



# 2025 Sustainability Report

Leading with responsibility.  
Growing with purpose.



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GRI and SASB Index Tables are available for download on our [website](#).

# 1 GENERAL OVERVIEW

- Executive Overview
- About Equinox Gold
- About This Report
- Sustainability at Equinox Gold



# EXECUTIVE OVERVIEW



# CEO Statement



At Equinox Gold, we are committed to creating long-term value through responsible mining that benefits our employees, host communities, Indigenous partners, suppliers, and shareholders. Adhering to industry best standards for responsible mining across all facets of the business is embedded in how we operate, how we grow, and how we make decisions across our business.

The successful completion of our combination with Calibre Mining in June 2025 marked a defining milestone in our journey. This transformational integration has created a more diversified and resilient gold producer with an asset base spanning four different countries in the Americas, anchored by two high-quality, long-life Canadian mines, Greenstone and Valentine. With these cornerstone assets and an optimized and strengthened portfolio, we are becoming one of Canada’s leading gold producers and are well positioned to deliver value to all our stakeholders for years to come.

Safety is a value at Equinox Gold: the safety of our workforce, host communities, and the surrounding environment. Our approach continues to focus on proactive hazard identification, robust incident prevention controls, and engagement with frontline teams to protect our people, the environment, and the communities where we operate. Our focus on continuously strengthening our safety culture and performance is reflected in the significant improvement in our Total Recordable Injury Frequency Rate, which improved by approximately 25%, from 2.21 in 2024 to 1.65 in 2025.

Environmental stewardship is fundamental to responsible mining. During 2025, we maintained disciplined management of our water, waste, tailings, and land disturbance while advancing monitoring and governance practices across all sites. These

efforts are central to our responsibility to safeguard the environment, support ecosystem protection, and responsibly manage natural resources throughout the mine life-cycle.

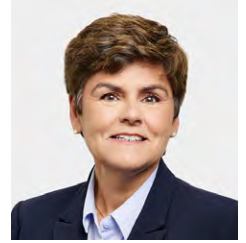
Our commitment to community well-being and Indigenous rights remains steadfast. Through proactive engagement, accessible grievance mechanisms, and targeted community investments, we seek to build positive, long-term relationships grounded in respect, transparency, and collaborative outcomes that reflect shared priorities and mutual benefit.

Transparency, accountability, and respect for human rights guide the social and governance dimensions of our responsible mining approach. We align our practices with the United Nations Guiding Principles on Business and Human Rights, support the United Nations Sustainable Development Goals, and endorse internationally recognized mining standards, including the World Gold Council’s Responsible Gold Mining Principles and the Mining Association of Canada’s Towards Sustainable Mining protocols. In 2025, we completed an independent external assurance process against the Responsible Gold Mining Principles, strengthening transparency and enhancing independent oversight of our disclosures and performance.

As we look ahead, we remain focused on upholding industry best practices across all responsible mining metrics, delivering operational excellence, and driving measurable progress on our most material sustainability priorities. Guided by our values and strengthened by our people, we are building Equinox Gold into a resilient, responsible, and future-ready mining company.

**Darren Hall**  
CEO

# Sustainability Committee Chair Statement



At Equinox Gold, responsible mining is central to how we create value and conduct our business. As Chair of the Sustainability Committee, I am pleased to reaffirm our commitment to responsible mining practices that protect our workforce and the environment, respect people and their rights, and contribute to the long-term well-being of the communities where we operate.

We view sustainability as an integral part of our business strategy to conduct safe, responsible gold mining throughout the mine life-cycle. It shapes how we oversee risk, guide decision-making, and evaluate performance across the Company. Responsible mining is not only essential to maintaining our social licence to operate; it is also fundamental to building a resilient and successful business.

Our sustainability strategy reflects this commitment. Grounded in our core values of Integrity, Accountability, Excellence, and Teamwork, it provides a clear framework for integrating sustainability considerations into our operations and development activities.

The Sustainability Committee's key responsibility is to provide oversight with respect to the Company's policies, standards, accountabilities and programs relative to environment, social, and governance matters, including health, safety, sustainable development, community relations, human rights, government relations and communications, and social responsibility. We are advancing a more consistent, systems-based approach to managing sustainability risks and opportunities across our portfolio. Through regular engagement with Management, the Sustainability Committee reviews progress on key sustainability priorities, discusses emerging risks and opportunities, and helps ensure that governance processes and reporting practices continue to support transparency, accountability, and responsible decision-making across our operations.

Engagement with stakeholders remains a cornerstone of our approach. We value open and transparent dialogue with local communities, Indigenous partners, employees and unions, governments and regulatory authorities, investors, and industry associations. Their perspectives are essential in shaping our decisions and strengthening the trust in our operations.

Our aim is to be recognized as a responsible and trusted gold producer—one that delivers strong performance while upholding high standards of environmental stewardship, ethical conduct, and respect for human rights. On behalf of the Board, I am confident that Equinox Gold is well positioned to advance this commitment and continue to strengthen the foundations for long-term Company performance.

## **Maryse Bélanger**

**Chair of Equinox Gold's  
Sustainability Committee**

# 2025 Scorecard

The following table summarizes progress towards our 2025 sustainability targets, supporting our objectives of accountability and continuous improvement. See our [2025 Sustainability Performance Summary](#) for greater detail on key disclosures.

KEY AREAS	2025 TARGETS	STATUS	SEE DETAILS
<b>Occupational Health and Safety</b>	Achieve a Total Recordable Injury Frequency Rate (TRIFR) per million hours worked of 2.85 or less.	Met	Occupational Health and Safety
<b>People</b>	Implement 2025 objectives detailed in the Human Resources and Equity, Diversity, and Inclusion (EDI) Strategic Roadmaps.	Not met	People and Organizational Culture
	Deliver three cohorts of the Equinox Gold Emerging Leaders Program.	Met	People and Organizational Culture
	Implement the Learning Management System to track data related to training initiatives.	Partially met	People and Organizational Culture
<b>Social</b>	Complete training and self-assessment across all sites on Equinox Gold’s Social Management Standards.	Partially met	Indigenous Peoples and Community Engagement
<b>Environment</b>	Achieve a Significant Environmental Incident Frequency Rate (SEIFR) per million hours worked of 1.20 or less.	Met	Waste, Hazardous Materials, and Incident Management
<b>Governance</b>	Complete external assurance for the World Gold Council’s (WGC) Responsible Gold Mining Principles (RGMPs).	Met	Human Rights
	Implement the new enterprise risk management (ERM) application to improve efficiency, data accessibility, and risk reporting.	Not met	Business Ethics, Compliance, and Transparency
	Launch an E-Sourcing solution for our Greenstone and Brazil operations, integrating environmental, social, governance, and supply risk management capabilities into procurement practices.	Not met	Responsible Sourcing and Supply Chain Management

## 2026 Targets

Following a year of organizational transition in 2025, Equinox Gold has identified a focused set of targets aimed at advancing system integration, strengthening implementation consistency across operations, and supporting gradual performance improvement. These targets reflect areas where foundational work was initiated or consolidated during business integration. With the recently announced acquisition

of Orla Mining Ltd., which is expected to close in the third quarter of 2026, further integration and standardization are expected to continue into 2027. These priorities are intended to guide continued alignment, capability development, and progress monitoring during this period of ongoing organizational change.

KEY AREAS	2026 TARGETS
Occupational Health and Safety	Zero workplace fatalities.
	Achieve a TRIFR per million hours worked of 2.37 or less.
People	Conduct a corporate Employee Engagement Survey.
	Implement phase I of the Learning Management module of Success Factors.
	Implement consistent and aligned corporate and business units performance metrics for short-term and long-term incentives.
Social	Zero significant social incidents. <sup>1</sup>
	Track and close 85% of community grievances within the defined timeframe in Equinox Gold Social Management Standards.
Environment	Zero significant environmental incidents. <sup>2</sup>
	Implement Equinox Gold's Environmental Performance Standards across existing Equinox Gold assets at time of Sustainability Report publication.
	Ensure water balances are in place at all existing Equinox Gold assets at time of Sustainability Report publication.
Climate Change	Update Climate Strategy and identify potential opportunities related to emissions reduction initiatives and potential reduction targets.
Governance	Complete comprehensive update of the Equinox Gold Enterprise Risk Management program.
	Enhance registration forms for new suppliers at Greenstone, Valentine, El Limon, and La Libertad by incorporating sustainability-related questions.
	Provide formal training in the Voluntary Principles on Security and Human Rights to 100% of security personnel in Mexico and Nicaragua.

<sup>1</sup> Significant social incidents refer to all social events or incidents classified as moderate, major, or catastrophic consequence ranking which negatively impact local communities, Indigenous Peoples, other rights holders, or vulnerable groups.

<sup>2</sup> Significant environmental incident refers to an environmental incident with actual or reasonably expected consequences that are material to the Company on a consolidated basis, considering environmental impact, regulatory response, operational disruption, financial exposure, community impact and reputational risk. Reportability, notification, escalation or classification under law, permits, external standards or site-level procedures will be considered but will not, on its own, determine whether an incident is a significant environmental incident.

# ABOUT EQUINOX GOLD



# Company Profile and Operating Footprint

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. Headquartered in Vancouver, British Columbia, Equinox Gold's common shares trade under the symbol "EQX" on the Toronto Stock Exchange (TSX) in Canada and on the NYSE American Exchange (NYSE-A) in the United States. Further information on the Company's operations is available in Equinox Gold [Management's Discussion and Analysis \(MD&A\)](#), for the year ended December 31, 2025.

## 2025 Operational Highlights



**922,827 oz**

gold produced from all assets



**\$642.9 million**

income from continuing mine operations<sup>3</sup>

<sup>3</sup> Income from continuing mine operations for the year ended December 31, 2025 includes results from Greenstone, Mesquite, Castle Mountain and Los Filos for the entire year and from Valentine and Nicaragua Operations from the date of completion of the Calibre Mining combination of June 17, 2025, but excludes results from Pan and Brazil Operations, as these assets were sold and held-for-sale, respectively, at year-end 2025 and not continuing in the Equinox Gold portfolio.

## 2025 Gold Production and Operating Portfolio

### Valentine Mine

NEWFOUNDLAND AND LABRADOR, CANADA

**23,816 oz**

- ★ Commercial production November 2025
- ⊕ Acquired mid-year

### Greenstone Mine

ONTARIO, CANADA

**223,843 oz**

### Pan Mine

CALIFORNIA, USA

**9,089 oz**

- ★ Divested October 2025

### Castle Mountain Mine

CALIFORNIA, USA

**9,089 oz**

### Mesquite Mine

CALIFORNIA, USA

**85,998 oz**

### Los Filos Mine Complex

GUERRERO, MEXICO

**33,013 oz**

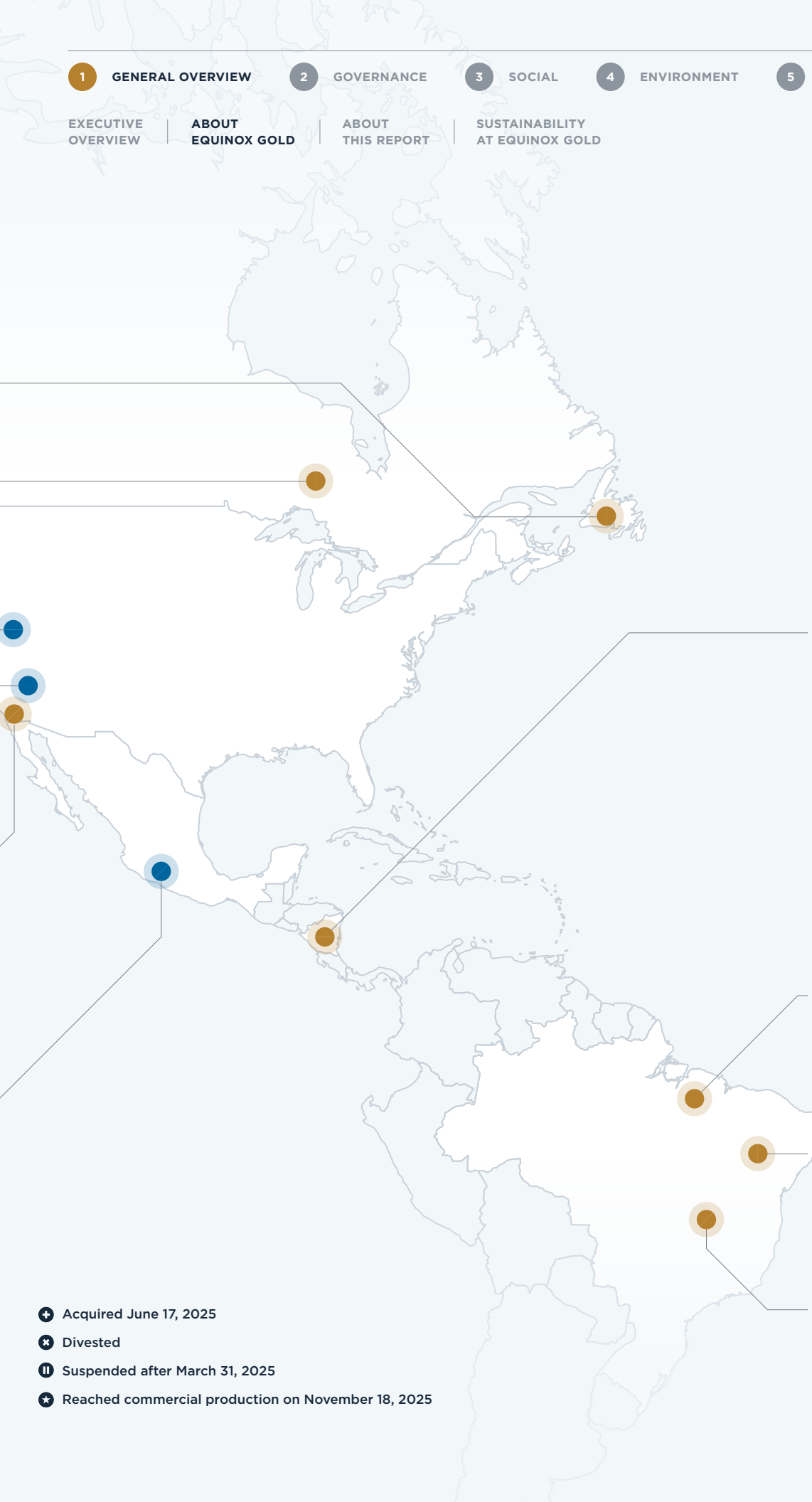
- ⏸ Suspended

 Production Complex

 Growth Opportunity

Values represent full-year 2025 gold production. EQX-attributable production differs for certain assets due to acquisitions completed during 2025.

Operation	EQX Attributable oz
Pan	11,877
El Limon	40,287
La Libertad	92,716



**El Limon Mine Complex**  
NICARAGUA

**71,605 oz**

⊕ Acquired mid-year

**La Libertad Mine Complex**  
NICARAGUA

**190,420 oz**

⊕ Acquired mid-year

**Aurizona Mine**  
MARANHÃO, BRAZIL

**73,533 oz**

⊛ Divested January 2026

**Bahia Complex**  
BAHIA, BRAZIL

**126,216 oz**

⊛ Divested January 2026

**RDM Mine**  
MINAS GERAIS, BRAZIL

**59,156 oz**

⊛ Divested January 2026

⊕ Acquired June 17, 2025

⊛ Divested

⏸ Suspended after March 31, 2025

⊛ Reached commercial production on November 18, 2025

## Value Chain Overview

Equinox Gold operates across all stages of the gold mining life cycle, including mineral identification, exploration, project development, construction, production, and commercialization across our operations in the Americas. The Company applies the technical expertise and operational capabilities required to responsibly develop and produce gold.

Our value chain includes employees and contractors, suppliers, refining counterparties, and other business relationships that enable operations throughout the mine life-cycle and support the delivery of our products to market.

Suppliers supporting our operations provide equipment, consumables, fuel, energy, logistics, engineering services, and specialized technical expertise required for mining activities. At selected operations, we also purchase artisanal and small-scale

mined ore through controlled sourcing programs designed to promote formalization, traceability, and responsible production practices.

At our operations, ore is extracted through open-pit and underground mining methods and processed using metallurgical recovery technologies such as carbon-in-leach processing and heap leaching to produce doré bars.

Equinox Gold does not refine gold bullion. Doré bars are sold to third-party refiners that are subject to internationally recognized responsible sourcing frameworks and market requirements. In accordance with commercial agreements, custody and responsibility transfer to the refiner upon sale and Equinox Gold's involvement in the gold value chain ends at this point. The Company is not involved in distribution or end-use activities.



# ABOUT THIS REPORT

# Reporting Scope

We are proud to present Equinox Gold's annual Sustainability Report, covering the period from January 1 to December 31, 2025. The Report was approved for publication by our Board of Directors (Board). We welcome your feedback on how we can improve our sustainability performance and reporting. Please send your comments to us at [sustainability@equinoxgold.com](mailto:sustainability@equinoxgold.com). This publication is part of our sustainability reporting suite of documents available on our website. For more information and data, see:

- The [Responsible Mining section](#) of our website, which includes the [2025 Sustainability Databook](#) (including the 2025 Global Reporting Initiative (GRI) and the Mining & Metals Sustainability Accounting Standards (SASB) Indexes), the [2025 Sustainability Management Approach](#), previous

## DISCLOSURES ADDRESSED

GRI 2-2, 2-3, 2-4, 2-5

annual sustainability reports, the WGC [RGMPs Implementation Progress Report](#), and our [2025 Forced Labour in Canadian Supply Chains Report](#). Most documents are available in both English and Spanish.

- For a complete picture of our business activities, this report should be read in combination with our [corporate filings](#), [financial reports](#), [Extractive Sector Transparency Measures Act \(ESTMA\) reports](#), and [annual general meeting \(AGM\) materials](#), all of which are available on our website and on our [SEDAR+](#) and [EDGAR](#) profiles.

Throughout this report, “we,” “our,” “us,” and “the Company” refer to Equinox Gold Corp. and its subsidiaries, unless otherwise indicated.





## Boundaries

This report covers our most significant actual and potential impacts on the economy, environment, and people, including human rights, and our management of these impacts.<sup>4</sup>

The reporting scope for each material topic is determined based on the likelihood and significance of potential environmental, social, or economic impacts. As such:

- Production, occupational health and safety (OHS), social, and environmental data for all sites includes the full 2025 reporting period to provide completeness and comparability of disclosed performance following the combination of Equinox Gold with Calibre Mining completed in June 2025. The inclusion of pre-combination data from El Limon, La Libertad, and Valentine is presented for reporting purposes only and does not imply that such operations were under the Company’s operational control or legal responsibility prior to the combination date.
- Economic data, consistent with financial disclosure in the Company’s Financial Statements and MD&A for the year ended December 31, 2025, includes full-year results from Greenstone, Mesquite, Castle Mountain, Los Filos, Aurizona, Bahia and RDM, and results from El Limon, La Libertad, and Valentine from the date of completion of the Calibre Mining combination on June 17, 2025 to December 31, 2025.

- Pan Mine is excluded from the sustainability reporting scope as it was divested in October 2025 and was only part of the Company’s portfolio for a portion of the reporting year.

Environmental and operational performance indicators primarily reflect producing mines and development projects with ongoing site activities, as these locations account for most of our direct environmental impacts. People and OHS indicators include employees and contractors working at producing mines, development projects, exploration properties with active personnel, sites under care and maintenance, and corporate or regional offices. Indigenous Peoples and community-related disclosures include projects with active engagement with Indigenous Peoples and local communities or potential community impacts.

Prior to the combination, Calibre Mining operations applied different management systems, definitions and data collection methods. As a result, certain metrics and classifications may not fully align with the Company’s methodologies, and minor inconsistencies may be present in combined datasets.



For site-level reporting details, see the Reporting Scope table in our [2025 Sustainability Databook > Overview](#)

<sup>4</sup> For selected disclosures, this report includes impacts linked to business relationships, including those arising from contractor and supplier activities, where relevant and supported by available data and management systems.



## Basis for Preparation and Statement of Use

Equinox Gold has reported in accordance with the [GRI Standards \(2021\)](#), including GRI 14: Mining Sector 2024, for the period January 1 to December 31, 2025, and has aligned with the International Financial Reporting Standards (IFRS) Foundation's [SASB Metals & Mining Sustainability Accounting Standard \(2023-12\)](#). Refer to Equinox Gold [2025 Sustainability Databook](#) for more information regarding the measurement, estimation, and reporting methodologies used to prepare this report.

