystems and, if not well managed, may cause adverse impacts such as habitat disturbance and fragmentation, biodiversity loss, and changes to ecosystem function. Strong environmental management practices can support ecosystem restoration, long-term land stability, and the establishment of sustainable post-mining land uses.

From a business perspective, ineffective environmental management may result in regulatory non-compliance,

permitting delays, operational disruption, and increased stakeholder concern, while strong environmental performance can support stakeholder relationships, help maintain operational continuity, and contribute to successful closure outcomes.

Environmental impacts associated with mining activities occur at sites during exploration, construction, operation, closure, and post-closure, and may include legacy conditions associated with historical activities or previously disturbed land. Upstream impacts may include contractor activities and sourcing of materials. Downstream impacts may include those associated with the refining and processing of doré and other produced metals by a third party.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

Governance

Our approach to biodiversity and rehabilitation focuses on avoiding, minimizing, and managing impacts on ecosystems through risk-based management practices, environmental monitoring, and progressive rehabilitation activities where feasible. We work to protect biodiversity values, support ecosystem resilience, and advance land rehabilitation objectives throughout the mine life cycle, including closure and post-closure planning.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Environmental Compliance

We apply international standards and industry practices to help avoid, limit, and mitigate the environmental impacts of our activities. To support compliance with environmental performance and permitting obligations, we maintain an environmental management system (EMS) informed by the ISO 14001:2015 framework. The EMS sets out the standards and requirements applicable to our operations and supports compliance management and internal controls. It is informed by the Mining Association of Canada [TSM Protocols](#) and the [Responsible Gold Mining Principles](#) of the World Gold Council.

MANAGING ENVIRONMENTAL PERMITS AND LICENCES

Site teams track compliance with environmental permits and licences and work closely with mine planners to identify any additional permits that may be required to support continuity of operations.

The teams also facilitate studies required to understand potential environmental impacts and develop appropriate mitigation measures as part of the permit application process. This proactive approach is intended to reduce potential risks to site operations by supporting continuity of operations and project development. Site permitting teams engage with regulators and local communities in advance of and during the permitting process to support timely responses to requests for additional information.

EMERGENCY RESPONSE

Emergency response is managed under the Company's Corporate Crisis Management Plan, which outlines a crisis management framework, including emergency communications. The corporate office and mines are aligned using the Incident Command System, an internationally recognized incident management system that supports standardized communication and documentation during incident response activities. Each mine also has its own emergency response plan (ERP) that outlines the appropriate response at a site-level and includes

documented triggers for incident notification to escalate issues across the organization as needed.

Our sites have completed risk assessments to understand the types of emergency events that may be encountered. Scenario-specific response plans are developed and included in site-level ERPs, which outline actions to be taken during an emergency including community and local stakeholder communications. Sites perform emergency drills annually to simulate their response to different emergencies documented in the ERPs, and use lessons learned from each exercise to support improvements in operational readiness. Emergency response team members also receive role-specific training to facilitate preparedness and response capabilities during emergency situations.

MANAGING ENVIRONMENTAL INCIDENTS

We use incident reporting, investigations, and performance indicators to track environmental risks and performance, support trend analysis, and identify areas for review and improvement. Our mining and exploration projects report, investigate and provide remedy for environmental incidents, when applicable, in compliance with Equinox Gold's Incident Management Procedure. The analysis of these events support the development of updated strategies and procedures to strengthen environmental risk management practices. The Board Sustainability Committee receives quarterly reports on our environmental performance.

Biodiversity and Nature

We recognize that climate change, biodiversity loss and ecosystem degradation are interconnected and consider these factors in environmental planning and decision-making.

Our environmental management approach integrates biodiversity protection, rehabilitation, water stewardship, and climate-related considerations into operational planning, risk management, and closure planning processes. Biodiversity considerations

are incorporated throughout the mine life cycle to support the identification, assessment, management, and monitoring of potential impacts on ecosystems and natural resources.

Biodiversity risks and opportunities are evaluated through environmental and social impact assessments, baseline studies, regulatory permitting processes, and site-level environmental management programs. These assessments inform operational planning, project development, closure planning, and the implementation of site-specific biodiversity management measures, taking into consideration local ecological conditions, regulatory requirements, and stakeholder interests.

We apply the mitigation hierarchy – avoid, minimize, restore, and, where appropriate, offset – when managing biodiversity-related impacts. Biodiversity management activities may include impact avoidance measures, habitat management, ecological monitoring, progressive rehabilitation, and restoration initiatives designed to support ecosystem recovery. Site-level biodiversity programs are integrated within broader environmental management systems and are periodically reviewed to support adaptive management and continuous improvement.

Protected areas, sensitive habitats, species of conservation interest, and other biodiversity values located within or near our areas of influence are considered within environmental planning and monitoring processes. Monitoring programs are used to assess environmental conditions and inform management actions, where appropriate.

Rehabilitation planning begins during project development and continues throughout operations and closure. Progressive rehabilitation activities are implemented where feasible to support land stabilization, revegetation, and the gradual transition of disturbed areas toward agreed post-closure land-use objectives. Rehabilitation approaches are designed to reflect local environmental conditions, regulatory requirements, and closure commitments.