All financial figures are quoted in US dollars (\$), unless otherwise noted. Some figures and percentages may not sum due to rounding.

Certain comparative data has been restated following enhanced data verification and reporting alignment processes conducted in 2025. Restatements did not

materially affect Equinox Gold's overall performance trends but improved the accuracy and comparability of disclosed information.

This report as a whole has not been externally assured. However, Equinox Gold completed independent external assurance processes in connection with conformance assessments against the World Gold Council's [RGMPs](#) and the [Conflict-Free Gold Standard \(CFGs\)](#). See the [Responsible Mining section](#) of our website for additional information on external assurance activities.



Restatements of data are noted in our [2025 Sustainability Databook > Overview](#)

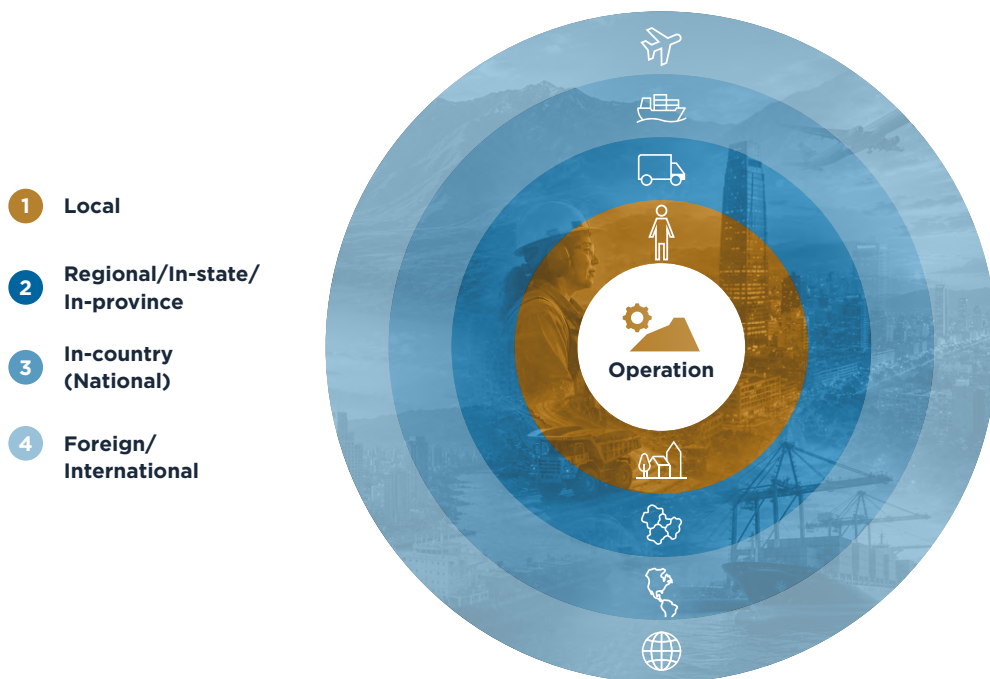
## Key Definitions

For the purposes of this report, we define an “incident” as a legal action or complaint registered with the Company or with competent authorities through a formal process, or an instance of non-compliance identified by the Company through established internal monitoring, audit, grievance, or investigation procedures.

We define “local” using a standardized geographic classification. “Local” refers to individuals or suppliers residing in or registered within the direct area of influence of an operation, typically corresponding to host or nearby communities and municipalities (see Geographic Classification table

in our [2025 Sustainability Databook > Overview](#)). Other classifications we use to report employment, procurement and economic contributions across Equinox Gold operations are defined in the corresponding figure. Data on employment, procurement and economic contributions is collected from our systems and classified based on residence or registration location, with site-specific adaptations where relevant. The corresponding figure also defines other geographic classifications we use to report employment, procurement, and economic participation across Equinox Gold’s operations.

### LOCAL PARTICIPATION FRAMEWORK



## Cautionary Language and Forward-looking Statements

This document includes forward-looking statements. For information regarding forward-looking statements, please refer to the [inside back cover](#) of this document.

# SUSTAINABILITY AT EQUINOX GOLD



## DISCLOSURES ADDRESSED

GRI 2-12, 2-13, 2-14, 2-22,  
2-23, 2-24, 2-25

# Sustainability Governance

Equinox Gold was established with a clear ambition: to responsibly develop and operate a gold mining company diversified across the Americas that creates long-term value for all stakeholders and rights holders. We pursue disciplined growth anchored in safe operations, ethical conduct, inclusive workplaces, environmental stewardship, and meaningful socio-economic contributions in the regions where we operate.

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.

**i** Information on the Company's Sustainability Governance is provided in **Equinox Gold's Management Approach to Sustainability > Our Approach to Sustainability Governance**

# Memberships and Standards

To guide our business objectives and sustainability strategies, we participate in external initiatives and integrate globally recognized standards into our policies and practices.

## MEMBERSHIPS

- World Gold Council (WGC)
- Mining Association of Canada (MAC)
- Canadian Institute of Mining (CIM)
- Ontario Mining Association (OMA)
- U.S. National Mining Association (NMA)
- Society for Mining, Metallurgy & Exploration (SMME)
- Camara Minera de Mexico/Mexican Mining Chamber (CAMIMEX)
- Arizona Mining Association (AMA)
- Instituto Brasileiro de Mineração/The Brazilian Mining Institute (IBRAM)<sup>5</sup>
- California Chamber of Commerce (CalChamber)
- International Cyanide Management Institute

## STANDARDS

- United Nations Global Compact (UNGC)
- World Gold Council's Responsible Gold Mining Principles (RGMPs)
- Mining Association of Canada's Towards Sustainable Mining (TSM) Protocols
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- Voluntary Principles on Security and Human Rights (VPSHR)
- Global Reporting Initiative (GRI) Standards
- IFRS Metals & Mining Sustainability Accounting Standard (SASB)
- International Cyanide Management Code (ICMC)

<sup>5</sup> Membership concluded in January 2026 following the divestment of the Company's Brazilian assets.

# Sustainable Development Goals

The Sustainable Development Goals (SDGs) provide a globally recognized sustainable development framework. The Company has identified the SDGs most relevant to our activities and uses this framework to assess how operational activities and performance align with broader development priorities.

The SDGs identified below reflect where our activities, initiatives, and impacts align with and contribute to sustainable development outcomes across environmental, social, and governance areas.

## MATERIAL TOPICS AND PRIMARY SDGS SUPPORTED

	<ul style="list-style-type: none"> <li>• <a href="#">Economic Contributions</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">Occupational Health and Safety</a></li> <li>• <a href="#">Waste, Hazardous Materials, and Incident Management</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">People and Organizational Culture</a></li> </ul>
	<ul style="list-style-type: none"> <li>• <a href="#">Water Stewardship</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">Emissions, Energy Transition, and Climate Change</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">Human Rights</a></li> <li>• <a href="#">Responsible Sourcing and Supply Chain Management</a></li> <li>• <a href="#">People and Organizational Culture</a></li> <li>• <a href="#">Economic Contributions</a></li> </ul>
	<ul style="list-style-type: none"> <li>• <a href="#">Indigenous Peoples and Community Engagement</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">Responsible Sourcing and Supply Chain Management</a></li> <li>• <a href="#">Waste, Hazardous Materials, and Incident Management</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">Emissions, Energy Transition, and Climate Change</a></li> </ul>
	<ul style="list-style-type: none"> <li>• <a href="#">Waste, Hazardous Materials, and Incident Management</a></li> <li>• <a href="#">Biodiversity and Rehabilitation</a></li> </ul>		<ul style="list-style-type: none"> <li>• <a href="#">Business Ethics, Compliance, and Transparency</a></li> <li>• <a href="#">Human Rights</a></li> <li>• <a href="#">Indigenous Peoples and Community Engagement</a></li> </ul>		

# Stakeholder Engagement

The Company’s approach to stakeholder and rights holder engagement is grounded in early, meaningful, and culturally appropriate dialogue with employees, host communities, Indigenous Peoples, governments, and other key stakeholders. Guided by our [Code of Conduct and Business Ethics \(Code\)](#), [Whistleblower Policy](#), [Social Responsibility and Human Rights Policy](#), [Communications and Corporate Disclosure Policy](#), and [Supplier Code of Conduct](#), we seek to understand stakeholder perspectives, address concerns, and integrate feedback into decision-making.

Engagement occurs through structured and unstructured meetings, consultations, community forums, grievance mechanisms, collaborative planning, and ongoing communication throughout the life-cycle of our operations. Engagement activities allow us to solicit feedback, better understand stakeholder perspectives, and address concerns through adaptive management and continuous improvement. Our aim is to foster constructive relationships while responsibly managing economic, environmental, and social impacts.

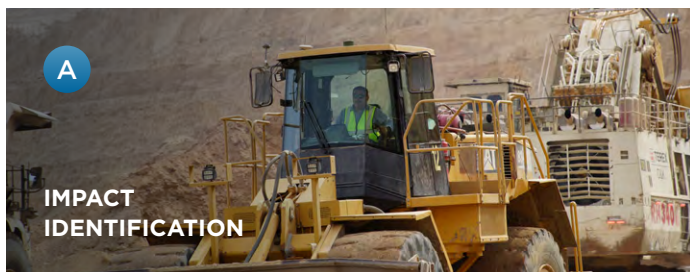
## 2025 EQUINOX GOLD STAKEHOLDER ENGAGEMENT FRAMEWORK AND FEEDBACK INTEGRATION

STAKEHOLDERS/RIGHTS HOLDER GROUPS	PRIMARY INTERESTS	ENGAGEMENT METHODS	FEEDBACK INTEGRATION
<b>Communities and Indigenous Peoples</b>	<ul style="list-style-type: none"> <li>Environmental and social impacts</li> <li>Water management and land use</li> <li>Employment and local development</li> <li>Cultural heritage protection</li> </ul>	<ul style="list-style-type: none"> <li>Face-to-face meetings</li> <li>Community consultations</li> <li>Participatory workshops</li> <li>Focus groups</li> <li>Grievance and feedback mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>Community investment programs</li> <li>Operational mitigation measures</li> <li>Closure and transition planning</li> </ul>
<b>Employees and Unions</b>	<ul style="list-style-type: none"> <li>Health, safety, and well-being</li> <li>Fair labour practices</li> <li>Workplace culture</li> <li>Career development</li> </ul>	<ul style="list-style-type: none"> <li>Workforce meetings</li> <li>Joint health and safety committees</li> <li>Surveys and feedback platforms</li> <li>Union dialogue processes</li> </ul>	<ul style="list-style-type: none"> <li>Safety programs</li> <li>Human resources strategies</li> <li>Training and workforce initiatives</li> </ul>
<b>Contractors</b>	<ul style="list-style-type: none"> <li>Safe working conditions</li> <li>Contract clarity and expectations</li> <li>Performance standards</li> </ul>	<ul style="list-style-type: none"> <li>Contractor onboarding sessions</li> <li>Safety meetings</li> <li>Operational coordination meetings</li> </ul>	<ul style="list-style-type: none"> <li>Contractor management systems</li> <li>Operational performance improvement</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Responsible sourcing expectations</li> <li>Commercial relationships</li> <li>Due diligence requirements</li> </ul>	<ul style="list-style-type: none"> <li>Supplier engagement sessions</li> <li>Calls and meetings</li> <li>Capacity-building activities</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> <li>Enhanced due diligence processes</li> <li>Responsible procurement practices</li> </ul>
<b>Government and Regulatory Authorities</b>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Environmental performance</li> <li>Economic contribution</li> <li>Responsible resource development</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory consultations</li> <li>Reporting submissions</li> <li>Technical meetings</li> <li>Site visits</li> </ul>	<ul style="list-style-type: none"> <li>Permit conditions</li> <li>Environmental management improvements</li> <li>Policy alignment</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>Financial and share price performance</li> <li>Operational performance and delivery against commitments and targets</li> <li>Sustainability risk management</li> <li>Governance and transparency</li> <li>Climate and sustainability strategy</li> </ul>	<ul style="list-style-type: none"> <li>Calls and meetings</li> <li>Sustainability questionnaires</li> <li>AGM</li> <li>Industry conferences</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability strategy</li> <li>Sustainability disclosures</li> <li>Risk management priorities</li> </ul>
<b>Industry Associations</b>	<ul style="list-style-type: none"> <li>Industry standards</li> <li>Responsible mining practices</li> <li>Policy development</li> </ul>	<ul style="list-style-type: none"> <li>Industry forums and events</li> <li>Working groups</li> <li>Collaborative initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of industry standards</li> <li>Continuous improvement</li> <li>Knowledge sharing</li> </ul>

# Materiality Assessment and Priority Topics

Our 2025 Sustainability Report covers topics that reflect the Company's most significant actual or potential impacts on the economy, environment, and people, including human rights. These topics also reflect the sustainability-related risks and opportunities that are most likely to influence the Company's operational continuity, reputation, and access to capital.

Topics were identified through a structured materiality assessment. The process considered internal risk assessments, stakeholder feedback captured through feedback mechanisms and stakeholder surveys, industry benchmarks, media review, and expectations communicated to the Company by investors, regulators, and Environmental, Social, and Governance (ESG) rating agencies.



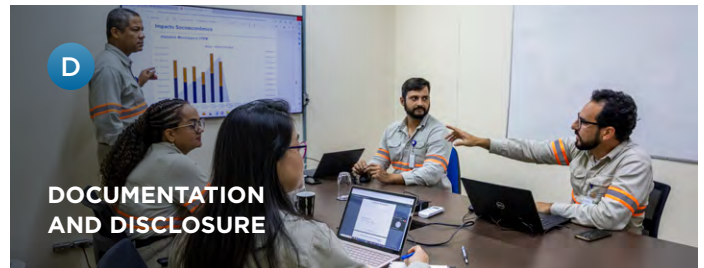
Review of internal and external sources to identify our actual and potential impacts on the economy, environment, and people. Sources included sustainability disclosures, risk assessments, stakeholder feedback, ESG ratings, and media review.



Identified impacts were analyzed considering their severity (scale, scope, and irremediability) and likelihood.



Results were internally reviewed to confirm significance, reflect stakeholder perspectives, and ensure alignment with strategic priorities and operational context.



Material topics were determined based on the most significant impacts and approved by the Sustainability Steering Committee.

To support decision-useful disclosure, Equinox Gold classifies material topics into two tiers based on their relative significance, which is reflected in the depth of reporting.

**Top Tier Material Topics** represent the Company's most significant sustainability impacts and risks. These topics have the greatest potential to affect safety, environmental integrity, community well-being, and business continuity. Top Tier topics receive the most comprehensive disclosure, including detailed management approaches, quantitative performance metrics, site-level examples, and forward-looking actions. 2025 Top Tier topics include:

- **Waste, hazardous materials, and incident management**
- **Occupational health and safety**
- **Water stewardship**
- **Human rights**
- **Indigenous Peoples and community engagement**
- **People and organizational culture**

**Tier 2 Material Topics** represent additional sustainability impacts, risks, and opportunities that are important but generally lower in immediacy or severity relative to Top Tier topics. Disclosures for these topics focus on governance, key risks and impacts, performance trends, and continuous improvement. 2025 Tier 2 topics include:

- **Business ethics, compliance, and transparency**
- **Responsible sourcing and supply chain management**
- **Biodiversity and rehabilitation**
- **Economic contributions**
- **Emissions, energy transition, and climate change**

Details on each topic's materiality and management approach can be found on Equinox Gold's website in [Responsible Mining/Management Approach to Sustainability](#). Material topics guide both reporting and management priorities and are reviewed periodically as stakeholder expectations and business risks evolve.

In 2025, we introduced this tiered structure and refined our material topics to strengthen alignment with enterprise risk prioritization, impact severity, and evolving disclosure expectations. The underlying sustainability impacts and risks identified remain substantively consistent with those identified in 2024. Several topics were consolidated to better reflect integrated management approaches, improve coherence, and reduce duplication:

- **"Air quality"** is addressed within **"Emissions, energy transition, and climate change"**
- **"Environmental compliance"** is incorporated within **"Biodiversity and rehabilitation"**
- **"Community development"** is included under **"Economic contributions"**
- **"Compliance with agreements"** is integrated within **"Indigenous Peoples and community engagement"**
- **"Corporate governance"** is addressed within **"Business ethics, compliance, and transparency"**
- **"Incident management," "tailings management,"** and **"waste management"** are combined under **"Waste, hazardous materials, and incident management"**

These updates reflect changes in topic disclosure structure, rather than a substantive shift in the Company's underlying risk profile.

# 2 GOVERNANCE

→ Business Ethics, Compliance, and  
Transparency

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→ Human Rights

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→ Responsible Sourcing and  
Supply Chain Management



# BUSINESS ETHICS, COMPLIANCE, AND TRANSPARENCY



Equinox Gold is committed to conducting business with integrity, transparency, and accountability, supported by a framework of ethics, compliance, and governance controls applicable across our operations and business relationships.

## MATERIAL TOPIC SNAPSHOT

 **40%**

40% of sites assessed for risks related to corruption during 2025

 **2**


Two confirmed corruption incidents identified through internal site-level human resources reporting channels; both investigated and addressed in accordance with Company procedures, and resulted in employee dismissal

 **Code acknowledgment**

Written acknowledgement of the Code and the Anti-Bribery and Anti-Corruption policies completed by 100% of Board members and Executive Management Team, and 100% of employees in priority roles

 **Zero**

No political contributions made by Equinox Gold during 2025

 **OUR MANAGEMENT APPROACH**  
Further details are provided in our [Management Approach to Sustainability > Our Approach to Business Ethics, Compliance, and Transparency](#)



# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 2-16, 2-25, 2-26, 2-27,  
205-1 (14.22.1), 205-2  
(14.22.3), 205-3 (14.22.4),  
207-4 (14.23.7), 415-1 (14.24.1),  
14.22.5, 14.22.6

SASB EM-MM-510a.2

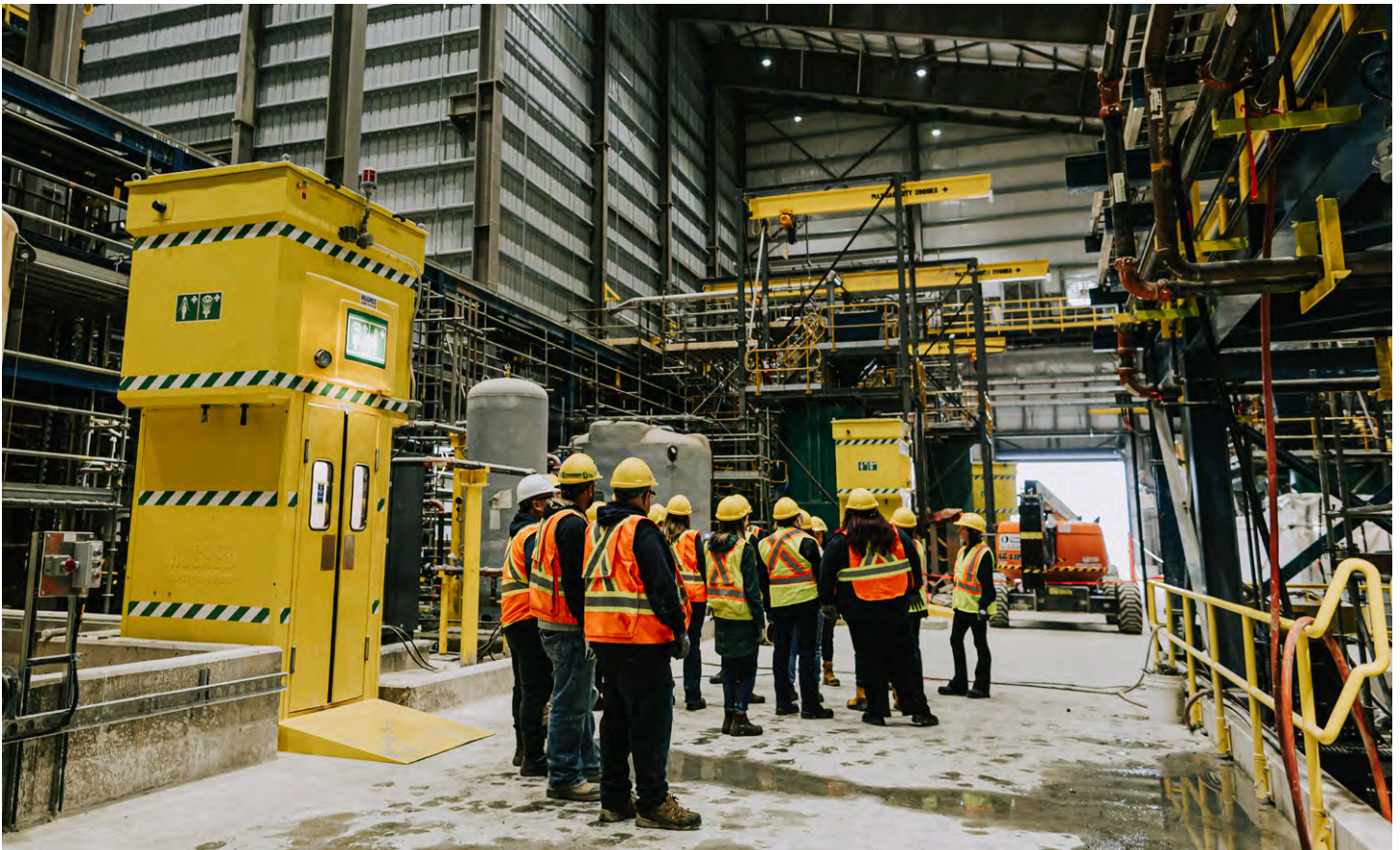


For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Business Ethics Tab](#)

## Compliance with Laws and Regulations

Equinox Gold maintained regulatory compliance during 2025, with no significant instances of non-compliance with laws and regulations identified across our operations. A significant instance of non-compliance refers to a matter resulting in administrative or judicial sanctions and/or fines

reported in the Company's audited consolidated financial statements or in financial information filed on public record, including fines under appeal that may appear as balance sheet reserves in the financial statements.