We continue to strengthen internal governance processes, management systems, and performance monitoring practices to support the integration of biodiversity- and nature-related considerations into business planning and decision-making processes.

Collaboration with Local Communities and Stakeholders

We engage with local communities, Indigenous Peoples, government agencies, academic institutions, and other stakeholders, as appropriate, to inform biodiversity management and rehabilitation planning. Stakeholder input is considered during the development and implementation of site-level environmental and biodiversity management programs.

Mine Closure

Equinox Gold develops and maintains extensive mine closure plans for each of our sites to prepare for the future end of operations and transition to closure and reclamation activities. These plans, which are often required by federal, state and local authorities before issuing mine operating permits and licences, are reviewed by governing agencies as part of the permitting and closure planning process.

Our mine closure plans have associated cost estimates that are updated at prescribed frequencies, so the anticipated cost of closure can be included in our financial reporting as asset retirement obligations. Depending on the jurisdiction, closure plans take into consideration the potential environmental risks at the closed mine site, including inactive facilities, water quality issues, land contamination or subsidence, and degradation of the surrounding ecosystem. Our mine closure plans include efforts to mitigate these risks throughout the mine's operating life.



Information on social aspects of mine closure is available in the [Indigenous Peoples and Community Engagement](#) section of this report.

EMISSIONS, ENERGY TRANSITION, AND CLIMATE CHANGE



Scope

This section outlines Equinox Gold's approach to managing greenhouse gas (GHG) emissions, energy and climate change. Refer to our [Annual Sustainability Report](#) for details on our performance.

APPLICABLE DISCLOSURES

GRI 3-3 (14.1.1, 14.2.1, 14.3.1), 201-2

SASB EM-MM-110a.2



Topic Materiality

Mining activities are energy-intensive and generate GHG emissions. Potential adverse impacts include contributions to climate change and reduced air quality associated with fuel combustion and other energy use. Climate-related effects include changes in precipitation patterns and increased frequency of extreme weather events.

From a business perspective, climate-related risks may include regulatory changes, evolving market expectations, increased costs, operational disruption, and physical risks from extreme weather events. Energy and emissions management practices may support operational efficiency, reductions in emissions intensity, increased use of lower-carbon

energy sources, and longer-term operational and financial resilience.

Climate-related impacts associated with mining activities primarily arise through fuel combustion, electricity consumption, and land disturbance activities at operated sites. Upstream impacts may include purchased goods, contractor activities, and fuel supply, while downstream impacts include refining and transportation activities.



Further information on risk factors is provided in our [2025 Annual Information Form](#).

Governance

Our approach to emissions, energy transition, and climate change focuses on identifying, assessing, and managing climate-related risks and opportunities through operational efficiency, emissions management, energy optimization, and continuous improvement initiatives. We seek to support the transition to a lower-carbon future while strengthening the resilience of our operations across the mine life cycle.



Equinox Gold's sustainability-related policies and commitments, as well as oversight functions across the organization are detailed in the [Sustainability Governance](#) section of this report.

Strategy and Risk Management

Addressing climate-related risks and opportunities forms part of Equinox Gold's environmental management approach. Climate considerations are integrated into operational planning, risk management, energy management, and business decision-making processes. Our approach is informed by recognized industry frameworks.

In addition to Greenhouse Gas (GHG) emissions, we monitor other air emissions to support the management of potential environmental and occupational health impacts associated with our operations.

Climate Strategy

Equinox Gold has undertaken initiatives to better understand its emissions profile, identify emissions reduction opportunities, and strengthen climate-related management practices across the business. Following significant changes to the Company's operating portfolio, including acquisitions and divestitures, the Company is reviewing its previously stated emissions reduction target and is assessing its applicability to the Company's changing asset base.

Climate Risk Management

Climate-related risks and opportunities are assessed through the Company's Enterprise Risk Management (ERM) framework. Climate risk assessments are periodically conducted to evaluate potential physical and transition risks and opportunities across the portfolio and to inform business planning, risk management activities, and adaptation measures.

Physical risks considered may include changes in precipitation patterns, drought, wildfire, extreme weather events, and other climate-related hazards that could affect operations, infrastructure, water management, and closure planning. Transition risks may include evolving regulatory requirements, carbon pricing mechanisms, reporting obligations, market developments, technological change, and energy cost considerations.

Climate-related risk assessments are updated to reflect changes in operating conditions, asset portfolios, regulatory developments, and emerging scientific information. Findings from these assessments are used to support the integration of climate-related considerations into operational and strategic decision-making processes.

Emissions and Energy Management

Emissions management is integrated into site-level environmental management programs and corporate environmental performance monitoring processes. Energy consumption and greenhouse gas emissions are monitored across operations to support performance evaluation, regulatory reporting, and the identification of potential efficiency opportunities.

The Company continues to evaluate opportunities related to energy efficiency, operational improvements, emerging technologies, alternative energy sources, and other initiatives that may contribute to emissions management objectives while supporting operational performance and resilience.

For any questions or comments regarding this or other documents within our sustainability reporting suite, please contact us at sustainability@equinoxgold.com