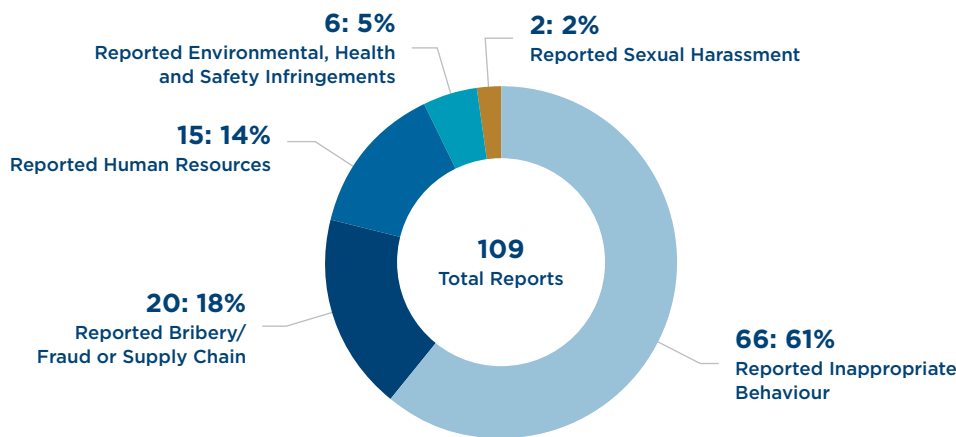


## Mechanisms for Raising Concerns and Remediation

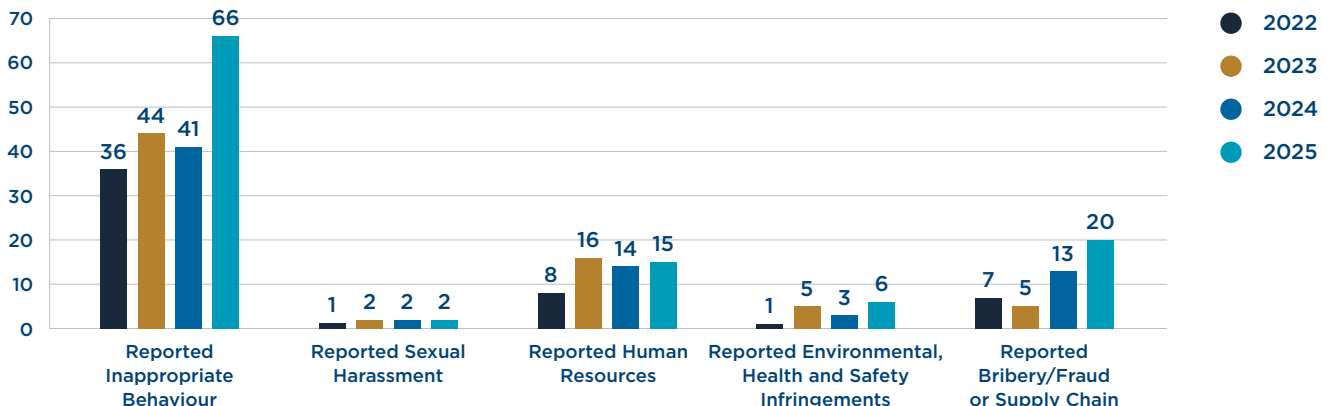
We maintain formal mechanisms to identify, assess, and remediate actual or potential breaches of Company policies, supporting early issue identification and organizational learning. Employees, contractors, and external stakeholders may raise concerns confidentially and anonymously through different channels, including an independent [Whistleblower Service](#), or by reporting concerns directly to management, human resources, community relations, or the legal department.

In 2025, 109 reports were submitted through the Whistleblower Service. Reports were received from different countries of operation, demonstrating awareness of and access to this available reporting channel. Of these, 20 reports were substantiated and 22 were partially substantiated, meaning that investigations confirmed some, but not all, elements of the allegations, based on available evidence. All reports were addressed in accordance with established investigation and remediation procedures.

### 2025 WHISTLEBLOWER REPORTS BY CATEGORY



### 2022-2025 WHISTLEBLOWER REPORTS BY CATEGORY



## Anti-Corruption and Ethical Business Conduct

We continued to strengthen our anti-corruption framework through risk assessment, governance oversight, and employee engagement initiatives.

### RISK ASSESSMENT AND OVERSIGHT

We conduct periodic country-level corruption risk assessments to identify jurisdictions that may require enhanced governance and compliance controls. These assessments consider external indicators, including the [Transparency International Corruption Perceptions Index \(CPI\)](#), together with operational context and regulatory risk factors. In 2025, Nicaragua ranked 175 out of 180 countries in the CPI. In response to the elevated risk profile associated with operating in this jurisdiction, the Company maintains enhanced due diligence processes applicable to employees, suppliers, and business partners, including Know Your Customer (KYC) reviews and risk-based screening matrices. An in-country compliance unit oversees implementation of these controls and supports ongoing monitoring and compliance activities.

In addition to country-level analysis, corruption risk assessments were completed in 2025 at our operations in Mexico and Brazil, including Los Filos, Aurizona, Bahia, and RDM (40% of sites). These assessments were conducted internally using a high-level Anti-Bribery and Corruption (ABC) risk assessment methodology designed to identify potential exposure areas and evaluate the effectiveness of existing preventive and detective controls. The assessments considered operational activities, third-party interactions, and governance maturity at the site level. No significant corruption risks were identified. The Company maintains controls intended to prevent and detect fraud and corruption, including implementation of the [Code](#), departmental policies and procedures across our supply chain, human resources, and other functions designed to prevent and detect fraud and corruption, as well as access to an independent [Whistleblower Service](#)

enabling confidential and anonymous escalation of concerns. We plan to expand the scope and depth of ABC risk assessments across additional operations in 2026, in coordination with the Internal Audit function, as part of ongoing efforts to strengthen corruption risk management.

Two incidents of corruption were identified through site-level human resources oversight and internal control processes during 2025. Both cases were confirmed through formal investigation and resulted in employee dismissal, consistent with the Company's zero-tolerance approach to unethical conduct. No legal cases related to corruption were brought against the Company or our employees.<sup>6</sup>

### COMMUNICATION AND TRAINING

We communicate our expectations for ethical conduct through the [Code](#), the [Anti-Bribery and Anti-Corruption Policy](#), and related governance frameworks applicable to directors, officers, employees, suppliers, and relevant business partners, who are also required to adhere to the [Supplier Code of Conduct](#).

Following the Calibre Mining combination in June 2025, integration activities focused on organizational alignment and harmonization of processes. As a result, the compliance approach in 2025 was adjusted, and all managers and employees in priority roles formally reviewed and acknowledged compliance with the [Code](#) and the [Anti-Bribery and Anti-Corruption Policy](#), and certain other compliance training activities were deferred.

In 2025, 100% of Board members and 100% of executive officers and employees in priority roles, defined as manager or higher positions, and all employees within human resources, supply chain, finance, and technology departments, formally reviewed and provided written acknowledgment of compliance with the Company's anti-corruption policies and procedures.

<sup>6</sup> This determination was based on information compiled by the legal department through site-level confirmation processes, applying a GRI-aligned definition of substantiated corruption incidents—excluding matters still under investigation—and defining public legal cases as formal investigations, prosecutions, or court proceedings related to corruption that have entered the public legal record and involve the Company or its employees in connection with Company business activities.

During 2025, the Company’s education sessions for Board directors focused on integration and transition matters following the business combination with Calibre Mining, including presentations on the Company’s asset portfolio to support directors’ understanding of Equinox Gold’s strategy and operations. In addition, certain directors completed various education sessions in 2025 on a range of topics, including audit committees, capital financing, governance, mergers and acquisition trends, succession planning, and geopolitical risks.



## Transparency in Payments, Contracts, and Ownership

### TAXES AND PAYMENTS TO GOVERNMENTS

We uphold transparency and accountability in the extractive sector and support the objectives of the [Extractive Industries Transparency Initiative \(EITI\)](#). Equinox Gold publicly [reports](#) payments to governments on a country-by-country basis in accordance with *Canada’s Extractive Sector Transparency Measures Act*, including taxes, royalties, fees, and other prescribed categories, by jurisdiction and project.

### CONTRACT TRANSPARENCY

Material agreements related to mineral rights, concessions, and other significant contractual arrangements are governed by national legal frameworks and regulatory disclosure requirements, if applicable.

### EXECUTIVE COMPENSATION TRANSPARENCY

Equinox Gold maintains a compensation framework designed to align executive remuneration with Company performance, long-term objectives, and responsible business conduct. Executive compensation is overseen by the Board, with the support of

the Compensation, Nomination and Governance Committee, through established governance processes intended to support accountability, performance alignment, and transparency.

In 2025, the Company increased the weighting of corporate objectives linked to sustainability performance to 10%, from 8% in 2024, and exceeded all corporate sustainability objectives during the year.<sup>7</sup> Following the 2025 Calibre Mining combination, the Board’s Compensation, Nomination and Governance Committee determined that Short-Term Incentive Payments (STIP) outcomes for the second half of 2025 would be based entirely on corporate performance, with no individual component, reflecting the collective accountability for overall results. Details on the Company’s executive compensation philosophy and objectives can be found in our [2026 Management Information Circular](#).

### POLITICAL CONTRIBUTIONS

Consistent with our commitment to political neutrality and responsible governance practices, no political contributions were made directly or indirectly by the Company during 2025.

<sup>7</sup> See pages 51 and 52 of Equinox Gold’s [2026 Management Information Circular](#) for greater detail.

# HUMAN RIGHTS



Equinox Gold is committed to respecting human rights, including the rights of Indigenous Peoples, consistent with the [International Bill of Human Rights](#) and the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#).

## MATERIAL TOPIC SNAPSHOT



### External assurance

Conducted external assurance against the [Responsible Gold Mining Principles](#) and [Conflict-Free Gold Standard](#)




### Due diligence

Advanced human rights due diligence in Brazil through regional workshops and structured follow-up actions based on 2023-2024 human rights assessments



### 84%

84% of security personnel working at operations located in or near Conflict-Affected or High-Risk Areas received human rights training



**OUR MANAGEMENT APPROACH**  
Further details are provided in our [Management Approach to Sustainability > Our Approach to Human Rights](#)

# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 408-1 (14.18.2), 409-1 (14.19.2), 410-1 (14.14.2)

SASB EM-MM-210a.1

## Human Rights and Modern Slavery Due Diligence

In 2025, Equinox Gold advanced implementation of human rights due diligence through targeted risk assessments, supplier screening, training, audits, and follow-up actions in certain operations and supply chains.

In Brazil, the Company continued follow-up on human rights assessments conducted in 2023 and 2024. In collaboration with an independent human rights advisor, the Company held regional workshops with personnel from Aurizona, Bahia, and RDM, as well as representatives from the regional office in Belo Horizonte, Minas Gerais. These sessions reviewed assessment findings, translated identified risks into corrective actions, defined accountabilities, and established timelines for remediation. Discussions addressed risks and improvement opportunities related to labour and working conditions, community rights, land access, security practices, environmental and community health, and ethics and anti-corruption. These actions strengthened risk management practices and supported continuity of human rights oversight as the Brazilian operations transitioned to new ownership in January 2026.

Equinox Gold does not employ children and prohibits child labour, forced labour, human trafficking, and

other forms of modern slavery across its operations and supply chain. The Company sources minerals from artisanal and small-scale miners at La Libertad in Nicaragua, where child labour risk may be present due to the informal nature of artisanal and small-scale mining (ASM) activities and the broader regional operating context. To manage this risk, the Company applies enhanced due diligence measures, including supplier eligibility criteria and onboarding requirements aligned with International Labour Organization (ILO) Conventions No. 138 and No. 182, responsible sourcing requirements, ongoing supplier engagement and awareness activities, on-site monitoring, supplier assessments, audits, grievance mechanisms, and corrective action processes where non-compliance is identified.

In 2026, the Company published its annual [Forced Labour in Canadian Supply Chains Report](#) for the 2025 reporting year, prepared in accordance with applicable Canadian regulatory requirements. The report outlines the Company's approach to identifying, assessing, and mitigating risks of forced labour, child labour, and other forms of modern slavery across its operations, supply chain, and broader business relationships.





## High-Risk Areas and Security Practices

Equinox Gold periodically assesses the geopolitical and operating context of its jurisdictions using internationally recognized frameworks and publicly available indicators. The Company applies a risk-based approach to identifying conflict-affected and high-risk areas (CAHRAs) consistent with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance.<sup>8</sup> This framework does not prescribe a list of countries but defines CAHRAs by reference to indicators such as armed

conflict, widespread violence, political instability, and governance weaknesses. Based on a review of publicly available third-party data, certain regions within Mexico may present characteristics consistent with high-risk areas, including elevated levels of violence and associated institutional constraints. Nicaragua has been assessed as presenting potential governance-related risks. Our operations in Mexico and Nicaragua accounted for approximately 13% of the Company's proven gold reserves.

<sup>8</sup> [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.](#)



To manage these risks, we apply strengthened oversight and due diligence processes. Mitigation measures implemented include responsible ASM sourcing controls, enhanced stakeholder engagement practices, and risk-based security management systems designed to prevent and address potential adverse impacts. During 2025, the Company completed a [self-assessment and independent limited assurance against the Conflict-Free Gold Standard](#) covering its operations in Nicaragua. The engagement included site verification, evaluation of risk management systems, policies, internal controls, and supply chain due diligence processes.

The assurance concluded that gold produced and dispatched during the reporting period was managed

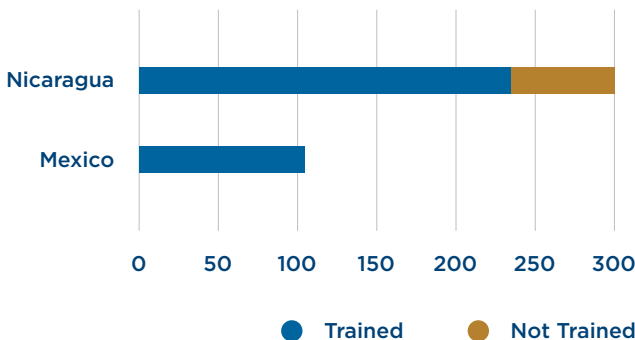
under systems designed to mitigate the risk of contributing to unlawful armed conflict or serious human rights abuses. Corrective actions are underway to address minor improvement opportunities identified.

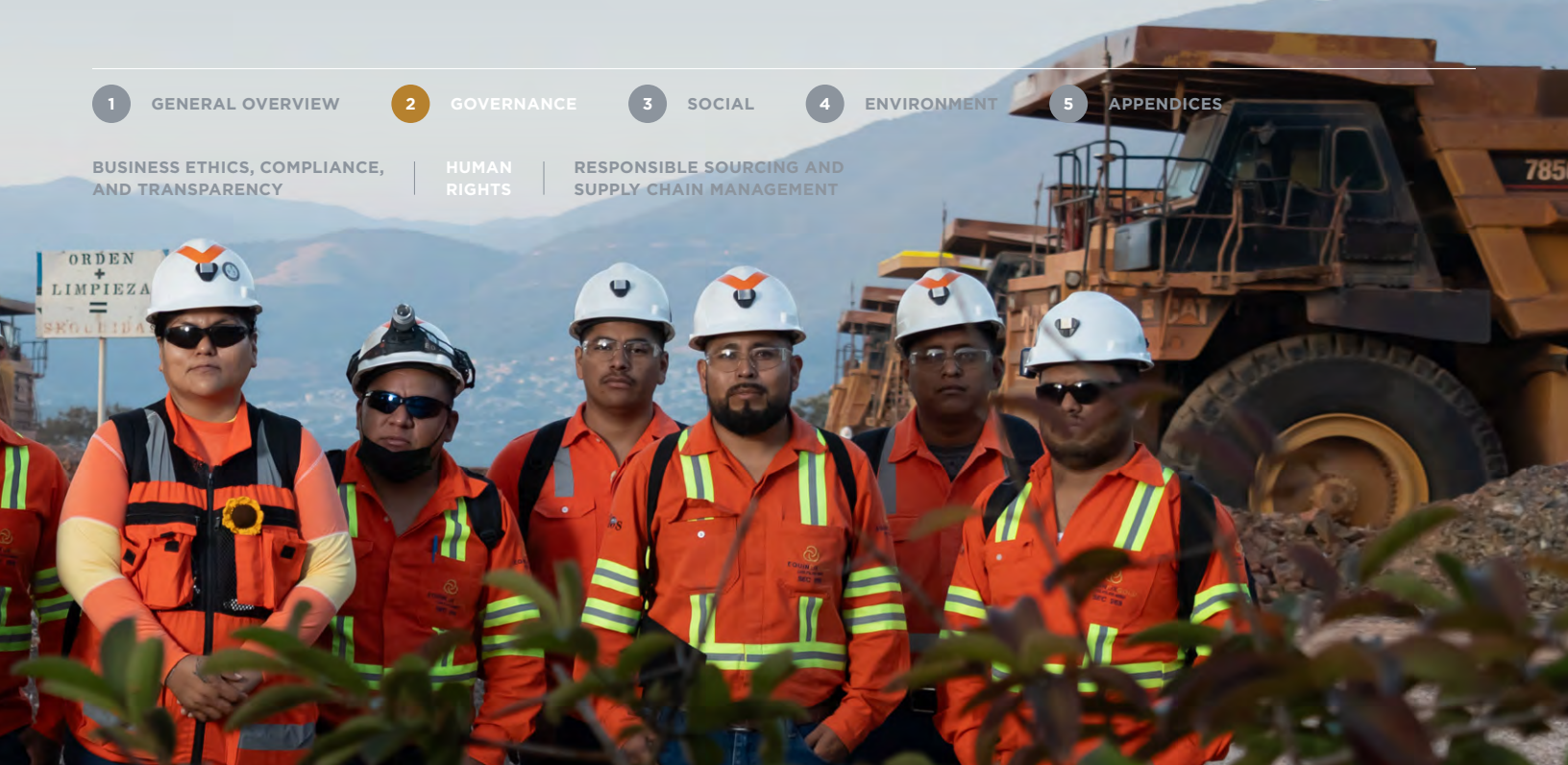
During 2025, the training in human rights of security personnel was prioritized at operations located in or near CAHRAs, achieving:

- **100% coverage** at Los Filos (Mexico)
- **78% coverage** across Nicaragua operations

Training programs align with the [Voluntary Principles on Security and Human Rights](#).

**2025 SECURITY PERSONNEL IN CAHRAs TRAINED IN HUMAN RIGHTS**





## Verification Against World Gold Council Principles


Equinox Gold uses independent assurance and verification processes to evaluate alignment with internationally recognized responsible gold mining principles and standards. In 2025, we completed a [self-assessment process and an independent assurance of conformance with the WGC’s RGMPs](#) at four operating mines (Greenstone, Mesquite, El Limon, and La Libertad). Cross-functional teams reviewed policies, procedures, and operational controls related to ethics, human rights, supply chain due diligence, health and safety, and environmental management.

The independent assurance included a multi-day site visit to Mesquite, and the other three sites were assured remotely. Assurance activities involved document reviews, interviews with management,

workers, contractors, community representatives, and suppliers, and evaluation of implementation across the 51 RGMP requirements covering environmental, social, and governance topics. The assurance concluded that, in general terms, the Company meets the requirements of the RGMPs framework, noting continued progress against prior action plans and identifying targeted improvement actions to support progression toward full conformance.

**i** For detailed information on 2025 performance, visit [Equinox Gold’s 2025 Sustainability Databook > Human Rights Tab](#)

## 2026 Priorities

 Finalize and implement the updated Equinox Gold Human Rights Standard in Mexico and Nicaragua.

# RESPONSIBLE SOURCING AND SUPPLY CHAIN MANAGEMENT



Equinox Gold applies responsible sourcing practices to manage environmental, social, human rights, and integrity risks across its supply chain. This includes suppliers, contractors, service providers, refining counterparties, and, at selected operations, ASM partners. These business relationships provide essential inputs, including mining equipment, fuel and energy, processing reagents, logistics, engineering services, and specialized technical expertise required across the mine life-cycle.

### MATERIAL TOPIC SNAPSHOT



93% of total procurement spending with national suppliers (13% local, 30% in-state/province, and 50% other in-country)



One operation identified with inherent child labour risk exposure associated with ASM supply chains; no incidents involving ASM partners



ASM responsible sourcing avoided 2.59 tonnes (t) of mercury use while supporting formal livelihoods for artisanal miners

#### **i** OUR MANAGEMENT APPROACH

Further details are provided in our [Management Approach to Sustainability](#) > [Our Approach to Responsible Sourcing](#), and [Supply Chain Management](#)

# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 204-1 (14.9.5), 308-1, 308-2, 14.13.2, 14.13.3

## Due Diligence

During 2025, Equinox Gold continued strengthening its responsible sourcing framework through enhanced governance oversight, risk-based supplier due diligence, and proactive supplier engagement practices designed to promote responsible business across its supply chain.

The [Supplier Code of Conduct](#) is a mandatory condition of doing business with the Company and establishes environmental, social, safety, human rights, and ethical expectations applicable to all suppliers, contractors, and business partners. In 2025, the Code was updated to reinforce requirements related to ethical conduct, responsible sourcing practices, and compliance accountability across the supply chain.

The Company advanced improvements to supplier onboarding controls aimed at strengthening risk visibility at the earliest stage of commercial engagement. In Nicaragua, 684 new suppliers were screened in 2025 using social, environmental, and integrity criteria.

### STRENGTHENED SUPPLIER ONBOARDING CONTROLS AT U.S. OPERATIONS

During 2025, Equinox Gold strengthened supplier onboarding controls at Castle Mountain and Mesquite as part of our ongoing efforts to enhance procurement governance and supplier due diligence.

Updates to supplier registration requirements included expanded financial verification, enhanced documentation requirements, and formal acknowledgement of compliance obligations, including adherence to the [Supplier Code of Conduct](#).

These changes support earlier identification of financial, legal, and compliance risks before suppliers are activated in Company systems.

### ADVANCING DIGITAL PROCUREMENT AND SUPPLIER RISK MANAGEMENT

During 2025, Equinox Gold advanced implementation of an e-sourcing solution as part of broader efforts to modernize procurement practices and strengthen supplier risk oversight. The platform is intended to enhance vendor registration processes and support more structured financial and legal supplier risk screening using external market intelligence.

Although integration priorities associated with the Calibre Mining combination extended the original roll-out timeline, foundational implementation activities were completed during the year. Initial deployment commenced in Brazil in 2025, prior to the sale of these operations, and future implementation is progressing in 2026 and will be incorporated into the Company's evolving operating portfolio and integration priorities.

## Local Procurement

Equinox Gold continued to prioritize local economic participation through responsible procurement practices that support host-country economies and strengthen regional supply chains. In 2025, 93% of total procurement spending was directed to national suppliers, including 13% to local suppliers, 30% to suppliers within state or provincial economies, and 50% to other in-country suppliers, supporting in-country value creation.

Procurement performance varied across operations depending on local market maturity and availability

of specialized goods and services. Higher levels of local procurement were observed at Aurizona (22%), Castle Mountain (22%), and Los Filos (18%). Other sites, including La Libertad (1%) and El Limon (6%), continued to rely more heavily on broader in-country suppliers due to limited local industrial capacity or specialized operational requirements. Across the portfolio, procurement spending was primarily directed toward suppliers within host countries, with only 7% of procurement spending occurring outside host countries.



## Artisanal and Small-Scale Mining

The Company's ASM interactions occur exclusively in Nicaragua, in and around La Libertad. During 2025, no incidents involving ASM were recorded at La Libertad. The Company continued to engage with artisanal mining stakeholders and maintain established operating protocols throughout the year.

Equinox Gold's ASM Mineral Purchase Program in Nicaragua is designed to support the progressive formalization of artisanal mining by providing miners with access to legitimate markets, transparent pricing mechanisms, and formal financial systems. The program enables artisanal miners operating under national legal frameworks to transition toward safer and more responsible production practices while maintaining economic opportunities for local families. In 2025, a specialized independent audit reviewed implementation of the program and its management system, supporting oversight, traceability controls, and risk monitoring practices. A follow-up audit is planned for 2026 to support continuous improvement and further alignment with international responsible sourcing expectations.

The program in Nicaragua has delivered measurable outcomes. As of December 31, 2025, Equinox Gold maintained 128 commercial contracts covering 205 producing ASM sites, all of which operated using bank accounts to enable formal and transparent payments.

The program also contributed to measurable environmental benefits. During 2025, 26,006 tonnes of artisanal ore were responsibly purchased and processed at La Libertad.

- An estimated 2.59 tonnes of mercury use were avoided, supporting national and international efforts to reduce mercury contamination associated with informal gold processing.
- Approximately 112,346 m<sup>3</sup> of water were safely treated and discharged through controlled processing facilities, reducing the risk of uncontrolled environmental releases.

In 2025, Equinox Gold did not purchase minerals from governments or from third parties appointed by governments to sell minerals on its behalf across all operations.



Additional information on our ASM Mineral Purchase Program can be found in [Equinox Gold's Management Approach to Sustainability > Our Approach to Responsible Sourcing and Supply Chain Management](#)

For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Responsible Sourcing Tab](#)

## 2026 Priorities



Complete independent audit against our ASM Mineral Purchase Program.

## SPOTLIGHT



## Partnering with Artisanal Miners for Responsible Gold Supply Chains

At the 2025 Prospectors & Developers Association of Canada (PDAC) event “Partnering for Progress: Advancing Artisanal and Small-Scale Gold Mining for Sustainable Development and Responsible Supply Chains”, co-organized by the Intergovernmental Forum on Mining, Minerals, Metals, and Sustainable Development, the World Bank, and the WGC, our Vice President of Corporate Affairs participated in a panel on integrating ASM into global supply chains. Speaking on the role of large-scale mining in fostering cooperation with ASM, he outlined Equinox Gold’s experience in Nicaragua, where the Company works

with legal artisanal miners operating on its concessions. The presentation highlighted the development of a comprehensive ASM sourcing management system aligned with the [Organization for Economic Co-operation and Development \(OECD\)](#) and [Financial Action Task Force](#) due diligence frameworks, emphasizing transparency, traceability, external assurance, and continuous improvement. The approach is intended to create shared value by supporting responsible ore sourcing, while strengthening health and safety practices, advancing formalization, and improving environmental stewardship within the ASM sector.

# 3 SOCIAL

- Occupational Health and Safety
- People and Organizational Culture
- Indigenous Peoples and Community Engagement
- Economic Contributions



# OCCUPATIONAL HEALTH AND SAFETY



Equinox Gold is committed to protecting health and safety, and to preventing work-related injury and ill health.

**MATERIAL TOPIC SNAPSHOT**



Zero fatalities



TRIFR for employees and contractors improved by approximately 25%, declining from 2.21 in 2024 to 1.65 in 2025, bettering our 2025 target of 2.85 by approximately 42%



100% of employees and contractors are covered by an occupational health and safety management system

**i OUR MANAGEMENT APPROACH**  
 Further details are provided in our Management Approach to Sustainability > Our Approach to Occupational Health and Safety

# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 403-5 (14.16.6), 403-8  
(14.16.9), 403-9 (14.16.10),  
403-10 (14.16.11)

SASB EM-MM-320a.1

## Occupational Health and Safety Management System

Equinox Gold applies a risk-based occupational health and safety management system developed using the ISO 45001:2018 framework to manage health and safety risks associated with mining and development activities. The system is designed to prevent injuries, manage exposure risks, and support a proactive safety culture across all operations. In 2025, 100% of our workforce was covered by the occupational health and safety management system.

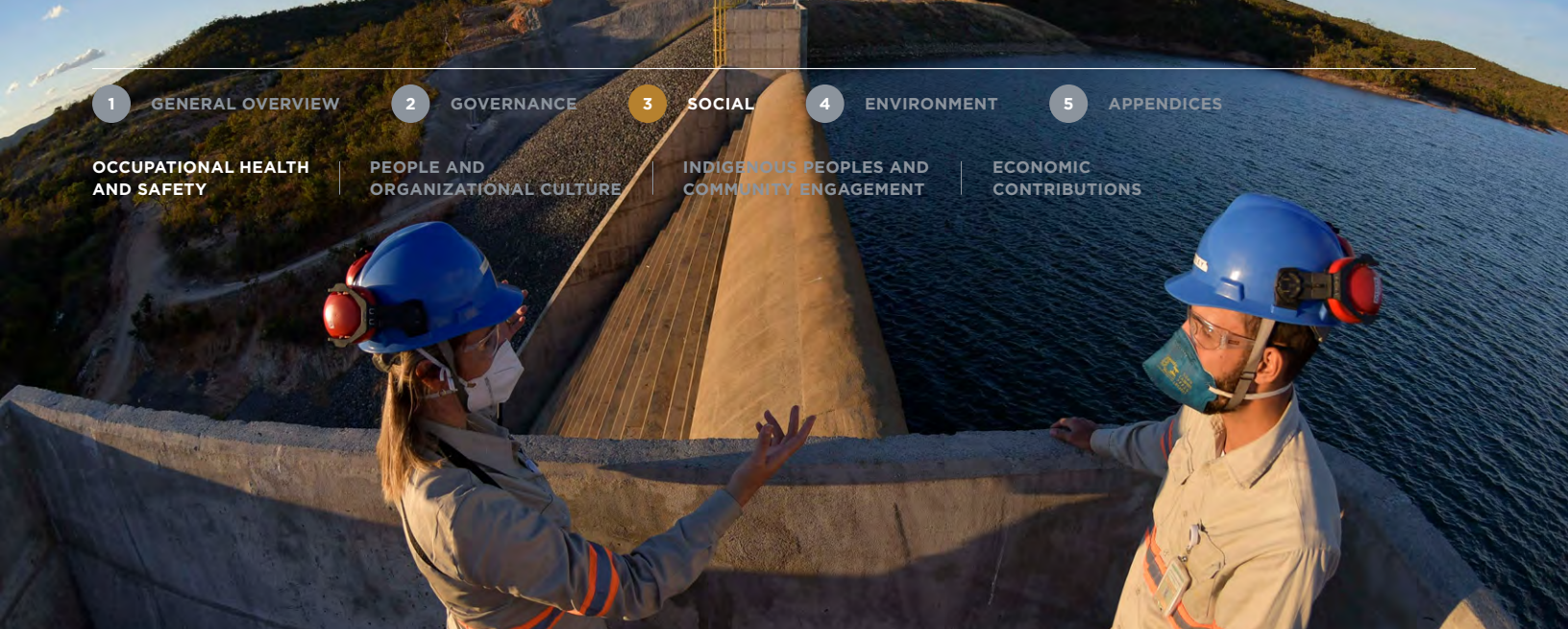
Across operations, key hazards include interaction with mobile equipment, rockfalls, confined spaces, energy isolation, explosives handling, working at heights, and exposure to hazardous substances such as cyanide. Risk mitigation follows the hierarchy of controls—prioritizing elimination, substitution, engineering controls, administrative controls, and personal protective equipment. Critical controls are defined, monitored, and verified through structured risk management programs, including bow-tie analyses, a widely recognized risk visualization and prevention methodology used to identify potential causes and consequences of high-risk events and the controls required to prevent or mitigate them.

As part of continuous improvement and progress toward 2025 priorities, Equinox Gold completed an external gap assessment of its Corporate Health and Safety Management Standards against ISO 45001 requirements. The review identified opportunities to strengthen system integration and governance,

and informed ongoing enhancements to corporate standards and health and safety management systems. ISO certification was not pursued as part of this exercise.

During 2025, the Company advanced its “One Equinox” Safety Framework, strengthening integration, consistency, and risk-based performance management following the business combination with Calibre Mining. Key activities included expanded deployment of the enterprise health, safety, and environment (HSE) platform to standardize incident reporting, inspections, and permit-to-work systems, updated corporate standards, enhanced governance oversight, audit protocols, and management review processes. Occupational health programs were expanded to include hearing conservation, medical surveillance, and industrial hygiene initiatives to better manage exposure-related risks.

Site-level initiatives supported these efforts through standardized supervisor inspections, enhanced hazard recognition programs, and expanded emergency preparedness and response capabilities developed in coordination with external agencies. Learnings from incidents were systematically incorporated into preventive actions, contributing to improvements in contractor management, competency assurance, and controls for high-risk activities such as mobile equipment operation and electrical work.



OCCUPATIONAL HEALTH AND SAFETY

PEOPLE AND ORGANIZATIONAL CULTURE

INDIGENOUS PEOPLES AND COMMUNITY ENGAGEMENT

ECONOMIC CONTRIBUTIONS

## Workforce Safety Data (Employees and Contractors)<sup>9</sup>

Equinox Gold achieved zero fatalities among employees and contractors during 2025.

The Company’s combined TRIFR improved by approximately 25%, from 2.21 in 2024 to 1.65 in 2025.

At the same time, increases in certain lagging indicators<sup>10</sup> compared to the previous year highlighted areas requiring continued focus:

- All Injury Frequency Rate (AIFR) increased from **9.92 to 11.48**
- Lost-Time Injury Frequency Rate (LTIFR) increased from **0.49 to 0.70**

### EMPLOYEES

- **Zero** fatalities
- **18** recordable work-related injuries, corresponding to a TRIFR of 1.69
- **One** case of recordable work-related ill health
- **10,652,558** hours worked

### CONTRACTORS

- **Zero** fatalities
- **36** recordable work-related injuries, corresponding to a TRIFR of 1.63
- **22,100,071** hours worked

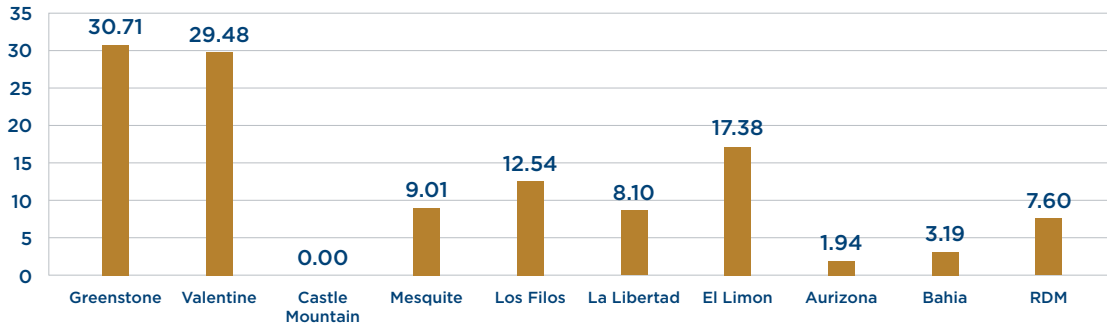
### 2025 KEY OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE INDICATORS BY MINE SITE

Metric	Greenstone	Valentine	Castle Mountain	Mesquite	Los Filos	La Libertad	El Limon	Aurizona	Bahia	RDM
Fatalities	0	0	0	0	0	0	0	0	0	0
AIFR	30.71	29.48	0.00	9.01	12.54	8.10	17.38	1.94	3.19	7.60
LTIFR	0.00	0.83	0.00	0.00	0.96	0.71	2.07	0.55	0.00	0.58
TRIFR	4.02	4.15	0.00	0.00	1.93	1.43	2.48	0.55	0.38	0.58

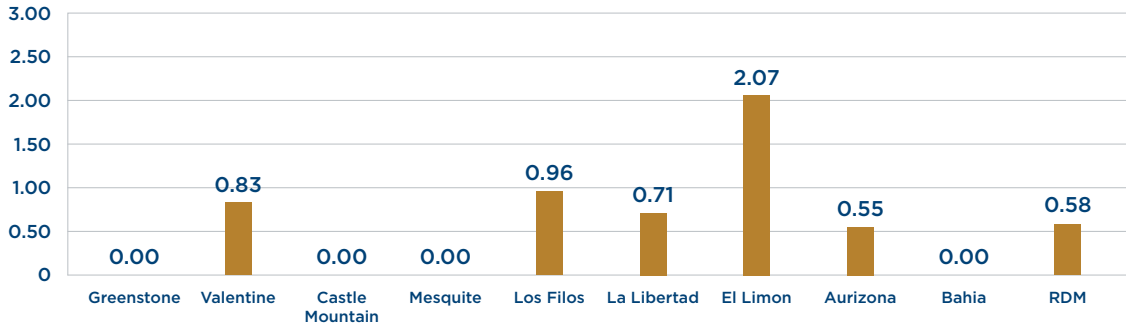
<sup>9</sup> Rates have been calculated based on 1,000,000 hours worked.

<sup>10</sup> Variances between the safety performance data presented here and those disclosed in the MD&A are primarily attributable to updates in contractor-reported hours worked. As contractor data collection and validation processes were refined, total exposure hours increased, resulting in corresponding adjustments to frequency rates calculated per 1,000,000 hours worked.

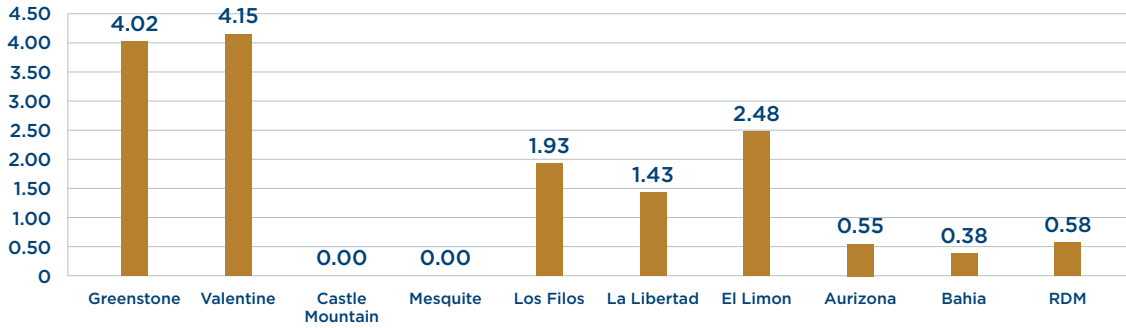
2025 AIFR BY SITE<sup>11</sup>



2025 LTIFR BY SITE<sup>11</sup>



2025 TRIFR BY SITE<sup>11</sup>



<sup>11</sup> Rates have been calculated based on 1,000,000 hours worked.

## Health and Safety Training

In 2025, Equinox Gold provided OHS training across its workforce through a structured, risk-based framework that includes general induction, task-specific training, and specialized modules addressing critical risks such as confined spaces, energy isolation (lockout/tagout), working at heights, and equipment operation.

**i** For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > OHS Tab](#)

## 2026 Priorities



Complete implementation of new OHS management software across Nicaragua operations and Valentine.



## SPOTLIGHT



### Progressing Critical Risk Management and Workforce Well-being Across Operations

In 2025, we advanced targeted health, safety, and workforce well-being initiatives across multiple operations, with a focus on critical risk management, fatigue prevention, and workforce competency.

- At Valentine, critical risk programs, including lockout/tagout, confined space entry, and working at heights, were further embedded into daily operational practices through supervisory oversight, supporting consistent application of high-risk work controls.
- At Los Fillos and Greenstone, fatigue management initiatives focused on work schedules, role-critical task assessments and targeted training aligned for roles with elevated fatigue exposure.

- In Brazil, more than 100 employees received training on verifying and maintaining the effectiveness of critical controls, reinforcing frontline accountability for high-consequence risk prevention.

These initiatives support Equinox Gold's continued efforts to reduce health and safety risks, strengthen workforce competency, and promote a proactive, prevention-focused safety culture across its operations.



## Strengthening Mine Rescue Readiness in Nicaragua

Emergency preparedness and response capacity is essential for managing operational risks. In 2025, Equinox Gold Nicaragua implemented a Mine Rescue Training Program across operating sites and exploration areas. Five intensive training sessions combined classroom instruction with surface and underground simulations covering first aid, gas detection, firefighting, breathing apparatus use, and high-angle rescue techniques. By year-end, 101 mine rescuers had been trained and seven potential team captains identified. The program enhanced emergency preparedness capabilities and strengthened local response capacity across operations in the event of an incident.



## Reinforcing Safety Systems and Operational Readiness at Greenstone

In 2025, Greenstone advanced initiatives to support safety performance, emergency preparedness, and workforce readiness as the operation advanced toward steady-state activities. As of March 2026, the site had achieved 8.1 million hours worked without a lost-time injury (LTI), reflecting sustained implementation of safety controls and workforce engagement in safe work practices. The site also continued to further develop emergency response capabilities, workforce health programs, training systems, and health and safety assurance activities. Together, these initiatives support continuous improvement in safety management systems and operational preparedness at Greenstone.

# PEOPLE AND ORGANIZATIONAL CULTURE



Equinox Gold is committed to fair labour practices, workforce development, and respectful workplaces that support employee well-being, professional growth, and compliance with applicable labour standards.

**MATERIAL TOPIC SNAPSHOT**

 **13,163**

13,163 total workers, with women representing 16% of employees and contractors representing 60% of the workforce composition

 **Zero**

Zero strikes and lockouts

 **5,219**

5,219 total employees, 67% of whom are from local communities

 **56%**

56% of employees covered under collective bargaining agreements



**i OUR MANAGEMENT APPROACH**  
 Further details are provided in our Management Approach to Sustainability > Our Approach to People and Organizational Culture

# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 2-7, 2-8, 2-30, 202-1 (14.17.2), 401-1 (14.17.3), 401-3 (14.17.5, 14.21.3), 402-1 (14.17.6), 407-1 (14.20.2), 14.20.3, 202-2 (14.21.2), 405-1 (14.21.5), 405-2 (14.21.6), 14.9.6

SASB EM-MM-000.B, EM-MM-310a.2, EM-MM-310a.1

## Workforce Overview

In 2025, Equinox Gold's total workforce reached 13,163 workers,<sup>12</sup> of which 5,219 were employees (including employees working at mine sites and regional and corporate offices) and 7,944 contractors. Contractors represented approximately 60% of the overall workforce and played a critical role in supporting mine operations, construction activities, and specialized technical services. Workforce composition and year-over-year comparisons were influenced by organizational integration activities following the combination with Calibre Mining, which expanded operational scope and workforce requirements.

All employees were engaged on a full-time basis, and 98% of the total employee population (5,109 individuals) held permanent positions. Only a limited number of temporary roles supported short-term operational needs. The Company does not utilize part-time or non-guaranteed hour employment arrangements.

Employee distribution generally reflected the location and scale of the Company's operating assets and regional offices during the reporting period. Brazil accounted for the largest share of employees (2,115), followed by Canada (1,365) and Nicaragua (1,173),

with additional employee populations in the United States (345) and Mexico (221).

From a gender perspective, women represented 16% of employees, underscoring ongoing opportunities to strengthen gender diversity, particularly within operational roles. Women were most represented in administrative, technical, and professional positions.

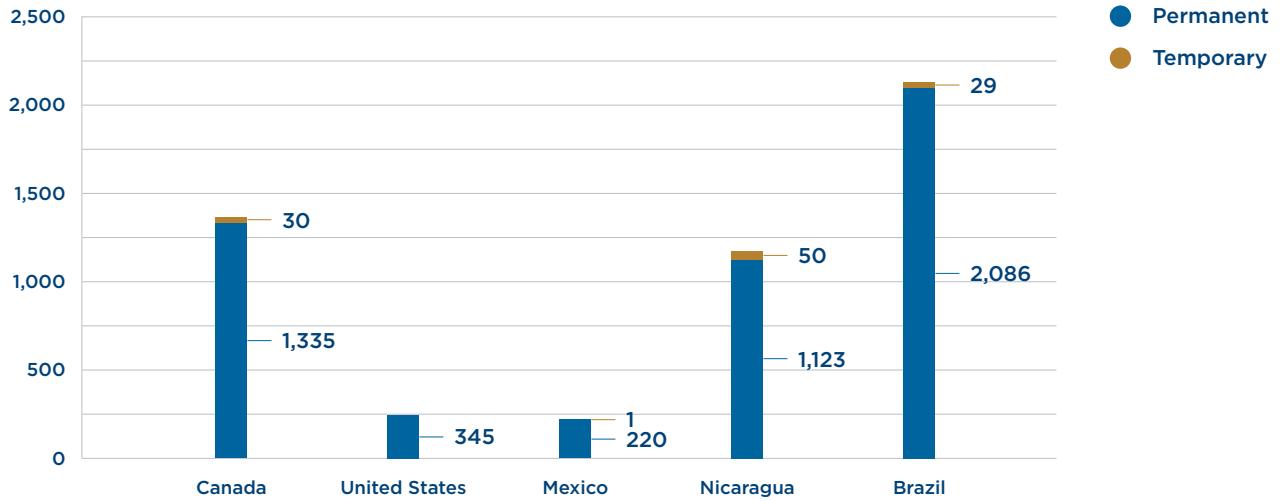
Workforce composition aligns with the operational profile of the business. Operators represented 52% of employees, followed by administrative, technical, and professional roles (33%), supervisors (7%), management positions (5%), middle management (1%), and senior management (<1%), with executive roles accounting for approximately 1% of employees. The employee population was primarily concentrated within the 30 to 50-year age group, representing the core experienced workforce, supported by younger employees contributing to workforce renewal and succession planning.

Governance diversity complements workforce inclusion efforts. In 2025, women represented 30% of the Board of Directors. All Board members were over 50 years of age.

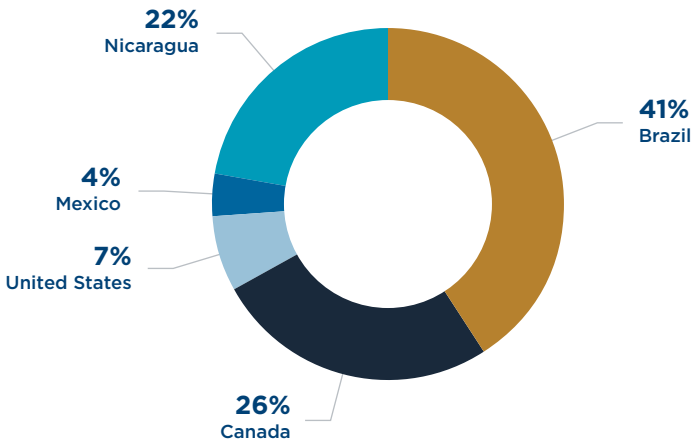
<sup>12</sup> Numbers reported in head count at the end of the reporting period.



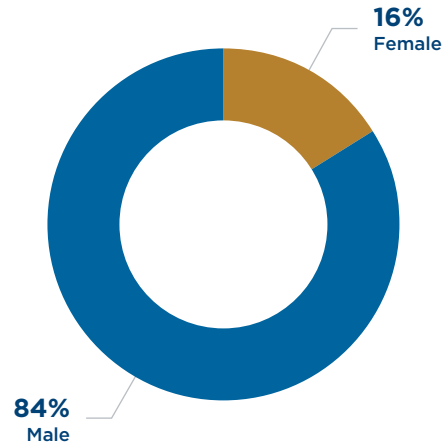
2025 EMPLOYEES BY TYPE OF CONTRACT AND REGION



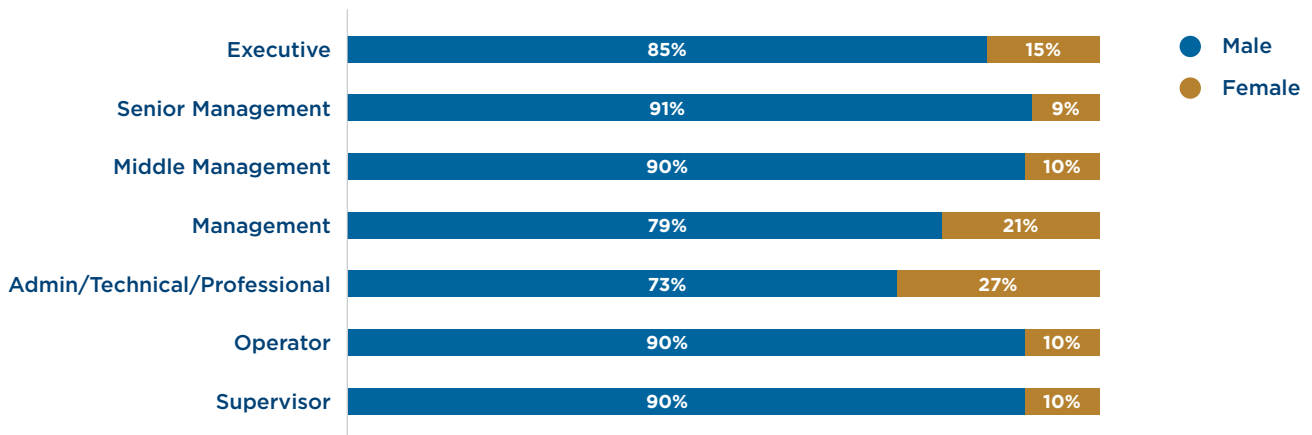
2025 EMPLOYEES BY REGION



2025 EMPLOYEES BY GENDER



2025 EMPLOYEES BY CATEGORY AND GENDER



# Global Workforce Profile

**5,109**

Permanent Employees

**110**

Temporary Employees

**7,944**

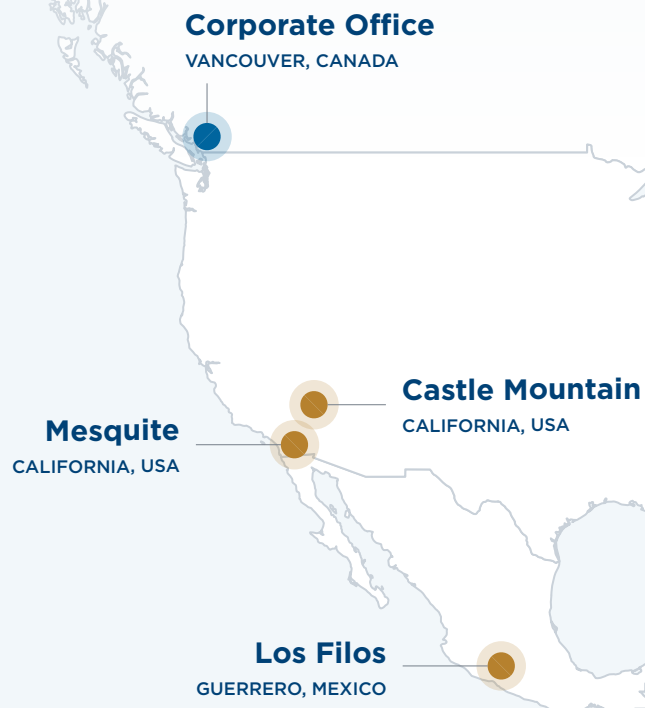
Contractors

**13,163**

Workforce

 Equinox Gold Office

 Equinox Gold Mine



Corporate Office Workforce			
VANCOUVER, CANADA			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
90	5	38	133

Greenstone Mine Workforce			
ONTARIO, CANADA			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
748	16	520	1,284

Valentine Mine Workforce			
NEWFOUNDLAND AND LABRADOR, CANADA			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
497	9	362	868

Castle Mountain Mine Workforce			
CALIFORNIA, USA			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
48	0	4	52

Mesquite Mine Workforce			
CALIFORNIA, USA			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
297	0	25	322

Los Filos Mine Complex Workforce			
GUERRERO, MEXICO			
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
220	1	252	473

OCCUPATIONAL HEALTH AND SAFETY

PEOPLE AND ORGANIZATIONAL CULTURE

INDIGENOUS PEOPLES AND COMMUNITY ENGAGEMENT

ECONOMIC CONTRIBUTIONS



### Managua Field Office Workforce

MANAGUA, NICARAGUA

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
169	2	370	541

### La Libertad Complex Workforce

CHONTALES, NICARAGUA

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
408	25	1,488	1,921

### El Limon Complex Workforce

LEON, NICARAGUA

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
546	23	789	1,358

### Belo Field Office Workforce

MINAS GERAIS, BRAZIL

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
120	9	14	143

### Aurizona Mine Workforce

MARANHÃO, BRAZIL

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
361	0	1,362	1,723

### Bahia Complex Workforce

BAHIA, BRAZIL

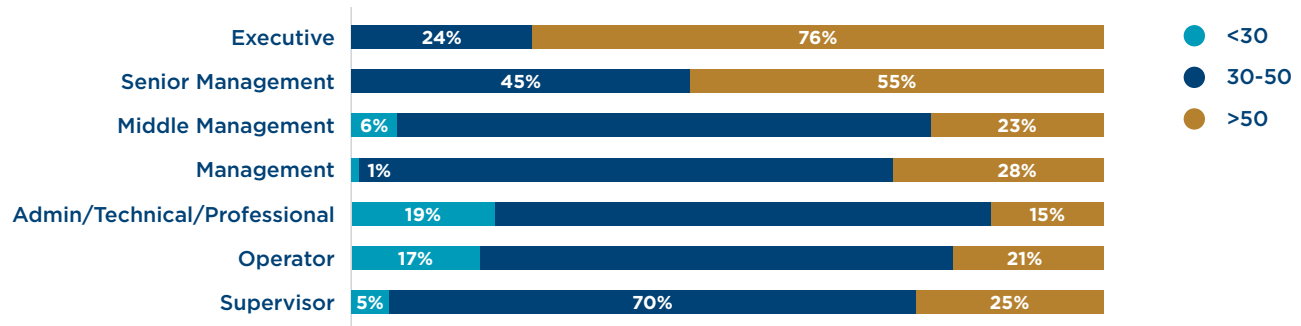
PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
1,035	20	2,213	3,268

### RDM Mine Workforce

MINAS GERAIS, BRAZIL

PERMANENT	TEMPORARY	CONTRACTORS	TOTAL
570	0	507	1,077

2025 EMPLOYEES BY CATEGORY AND AGE GROUP



Employment Practices

Equinox Gold manages employment practices in alignment with national labour legislation and internal human resources policies designed to promote fair treatment, workforce stability, and responsible workforce transitions.

Most Equinox Gold employees are compensated above applicable statutory minimum wage requirements in

the jurisdictions where the Company operates. Equinox Gold’s compensation practices are designed to exceed these requirements by providing competitive wages aligned with industry standards, local labour markets, and internal equity considerations.

Employee Hiring and Turnover

During 2025, Equinox Gold continued to experience workforce movement associated with operational changes, integration activities, and labour market dynamics across jurisdictions. A total of 1,228 new employees joined the Company, representing a 27% hiring rate,<sup>13</sup> reflecting ongoing recruitment to support operational needs, including the ramp-up of the Company’s operations in Canada and workforce renewal. Most new hires were within the 30 to 50 age group, while early-career hiring also remained strong, contributing to long-term talent development. Hiring activity was primarily concentrated in Canada and Brazil, consistent with project development and operational requirements in those regions.

Total employee turnover reached 1,357 employees, corresponding to a 29% turnover rate. Turnover during the year was largely influenced by involuntary

separations associated with workforce reductions following the suspension of operations at Los Filos in Mexico after the expiration of land access agreements. Excluding this exceptional operational circumstance, turnover patterns across other jurisdictions reflected typical workforce mobility within a highly competitive mining labour market, including voluntary career transitions, retirement, and normal workforce rotation.

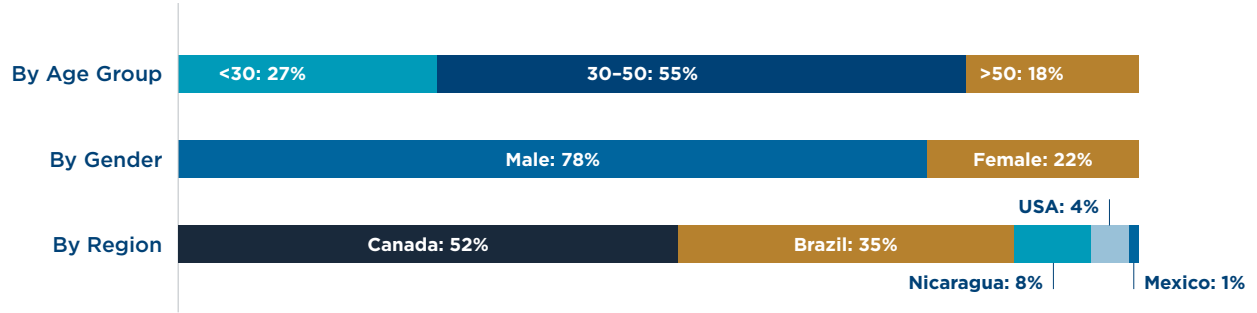
While hiring remained predominantly male, reflecting the traditionally male-dominated mining labour market, the turnover among women was comparatively lower, indicating strong retention of female talent. This trend aligns with ongoing efforts to expand inclusive recruitment practices and create working environments that support long-term participation of women in mining roles.

<sup>13</sup> Hiring rate represents the percentage of employees newly hired during the reporting period relative to the total workforce.

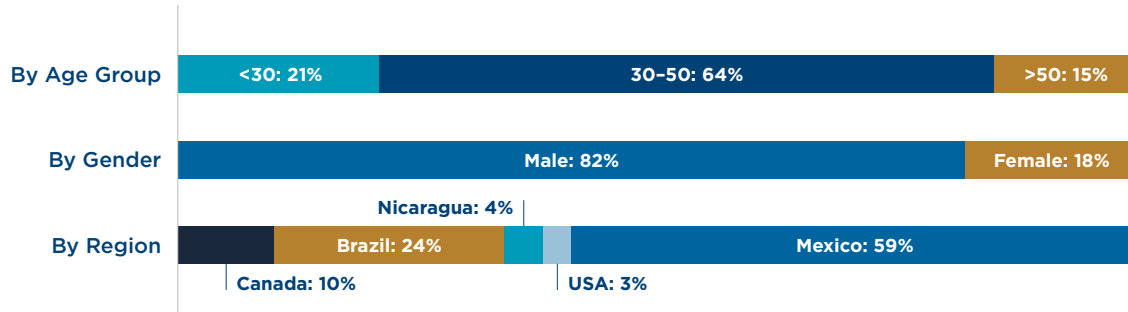
Overall, workforce movements in 2025 primarily reflect operational transition and portfolio adjustments, while continued hiring across multiple regions demonstrates

Equinox Gold's focus on supporting workforce stability, employment opportunities, and operational capability across its operations.

2025 NEW EMPLOYEE HIRES



2025 EMPLOYEE TURNOVER



## Parental Leave

Equinox Gold provides parental leave benefits in accordance with applicable national legislation and Company employment practices, supporting employees in managing family responsibilities while maintaining workforce continuity and inclusion. In 2025, 5,219 (100%) employees were entitled to parental leave across the Company's global operations.

During the reporting period, 18 employees (61% women) accessed parental leave benefits. A total of 15 employees (47% women) returned to work during 2025 following completion of parental leave, resulting in an overall return-to-work rate<sup>14</sup> of 83%.

## Freedom of Association and Collective Bargaining

Equinox Gold respects employees' rights to freedom of association and collective bargaining in accordance with national labour legislation and internationally recognized labour standards. These principles apply consistently across all operations and form part of the Company's broader commitment to responsible labour practices and constructive workforce engagement.

In 2025, Equinox Gold continued to participate in structured collective bargaining processes conducted in accordance with national labour legislation and principles of good-faith dialogue.

In Nicaragua, negotiations were completed for a new collective bargaining agreement at La Libertad covering the 2026–2028 period. The process involved formal consultation and negotiation between the Company and union representatives, resulting in a comprehensive agreement signed by both parties and approved by the Ministry of Labour.

In Mexico, collective bargaining agreement reviews were undertaken at Los Filos with Union Sections

269 and 270, whose agreements reached expiry in late 2025. The Company initiated simultaneous negotiations in advance of expiry dates following legally established procedures. Both agreements were successfully renewed following employee approval.

By year-end, 56% of the Company's employees were covered by collective bargaining agreements.

For employees not covered by collective bargaining agreements, working conditions and terms of employment are established through national labour regulations, individual employment contracts, and Company policies that apply consistently across the workforce.

Based on ongoing monitoring and engagement processes, the Company did not identify any operations where the rights to freedom of association or collective bargaining were considered at risk during the reporting year. Throughout the reporting period, no violations of collective bargaining rights were identified, and no strikes or lockouts<sup>15</sup> occurred.

<sup>14</sup> Return-to-work rate is defined in accordance with GRI 401-3 as the percentage of employees who returned to work after parental leave ended during the reporting period. Return-to-work figures include employees whose parental leave began in prior reporting periods and concluded during 2025. Consequently, the number of employees returning to work in a given year may differ from the number initiating leave within the same reporting period.

<sup>15</sup> Work stoppages involving 1,000 or more workers lasting one full shift or longer.



## Equity, Diversity, and Inclusion

The Company promotes a workplace culture grounded in dignity, respect, and equal opportunity.

Progress on broader EDI strategic roadmap initiatives was temporarily moderated during 2025 due to organizational integration priorities following the business combination with Calibre Mining. Several initiatives continued to advance at the operational level, particularly within Brazil.

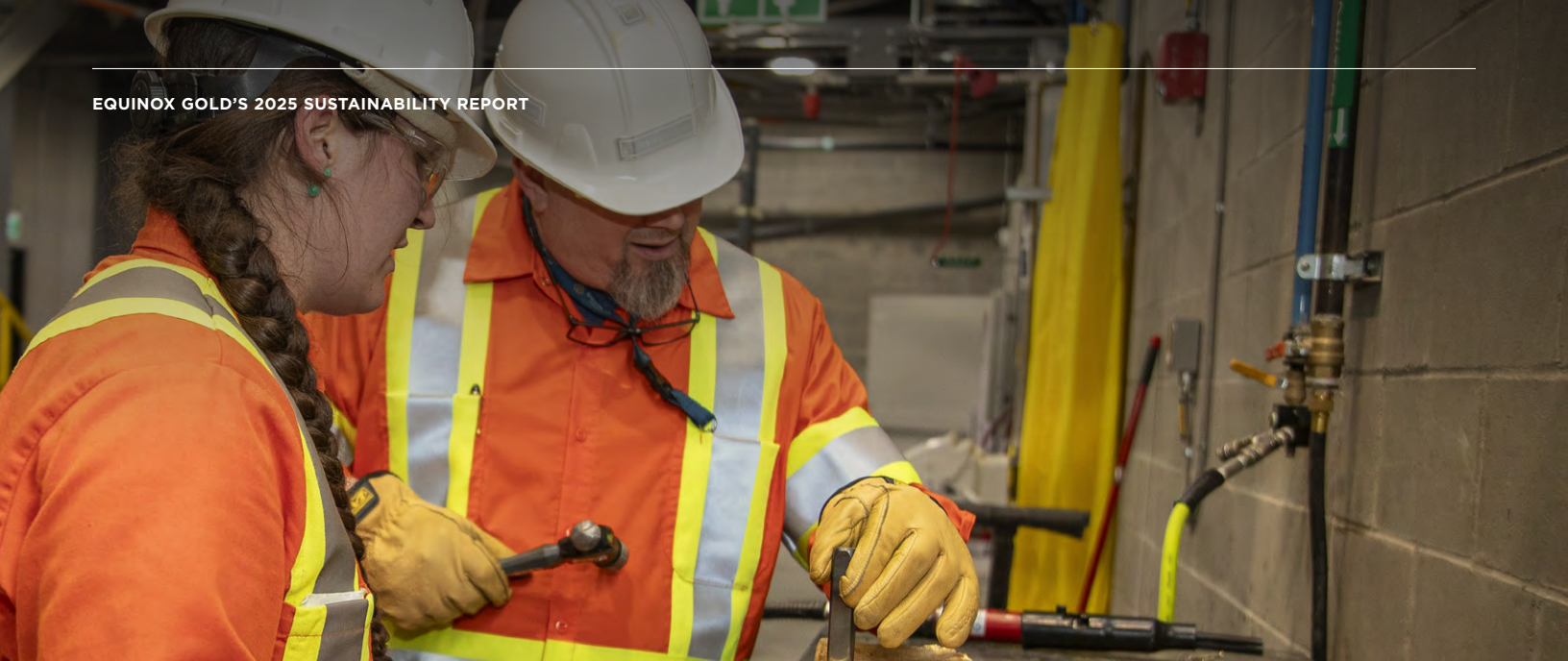
During 2025, the Fazenda mine, part of the Bahia Complex, received the 2025 Lilac Seal, a certification granted by the Government of Bahia recognizing organizations that promote gender equality and prevent discrimination, harassment, and workplace violence. The recognition reflects ongoing diversity and inclusion efforts implemented across the Company's former Brazil operations since 2022. More than 90 initiatives were delivered during that period, reaching approximately 2,000 employees.

Beyond structural initiatives, Equinox Gold continued to maintain mechanisms to promote respectful workplaces and address potential concerns promptly and transparently. During 2025, 12 confirmed

discrimination incidents were reported across operations. All cases were investigated, addressed, and closed in accordance with Company procedures. Remediation measures included the termination of employment in cases where violations were substantiated, as well as targeted workplace actions to prevent recurrence. These actions included training sessions on discrimination, harassment prevention, and available reporting channels. Lessons learned from these incidents continue to inform ongoing awareness initiatives, workforce training, and efforts to strengthen an inclusive and respectful workplace culture.

In addition, in 2025 diversity and inclusion committees in Brazil and Nicaragua supported site-level initiatives, education and awareness activities. The Brazil operations held Diversity Week and the annual EQX Diversity Awards to support awareness, dialogue and recognition of inclusive workplace practices.

The Company also supported broader sector efforts to advance gender equity through institutional sponsorship of Women in Mining (WiM) Brazil and WiM Central America.



## Developing Talent and Leadership Capability

Leadership development remained a priority to support operational performance, workforce engagement, and long-term succession planning. During the year, Equinox Gold delivered three cohorts of the Emerging Leaders Program in Brazil, expanding opportunities for high-potential employees to develop leadership competencies and prepare for future management roles. Delivered through a series of in-person sessions held in Belo Horizonte, the program emphasized practical leadership responsibilities, people management skills, and alignment of expectations across teams.

Leadership capability development was also advanced in Nicaragua through the introduction

of the Purpose, Agility, Courage and Excellence (PACE) program. Seven training sessions reached approximately 100 leaders and employees across operations, supported by leadership diagnostics and structured interviews to identify development priorities. The program established shared expectations related to communication, accountability, and risk escalation, contributing to improved alignment between operational priorities and people leadership practices.

These initiatives support the development of leadership capabilities, clearer accountability, employee engagement, and organizational resilience practices across the Company.

## Local Employment

Equinox Gold also advanced local employment practices designed to prioritize hiring from host communities. In 2025, 98% of our employees were nationals of the countries in which they worked, while 67% were hired locally, demonstrating strong reliance on local talent across operating jurisdictions.

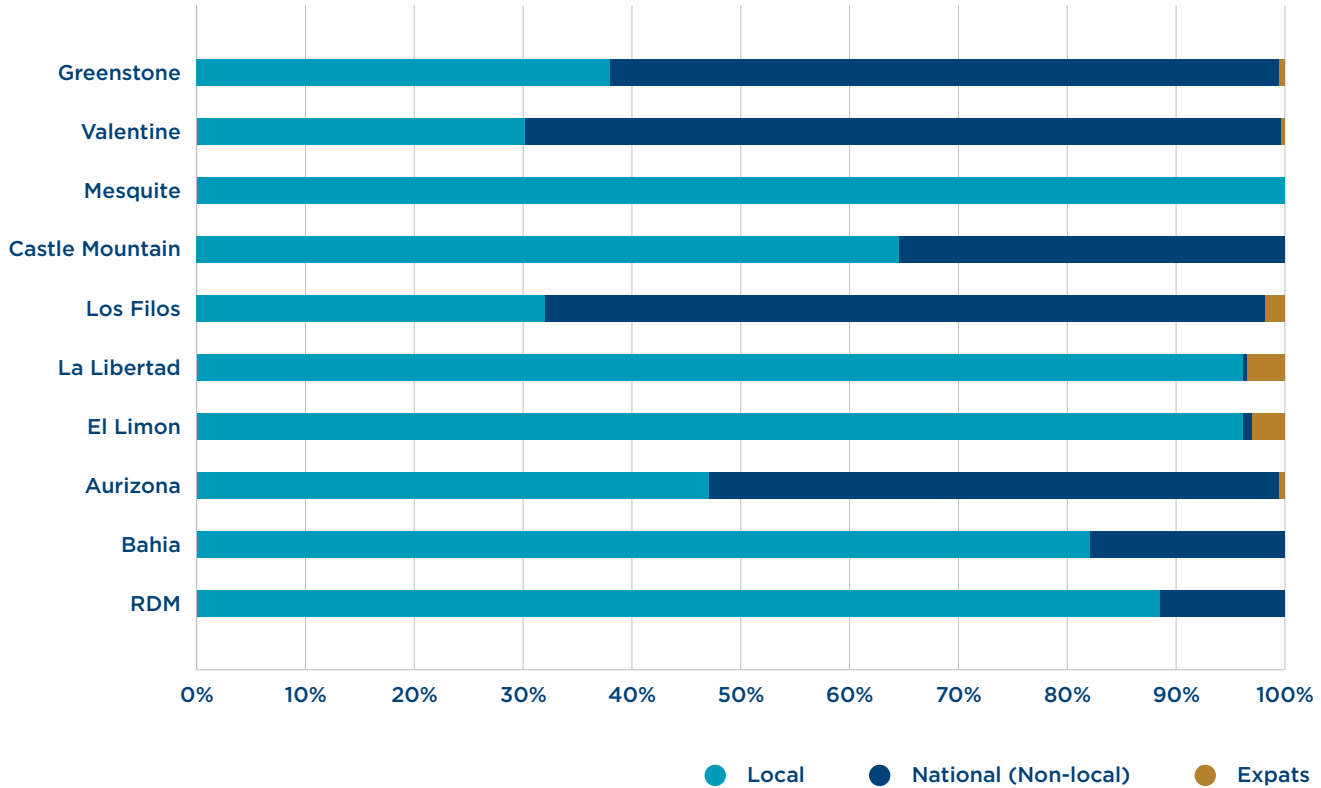
Local employment levels varied by operation. Mesquite (100%), La Libertad (96%), El Limon (96%), and RDM (89%) recorded particularly high levels of local hiring. Newer or ramp-up operations, such as Greenstone (38%) and Valentine (30%), showed comparatively lower local employment ratios, reflecting the temporary need for specialized

skills during early operational phases and workforce development transitions.

Women represented 18% of site-based employees, with participation differing across operations. Notably, Los Filos reported the highest proportion of women among locally hired employees (41%), while other sites ranged between 8% and 27%, indicating continued opportunities to advance gender diversity through targeted recruitment, training, and retention initiatives.

Information on our local procurement efforts and performance is available in the [Responsible Sourcing and Supply Chain Management](#) section of this report.

2025 LOCAL EMPLOYEES BY MINE SITE



**Strengthening Learning Systems and Organizational Capability**

During 2025, the Company advanced implementation of the Success Factors Learning Management module including work to consolidate historical training records, define course assignment structures, and prepare for enterprise deployment. Once fully implemented, the platform is expected to support more consistent tracking of workforce competencies, onboarding and compliance training, and development pathways across operations.

Implementation is being undertaken in phases and is expected to support long-term standardization under the “One Equinox” operating model.

**i** For detailed information on 2025 performance, visit [Equinox Gold’s 2025 Sustainability Databook > People Tab](#)

# INDIGENOUS PEOPLES AND COMMUNITY ENGAGEMENT



Equinox Gold is committed to engaging openly, honestly, and regularly with local communities, Indigenous Peoples, and other rights holders and interested parties in an inclusive, respectful and culturally appropriate manner, regarding Equinox Gold’s plans, programs, performance, and compliance, early and throughout the life-cycle of our operations.

## MATERIAL TOPIC SNAPSHOT

 **Zero**

Zero significant social incidents<sup>16</sup> involving violations of the rights of communities or Indigenous Peoples

 **1**

One non-technical delay related to land and resource rights

 **259**

259 community grievances received, with 93% resolved by year-end

 **100%**

100% of operations maintained local community engagement, impact assessments, and development programs in place

<sup>16</sup> Refers to all social events or incidents classified as moderate, major, or catastrophic consequence ranking resulting in unwanted events that negatively impact (internal and/or external) local communities, Indigenous Peoples, and other rights holders and vulnerable groups.

 **OUR MANAGEMENT APPROACH**

Further details are provided in our [Management Approach to Sustainability > Our Approach to Indigenous Peoples and Community Engagement](#)



# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 413-1 (14.10.2), 413-2 (14.10.3), 14.10.4, 411-1 (14.11.2), 14.11.3, 14.11.4, 14.12.2, 14.12.3; SASB EM-MM-210a.1

SASB EM-MM-210a.2, EM-MM-210b.2

## Roll-out of Social Management Standards

In 2025, Equinox Gold completed the roll-out of its Social Management Standards, establishing a unified framework to guide the Company's social performance. These standards were developed to support the Company's [Social Responsibility and Human Rights Policy](#) by integrating management controls and site-level procedures into a consistent social management system.

During the reporting period, site-level training sessions and structured self-assessments were completed across the majority of our operations. Self-assessments at Valentine and Castle Mountain are scheduled to be completed in 2026. These assessments reviewed procedures, documentation, and key performance indicators to identify gaps, define corrective actions, and establish a baseline for continuous improvement. Identified gaps are being

addressed through corrective action plans, with learnings shared across the Company, and will inform future self-assessments and site peer reviews.

The Social Management Standards establish a consistent framework for engagement with Indigenous Peoples and local communities across Equinox Gold's operations. The Standards support culturally appropriate consultation practices, the application of Free, Prior, and Informed Consent (FPIC) principles where applicable, responsible management of land rights and resettlement processes, and the effective operation of grievance mechanisms. Together, these elements strengthen a rights-respecting approach to community engagement and social risk management throughout the mining life-cycle.

## Engagement with Indigenous Peoples

We are committed to maintaining respectful, transparent, and culturally appropriate relationships with Indigenous Peoples, and upholding applicable legal frameworks and international standards.

As of 2025, Equinox Gold maintained five active agreements with seven Indigenous partners associated with operating mines in Canada located on or near traditional territories. These partnerships establish structured mechanisms for dialogue, participation in monitoring activities, economic opportunities, and collaborative management of social, environmental, and cultural considerations.

Across the Company's mineral portfolio, approximately 5% of proven reserves and 39% of probable reserves are located in or near Indigenous Peoples' territories.<sup>17</sup> At these sites, engagement processes are conducted in accordance with FPIC principles, ensuring that Indigenous communities are engaged early, transparently, and in good faith throughout project planning, development, and operational decision-making. During 2025, FPIC-aligned engagement frameworks continued to guide relationships with Indigenous partners at our Greenstone and Valentine mines.

<sup>17</sup> Consistent with SASB Metals & Mining Standard, "near" is defined as within 5 kilometres of the recognized boundary of an area considered to be Indigenous land to the location of the entity's proven and probable reserves.

These engagement approaches emphasize continuous dialogue rather than one-time consultation, integrating community perspectives into operational planning, environmental stewardship, and long-term development considerations. In 2025, no incidents involving violations of Indigenous Peoples' rights were reported.

In other jurisdictions, including Mexico and Nicaragua, operations are not located on lands formally recognized as Indigenous territories. Nevertheless, where communities self-identify as Indigenous or maintain distinct cultural identities, the Company applies consistent engagement principles, including respect for self-identification, cultural heritage, language, customary practices, and inclusive participation.

### GREENSTONE GOLD MINE

Greenstone operates on the traditional territories of Animiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation, Long Lake #58 First Nation, and within the Métis Nation of Ontario. Equinox Gold maintains life-of-mine Long-Term Relationship Agreements with these Indigenous partners, covering commitments related to environmental stewardship, traditional knowledge, cultural heritage, employment and training opportunities, business participation, and financial benefits. These agreements guide collaboration through structured governance mechanisms designed to support participation, transparency, and shared oversight.

Implementation committees composed of representatives from each Indigenous partner community and Greenstone personnel provide ongoing forums for dialogue, cooperative planning, and monitoring of agreement commitments. During 2025, the Company reviewed and strengthened this structure, including meeting processes, action tracking, and cross-functional participation.

Environmental collaboration remains a pillar of Indigenous partnership at Greenstone through the Environmental Advisory Sub-Committee, which provides a forum for timely consultation and review of project approvals, environmental management plans, and monitoring programs. Environmental technicians from each Indigenous partner community work directly alongside Greenstone's environmental department in monitoring activities, technical review, and integration of Indigenous knowledge into environmental management systems. The Indigenous Cross-Cultural Awareness Training Program, co-developed with Indigenous partners and Lakehead University with support from the Company's Indigenous relations and human resources teams, was expanded during 2025 as part of employee onboarding at Greenstone. Training sessions include participation from Elders, Chiefs, Council Members, and community representatives, fostering direct dialogue and mutual learning. The program aims to ensure employees develop cultural awareness and understanding aligned with principles of reconciliation, respect, and inclusive engagement.



**VALENTINE GOLD MINE**

Life-of-mine Socio-economic Agreements are in place with Qalipu First Nation and Miawpukek First Nation. Engagement began during the environmental

assessment process and included Indigenous Traditional Knowledge studies that informed project design and mitigation measures. Collaboration continues through structured engagement and monitoring programs.

**Community Engagement**

Strong relationships with local communities remain central to operational continuity and social performance across our Company. All operations:

- Maintain local community **engagement activities**
- Have social and environmental **impact assessments** in place as required by applicable regulation
- Implement **community investment** initiatives
- Maintain formal community **grievance mechanisms**

**COMMUNITY GRIEVANCES**

During 2025, 259 grievance reports were received from local communities, with 93% addressed by year-end. Of grievances addressed, 29% were resolved through remediation measures agreed with affected stakeholders.

The most common reported issue categories were:

- **67%** related to social, livelihood, and local content matters, including blasting impacts on safety and

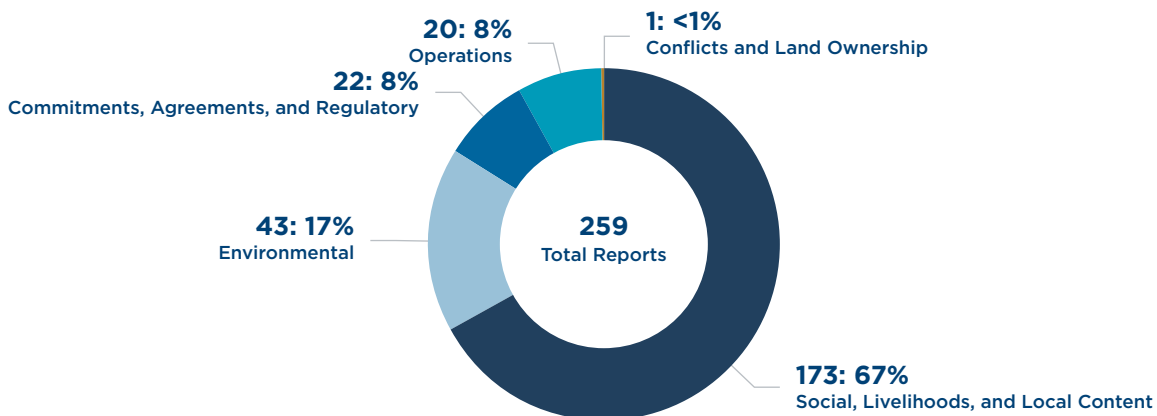
property, labour disputes between local workers and contractors, maintenance of shared infrastructure, and worker behaviour in public spaces.

- **17%** related to environmental concerns, primarily impacts from dust, noise, and traffic.

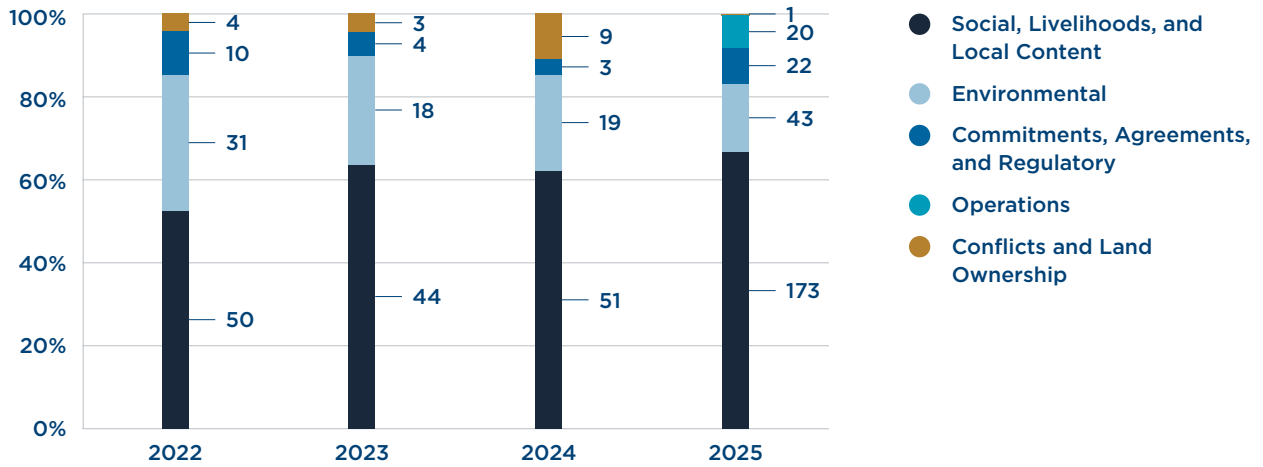
The main remediation measures executed or underway included operational and technical adjustments, improved contractor oversight, enhanced environmental monitoring, ongoing stakeholder dialogue, and increased transparency for host communities.

Actions taken included adjustments to blasting practices, improved safety controls, facilitated dialogue with contractors and local workers, maintenance of shared infrastructure, enhanced supervision of employee and contractor conduct, increased dust suppression, traffic management measures, expanded environmental monitoring, and disclosure of monitoring results through community meetings.

**2025 COMMUNITY GRIEVANCE REPORTS BY CATEGORY**



2022-2025 COMMUNITY GRIEVANCE REPORTS BY CATEGORY



COMMUNITY DEVELOPMENT AGREEMENTS

In 2025, Equinox Gold maintained 24 formal community development agreements at 5 of its 10 sites. These agreements include life-of-mine cooperation agreements and partnerships with municipalities and community organizations and support jointly defined priorities such as infrastructure, water and sanitation, education, health,

and community well-being. Where formal agreements are not established, engagement and development initiatives continue through alternative mechanisms adapted to local contexts.

Additional information on community investment activities for 2025 can be found in the [Economic Contributions](#) section of this report.

Land Rights

In January 2025, following negotiations that began in November 2023 with the three communities that host Los Filos, the Company reached consensus on terms for new agreements with all three communities. Two communities signed new long-term agreements. One community did not sign the long-term agreement and instead requested to resume negotiations, independent of the other two communities. We fully respected the community’s decision and continued negotiations mediated by the Mexican federal government.

On April 1, 2025, the Company announced the suspension of operations at Los Filos following the expiry of the land access agreement with the outstanding community on March 31, 2025, and the absence of a new long-term arrangement. The 275 days of suspension by year-end reflected the absence of legally secured land access rather than operational or technical constraints.

Throughout this period, dialogue and negotiations with community and government representatives continued in pursuit of a mutually acceptable long-term agreement.

## RESETTLEMENT AT EL LIMON

Mine expansion activities may, in limited circumstances, require community relocation when safety, environmental, and operational constraints cannot be reasonably avoided. At El Limon, a mine expansion project extended into areas located within the approved project footprint and safety buffer zone, making continued residential occupation incompatible with safe mining operations. After evaluating alternatives consistent with the mitigation hierarchy, relocation was determined to be unavoidable. The resulting involuntary resettlement affected 318 individuals and represented the only resettlement process undertaken across Equinox Gold's operations in 2025.

The resettlement program was implemented under a structured framework aligned with national legislation and informed by international good practice, including the [International Finance Corporation \(IFC\) Performance Standard 5: Land Acquisition](#)

[and Involuntary Resettlement](#). Households received compensation through replacement housing, serviced residential lots with legal land titles, and financial recognition of assets and livelihood impacts. The new settlement area provides upgraded infrastructure, including potable water, sanitation, paved streets, lighting, and proximity to health and education services.

Beyond physical relocation, the program incorporated livelihood restoration measures, targeted support for vulnerable households, and continued access to essential services. The process emphasized participation, transparency, respect for human rights, and engagement with adult household members during negotiations.



For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Communities Tab](#)

# 2026 Priorities



Continue advancing implementation of the Company's Social Management Standards at existing Equinox Gold's assets at time of publication.



Complete the migration and onboarding of existing Equinox Gold assets at time of publication to our social performance reporting data system, aiming for a group-level view of social performance.

## SPOTLIGHT



### Upholding Commitments: Community Commitments Management at Los Filos

Community agreements require structured monitoring to support implementation and accountability. At Los Filos, community investment priorities are defined through participatory needs assessments and formalized through community agreements. As part of our Social Management Standards roll-out, the operation maintains a Community Commitments Management System covering 52 active commitments, tracking progress

from planning through implementation and project handover. Delivery performance in 2025 ranged between 90% and 100%, even with the mine being on care and maintenance for 75% of the year. Delivery on remaining commitments depend largely on coordination with community stakeholders and local government institutions, reflecting the shared responsibilities required to achieve development outcomes.

# ECONOMIC CONTRIBUTIONS



Equinox Gold is committed to creating long-term value for stakeholders, supporting sustainable development, and improving quality of life in the regions and communities where we operate.

**MATERIAL TOPIC SNAPSHOT**



\$2.1 billion direct economic value distributed



\$64 million paid in royalties



\$129 million paid in income taxes to governments



\$352 million paid in salaries and employee benefits



\$14 million invested in community initiatives

**i OUR MANAGEMENT APPROACH**

Further details are provided in our [Management Approach to Sustainability > Our Approach to Indigenous Peoples and Community Engagement](#)



# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 201-1 (14.9.2, 14.23.2), 203-1 (14.9.3), 203-2 (14.9.4)

## Economic Value Generated

During 2025, Equinox Gold generated \$2.1 billion in direct economic value for stakeholders through the payment of employee wages and benefits, procurement spending, royalties, income taxes

paid to governments, and social investment in host communities. This number includes \$14 million invested directly in community programs across the Company's operating regions to support locally identified priorities.

## Community Investment

Community investments were implemented across operations in alignment with locally identified needs and Company sustainability priorities, encompassing economic development, education and skills training, infrastructure improvements, environmental initiatives, health and well-being, and social inclusion. Spending allocations reflected site-specific contexts: education and capacity-building initiatives were prioritized at Valentine, Los Filos, Aurizona and Bahia; infrastructure investments were emphasized at El Limon and La Libertad; environmental initiatives advanced at Castle Mountain and Aurizona; and health-focused programs were strengthened at

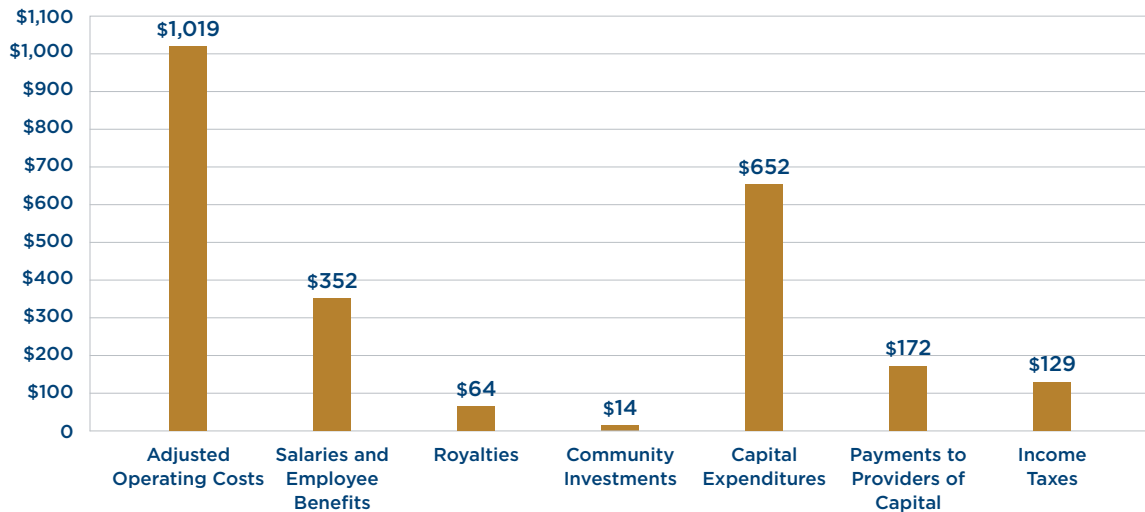
Greenstone and Los Filos. In Brazil, programs also concentrated on institutional strengthening, education, and community development.

Significant infrastructure investments were delivered at Los Filos, El Limon, and La Libertad, including road rehabilitation, potable water systems, electricity access, waste management solutions, and community facilities benefiting surrounding populations. These initiatives were guided by structured stakeholder engagement processes, formal collaboration agreements, and community development plans designed to promote sustainability and shared ownership of outcomes.





2025 ECONOMIC VALUE DISTRIBUTED (MILLION)



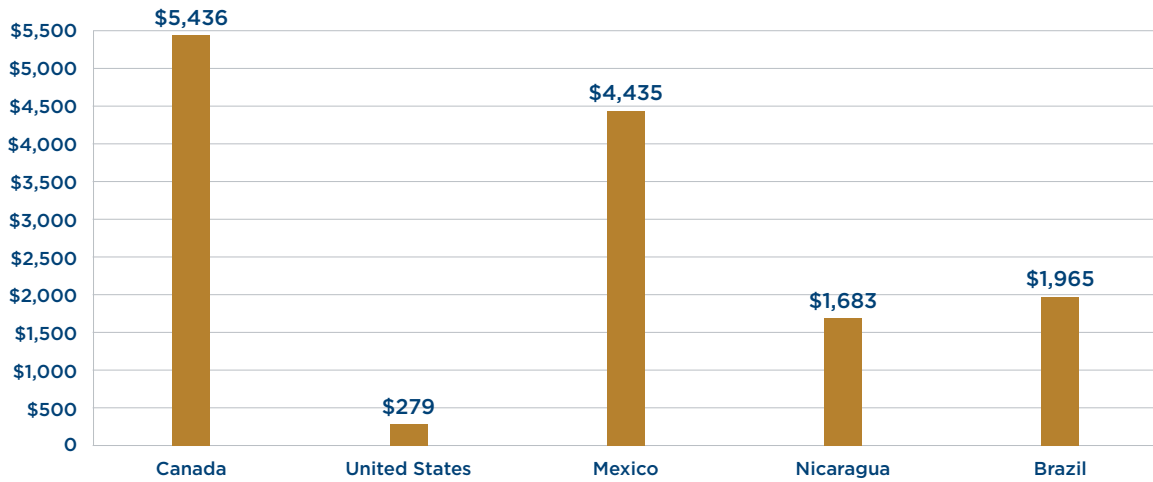
Indirect Economic Impacts

Across its portfolio, Equinox Gold’s operations generated significant indirect economic impacts through employment creation, local procurement, infrastructure development, workforce capacity building, and fiscal contributions supporting regional and national economies. These impacts included support for rural employment, Indigenous economic participation, small and medium enterprise

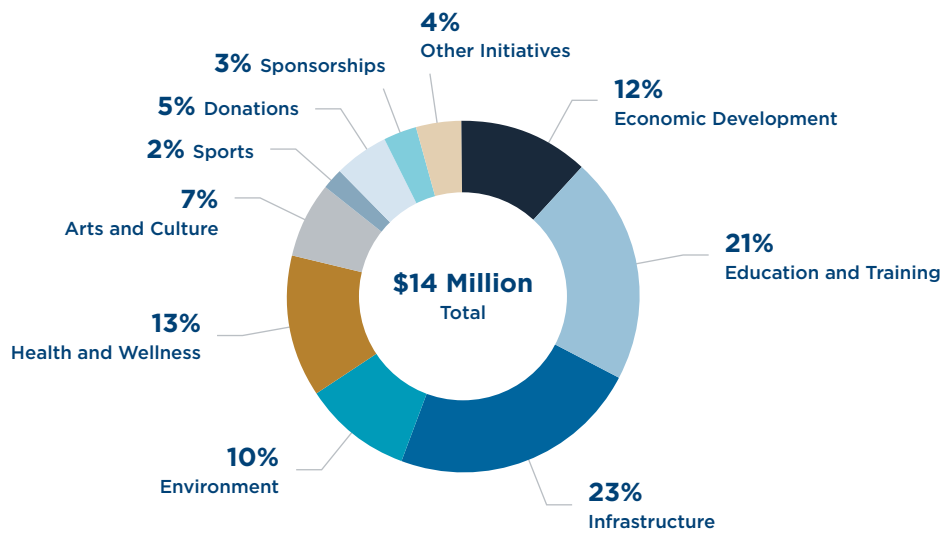
development, community investment, public revenues and broader regional development priorities.

**i** For detailed information on 2025 performance, visit [Equinox Gold’s 2025 Sustainability Databook > Economic Contributions Tab](#)

2025 COMMUNITY INVESTMENTS BY COUNTRY (THOUSAND)



2025 COMMUNITY INVESTMENTS BY CATEGORY



## SPOTLIGHT



### Modernizing Agricultural Livelihoods at Los Filos

Economic diversification can support community resilience in mining regions. At Los Filos, Equinox Gold partnered with the municipal government to address agricultural productivity challenges. Initiatives included co-funding an agricultural drone to support crop management in Xochipala, establishing a pilot tilapia fishpond in Mezcala, and installing rainwater harvesting systems for livestock in Mezcala. These actions support agricultural productivity and create additional income-generating opportunities for community members, strengthening local economic resilience.



### Collaborative Action for Regional Food Security

In 2025, the Valentine operation coordinated its fourth Annual Holiday Food Bank Campaign across Central Newfoundland. Through contributions from contractors and vendors, the initiative raised C\$86,767, which was distributed among organizations serving six nearby communities: Buchans, Buchans Junction, Millertown, Badger, Grand Falls-Windsor, and Bishop's Falls. The campaign supported local food security programs and demonstrated how collaborative partnerships can expand the reach of community support initiatives.



### Building Inclusive Pathways for Women in Riscos de Oro

As part of our commitment to local employment and inclusion efforts, the Eastern Borosi Mine within La Libertad Complex supported the training of 14 women from the nearby Riscos de Oro community for employment in traditionally male-dominated roles. Today, 11 of these women are employed as heavy equipment operators.

# 4 ENVIRONMENT

- Waste, Hazardous Materials, and Incident Management
- Water Stewardship
- Biodiversity and Rehabilitation
- Emissions, Energy Transition, and Climate Change

**Environmental performance data presented for 2025 reflects a transitional year following the combination with Calibre Mining, whose methodologies and environmental management systems differed from those historically applied by Equinox Gold.**

As a result, pre-combination environmental metrics may not be fully comparable with the Company's current methodologies. Accordingly, this section emphasizes year-over-year performance for individual operations rather than enterprise-wide trend analysis. This approach is particularly relevant for water and energy intensity indicators and reflects portfolio changes during the year, including ramp-up activities at Greenstone and Valentine, the suspension of operations at Los Filos at the end of Q1 2025, and continued residual leaching at Castle Mountain during the Fixing America's Surface Transportation

Act (FAST-41) permitting process. Looking ahead, we plan to update our Environmental Management Standards in 2026 and implement an initial set of Environmental Performance Standards (EPS) covering key environmental aspects, including tailings and heap leach, hazardous waste, water, and cyanide management. The EPS will support consistent metric tracking across sites, enable enterprise-level target-setting, and guide a 2026 gap assessment and action-planning process to strengthen environmental performance management.



# WASTE, HAZARDOUS MATERIALS, AND INCIDENT MANAGEMENT



Equinox Gold is committed to responsible management of waste and hazardous materials. We apply life-cycle management practices, including responsible storage, monitoring, and closure planning for operational facilities such as tailings storage facilities, heap leach pads, and waste infrastructure.

## MATERIAL TOPIC SNAPSHOT



**Zero**

Zero significant incidents<sup>18</sup> related to hazardous materials or waste management, including spills, as reported under the SASB Metals & Mining Standard



**Zero**

Zero significant environmental incidents recorded for a SEIFR of 0.00 per million hours worked



**203.3 Mt**

203.3 Mt of mineral waste generated: 9% tailings, 91% waste rock



**12%**

12% of non-mineral waste diverted from disposal



**100%**

100% of sites, as well as our corporate head office, maintain emergency preparedness and response plans

<sup>18</sup> Consistent with SASB Metals & Mining Standard, a significant incident is defined as an incident that exceeds volume and concentration limits of local regulatory requirements or industry-accepted codes, or is otherwise included in the Company's financial statements or recorded as an incident required to be reported by local jurisdictions, or is an event that is significant in the judgement of the Company, even though it did not meet the criteria above.



### OUR MANAGEMENT APPROACH

Further details are provided in our [Management Approach to Sustainability > Our Approach to Waste, Hazardous Materials, and Incident Management](#).



# 2025 Performance

## Waste Management

Waste generated at mining operations includes both mineral waste associated with ore extraction and processing, and non-mineral waste generated through routine operational and support activities. In 2025, we generated 203.3 Mt of total waste across our operations, including 36.9 Kt of non-mineral waste.

### NON-MINERAL WASTE

Non-mineral waste is generated through activities such as equipment maintenance, administration, camp operations, construction, and the use of consumable materials. These waste streams include both hazardous and non-hazardous materials and are managed through site-specific waste management practices that prioritize appropriate handling, storage, recycling, recovery, and disposal.

- **32,389 t (88%)** classified as non-hazardous and 4,481 t (12%) as hazardous
- **32,486 t (88%)** directed to disposal and 4,384 t (12%) diverted from disposal through reuse, recycling, or other recovery activities

Waste diversion activities were conducted both onsite and through licensed third-party contractors, with most recycling and recovery occurring offsite due to limited specialized treatment infrastructure at certain operations. 16% of non-mineral waste classified as hazardous and 11% classified as non-hazardous were diverted from disposal. 92% of the non-hazardous waste diverted from disposal was recycled.

Disposal of non-mineral waste consisted of incineration, landfilling, and other authorized disposal operations. Of the non-hazardous waste directed to disposal, 98% was sent to landfills.

### DISCLOSURES ADDRESSED

**GRI** 306-3 (14.5.4), 306-4 (14.5.5), 306-5 (14.5.6), 303\_2016 (14.15.2), 14.15.3, 14.15.4

**SASB** EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, EM-MM-150a.9

### MINERAL WASTE

Mineral waste, comprising waste rock and tailings, represented the majority of materials managed across our operations in 2025, reflecting the scale and nature of open-pit gold mining. Management of these materials is integrated into mine planning, operational controls, monitoring programs, and closure planning to support environmental performance and regulatory compliance.

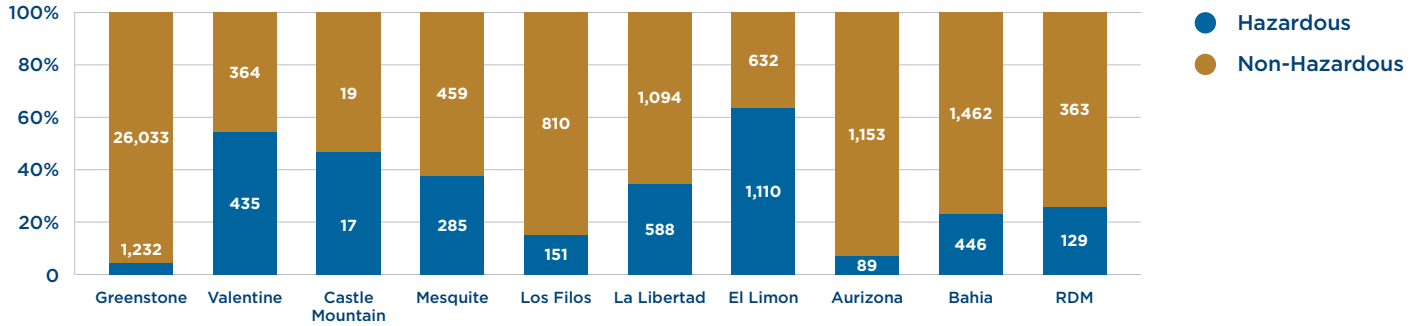
Mineral waste generated totalled 203.3 Mt, consisting of:

- **17.9 Mt** of tailings
- **185.4 Mt** of waste rock

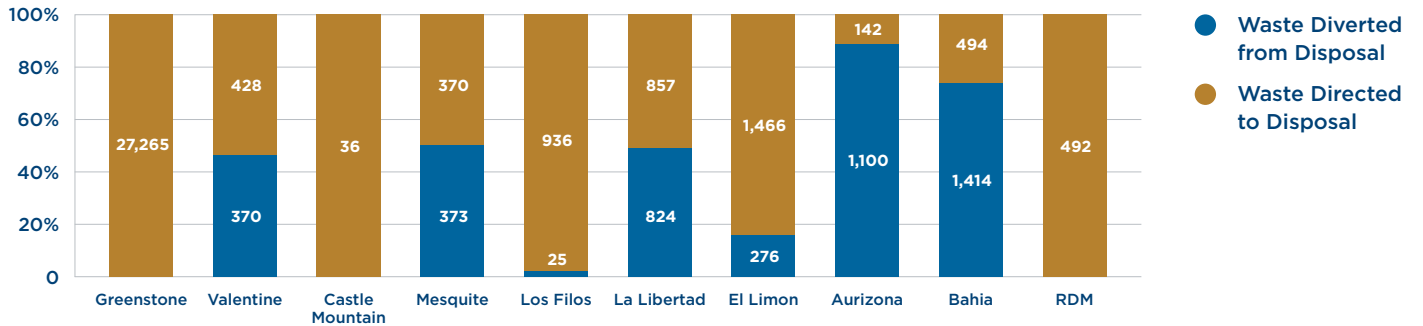
Variations in reported tailings volumes reflect differences in metallurgical processing methods and operational status across sites. Mesquite and Los Filos recover gold through heap leach processing and therefore do not produce conventional tailings.

Of total waste rock generated, 835,539 t (0.5%), primarily at Greenstone and Valentine, was classified as potentially acid-generating material and is managed under site-specific geochemical characterization and waste rock management controls.

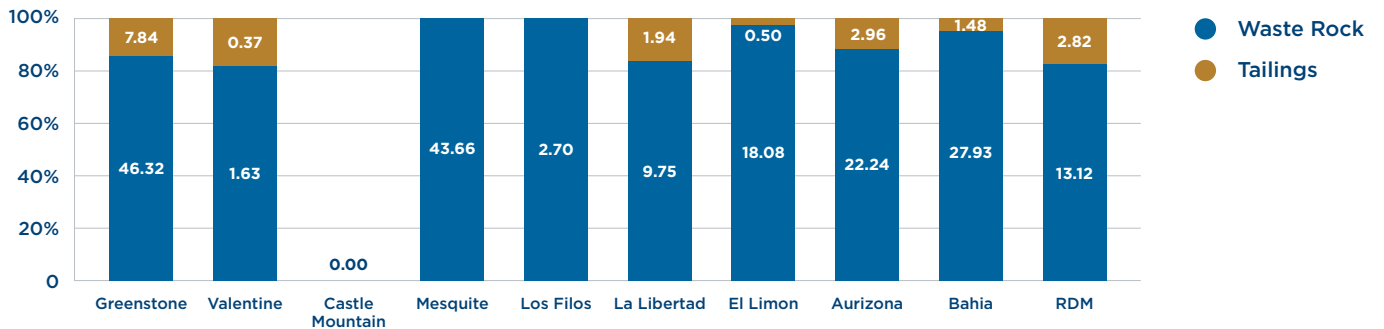
2025 NON-MINERAL WASTE GENERATED BY MINE SITE AND COMPOSITION (t)



2025 NON-MINERAL WASTE GENERATED BY MINE SITE AND DISPOSAL METHOD (T)



2025 MINERAL WASTE GENERATED BY MINE SITE AND TYPE (Mt)



## Tailings

During 2025, all operating tailings storage facilities (TSFs) and water storage facilities across our mining operations were subject to routine operational inspections, ongoing monitoring programs, and technical reviews conducted in accordance with site-specific operating manuals and corporate tailings governance requirements. Independent reviews were completed at facilities in Canada, Nicaragua, and Brazil, including annual inspections and dam safety inspections where applicable. These reviews indicated that facilities continue to perform in line with their design intent and applicable regulatory requirements, with no significant stability failures or reportable tailings incidents recorded.

Independent technical reviews and site inspections identified localized maintenance and operational improvement opportunities typical of active tailings

management, including seepage monitoring enhancements, localized erosion repairs, drainage improvements, instrumentation replacement, and updates to operating manuals and risk management documentation. These improvements were initiated or completed during 2025, and ongoing monitoring programs remain in place to verify effectiveness. Our tailings management framework aligns with the [TSM Tailings Management Protocol](#) at applicable sites, with continuous improvement measures integrated into operational and governance practices.

For detailed information on facilities under Equinox Gold's operational control at the time of this Report's publication, see the Tailings Storage Facilities Inventory Table in our [2025 Sustainability Databook](#) > Waste Tab.



## Heap Leach Facilities

Equinox Gold operated a portfolio of heap leach facilities across the United States, Mexico, and Brazil, including operating, closed, reclaimed, and deactivated pads. As of the end of the reporting period, three facilities (Castle Mountain, Los Filos, and Mesquite) are active and account for the majority of current storage capacity. Legacy facilities are in various stages of closure, reclamation, or reprocessing. Engineering documentation is available

for most active facilities. Legacy pads, constructed under previous ownership or earlier standards, have partial or limited engineering documentation, reflecting the evolution of engineering design, management, and record-keeping practices over time.

For detailed information on facilities under Equinox Gold’s operational control at the time of this Report’s publication, see the Heap Leach Facilities Inventory Table in our [2025 Sustainability Databook](#) > Waste Tab.

## Incident Management

In 2025, our SEIFR was 0.00 per million hours worked, compared with a target of 1.20. No significant environmental incidents, as defined by Equinox Gold’s Environmental Performance Standards, were recorded.

All mining operations maintained emergency preparedness and response plans to address potential environmental incidents, hazardous material releases,

and operational emergencies. These plans are periodically reviewed, tested, and updated to align with current and evolving regulatory requirements and operational risk profiles.



## Progress Toward 2025 Priorities and Targets

### SUPPORT SITES IN IDENTIFYING AND IMPLEMENTING OPPORTUNITIES TO REDUCE OR RECYCLE NON-MINERAL WASTE

During 2025, sites evaluated opportunities to reduce non-mineral waste disposal and improve recycling performance through integration into site business planning processes. Most operations already maintained waste management programs, resulting in limited identification of additional reduction opportunities. External infrastructure constraints also influenced performance outcomes; for example, Greenstone operates in a region where commercial

recycling programs are not currently available. We continue to assess practical waste minimization, reuse, and recycling opportunities opportunities, recognizing that performance improvements depend on both operational practices and the availability of regional waste management infrastructure and services.



For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Waste Tab](#)



## SPOTLIGHT



### From Assessment to Action: Advancing Cyanide Management at Valentine

At Valentine, we advanced cyanide management practices through a structured, multi-year process aligned with [International Cyanide Management Code](#). Following an independent gap assessment in 2024 and a subsequent review in 2025, the site implemented targeted operational improvements, including commissioning of the cyanide detoxification plant, establishment of protocols governing cyanide transportation, storage, and handling,

and development of site-specific cyanide emergency response plans. In parallel, cyanide awareness training was delivered to all employees and contractors to strengthen workforce preparedness and risk awareness. Together, these actions demonstrate the transition from assessment to implementation, reinforcing proactive risk management and supporting safe cyanide handling as the project advanced toward production.

# WATER STEWARDSHIP



Equinox Gold is committed to protecting the long-term health, availability, and quality of water resources surrounding or affected by our activities. This commitment is supported by water stewardship practices that support efficient water-related use and address water-related risks and impacts at the local and catchment level.

## MATERIAL TOPIC SNAPSHOT



19,913,764 m<sup>3</sup> of water withdrawn



11,965,758 m<sup>3</sup> of water discharged



Zero significant instances of non-compliance associated with water quality permits, standards, and/or regulations<sup>19</sup>



Acid rock drainage is predicted to occur at five mine operations (50%); all are implementing mitigation, treatment, or remediation measures

<sup>19</sup> Consistent with SASB Metals & Mining Standard, the scope of disclosure includes incidents governed by applicable jurisdictional statutory permits and regulations that resulted in formal enforcement action(s), which include the discharge of a hazardous substance, violation of pre-treatment requirements, or total maximum daily load (TMDL) exceedances.

### **i** OUR MANAGEMENT APPROACH

Further details are provided in our [Management Approach to Sustainability > Our Approach to Water Stewardship](#)

# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 303-3 (14.7.4), 303-4 (14.7.5), 303-5 (14.7.6), 14.7.1

SASB EM-MM-140a.1, EM-MM-140a.2, EM-MM-160a.2

## Water Management

Water stewardship is a critical operational and environmental priority across our mining operations. We manage water to support safe production while reducing impacts on surrounding ecosystems and water users.

In 2025, no significant instances of non-compliance were recorded related to water quality permits, regulatory standards, or discharge requirements.

Five of 10 mine sites (50%) included in the 2025 reporting boundary have Acid Rock Drainage (ARD) predicted to occur based on geochemical characterization. During the reporting period, these

sites were actively implementing mitigation measures, including waste management controls, monitoring programs, and engineered containment systems. One site (20%) was operating active treatment or remediation systems.

In 2025, sites prioritized updates to TSF water balances to improve prediction of water levels and support proactive water management decisions. This work was particularly important at Greenstone and Valentine, which are in early operational phases and require operational data to calibrate and validate water balance models.

## Water Balance

### WATER WITHDRAWAL

Water withdrawal refers to the total volume of water extracted from surface water, groundwater, or third-party sources for operational use. Total water withdrawn in 2025 amounted to 19,913,764 m<sup>3</sup>, sourced from:

- **3,638,540 m<sup>3</sup>** of surface water
- **4,186,367 m<sup>3</sup>** of groundwater
- **11,886,714 m<sup>3</sup>** of mine dewatering
- **202,143 m<sup>3</sup>** of third-party water supplies

A total of 1,595,025 m<sup>3</sup> was withdrawn at Mesquite Mine in California—the only operation located in a region of high or extremely high water stress,<sup>20</sup>

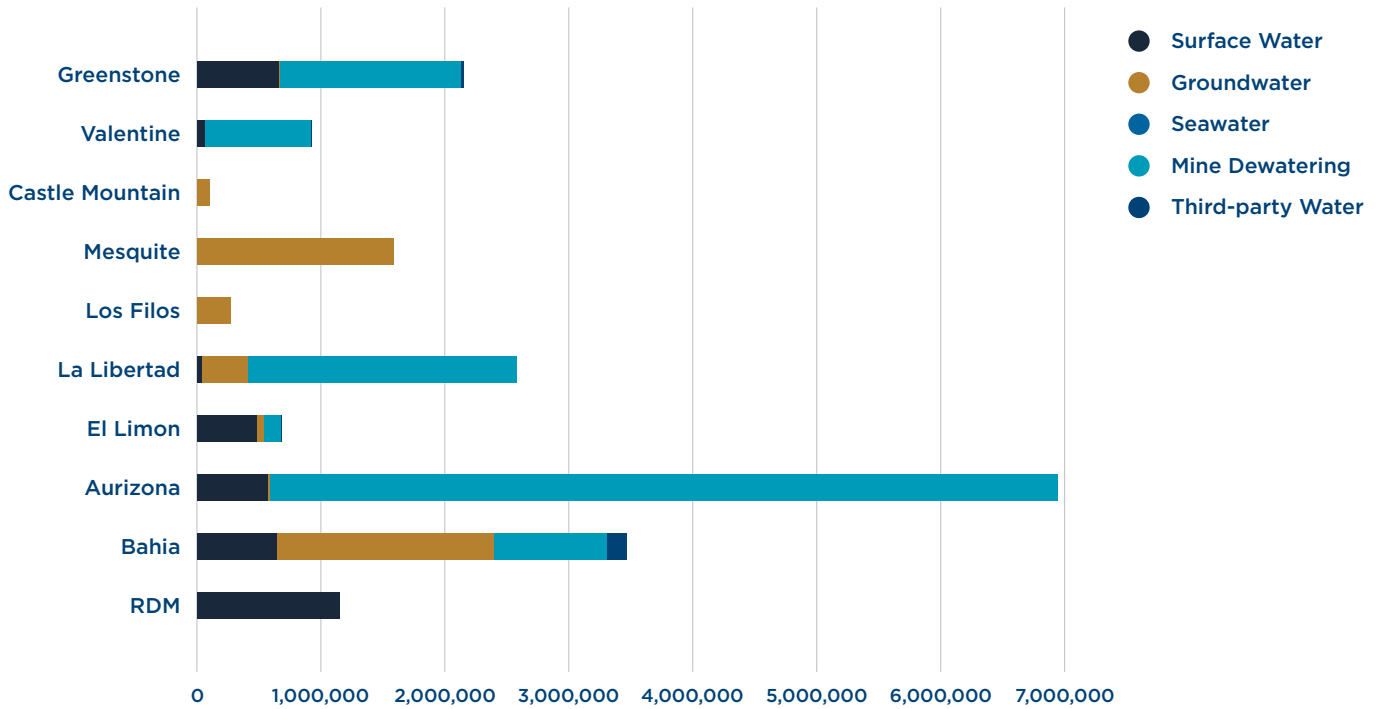
representing 8% of total withdrawals, all of which was sourced from groundwater.

The increase in withdrawals in 2025 compared with 2024 (13,734,083 m<sup>3</sup>) was primarily driven by operational factors rather than increased water consumption. One contributing factor was increased mine dewatering at Aurizona Mine, no longer owned by the Company, where a pit highwall dewatering system increased mine dewatering volumes by 2.25 times. Water not used in processing can be safely discharged to the receiving environment in accordance with regulatory authorizations.

Operational ramp-up at Greenstone, which operated for the full year in 2025 compared with only two months in the prior reporting period, also contributed to year-over-year changes in water metrics.

<sup>20</sup> Water stress classifications were determined based on the World Resources Institute [Aqueduct Water Risk Atlas](#).

2025 WATER WITHDRAWAL BY MINE SITE AND SOURCE (m<sup>3</sup>)



**WATER DISCHARGE**

Total water discharge was 11,965,758 m<sup>3</sup>, distributed as follows:

- 4,671,973 m<sup>3</sup> discharged to surface water
- 12,104 m<sup>3</sup> discharged to groundwater
- 7,280,079 m<sup>3</sup> discharged to seawater
- 1,602 m<sup>3</sup> discharged to third-party water systems

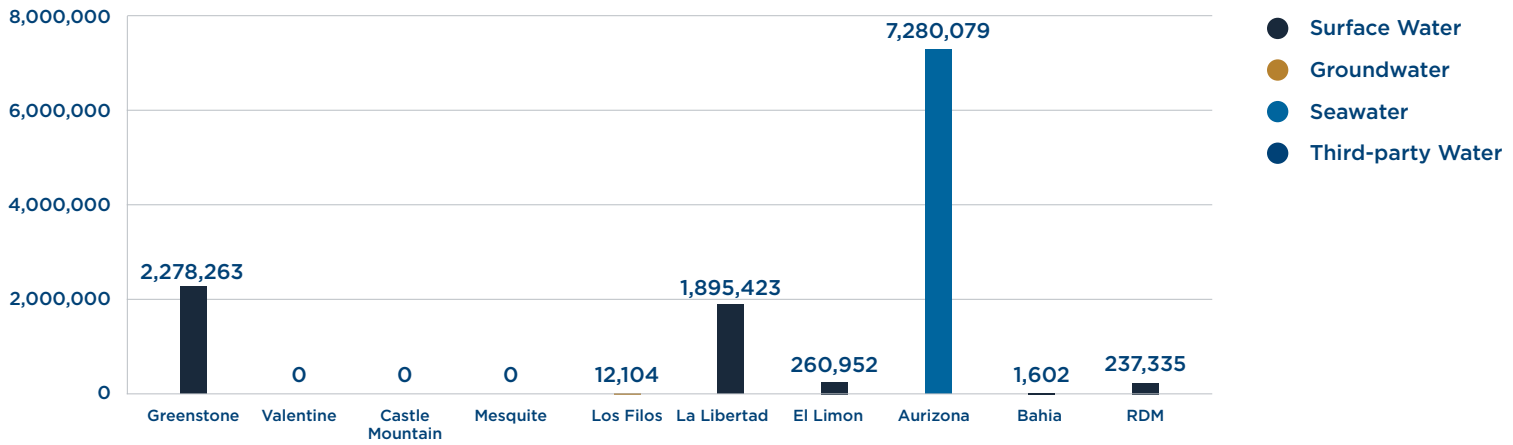
No water was discharged in regions of high or extremely high water stress.

Priority substances of concern monitored in discharges include cyanide, heavy metals, suspended

solids, and other parameters potentially harmful to aquatic life. Discharge limits and treatment requirements are defined by applicable national regulatory frameworks, including Canada’s Metal and Diamond Mining Effluent Regulations, the Official Mexican Standards (NOM-001), the Brazilian National Environment Council requirements, and other national water legislation, and are supported by internal environmental management standards and site-specific risk assessments.

No instances of significant non-compliance with applicable discharge limits resulting in regulatory enforcement actions, material environmental impacts, or reportable environmental incidents were recorded during the reporting period.

2025 WATER DISCHARGE BY MINE SITE AND DESTINATION (m<sup>3</sup>)



Progress Toward 2025 Priorities and Targets

CONTINUE TO IMPROVE WATER BALANCE AND WATER MANAGEMENT PRACTICES ACROSS SITES

During 2025, all sites focused on strengthening water balance models, particularly for TSFs, to support better forecasting of water volumes, storage capacity, and operational decision-making. Enhanced modelling supports proactive risk management related to extreme weather events, operational variability, and long-term water stewardship planning.

IMPROVE THE TRACKING OF WATER VOLUMES TO BETTER INFORM TARGET SETTING

Sites continued improving measurement and tracking of water withdrawals, movements, and discharges. Enhanced data quality and reconciliation processes are intended to support future performance benchmarking and informed water target development.

**i** For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Water Tab](#)





## SPOTLIGHT

### Protecting Water at the Source: Strengthening Monitoring at Valentine

Valentine is located in Newfoundland and Labrador, Canada near the headwaters of several interconnected water bodies and wetlands that support ecological and socio-economic values, including the Victoria Lake Reservoir to the south, the Victoria River to the east, Valentine Lake to the northwest, and multiple Victoria River tributaries to the north. To manage potential risks associated with surface water runoff from operational activities, Valentine implemented monitoring programs covering surface water quality, groundwater quality, and water flow. Surface

water is a critical component of the local environment, supporting fish, vegetation, and aquatic ecosystems. Uncontrolled surface water runoff can negatively affect water quality, contribute to sedimentation, and result in fish mortality or habitat degradation. To help Equinox Gold minimize potential effects on water quantity and quality, eight additional surface water quality monitoring stations were established across project areas in 2025. Data from these stations is used to monitor whether site activities are adversely affecting surrounding water systems.

# BIODIVERSITY AND REHABILITATION



Equinox Gold is committed to limiting and mitigating impacts on biodiversity through research, partnerships, and land management processes. We undertake progressive reclamation activities throughout the mine life and aim to integrate the interests of host communities into our closure plans.

## MATERIAL TOPIC SNAPSHOT



100% of operations maintained environmental and/or biodiversity management plans



100% of sites maintained approved closure and rehabilitation plans and associated closure cost estimates



60% of sites located in or near ecologically sensitive areas<sup>21</sup>



Closure planning integrated across the asset life-cycle, with 40% of sites actively undertaking rehabilitation or closure-related activities



Progressive reclamation advanced, with 448 ha of land newly disturbed, 40 ha under active restoration, and 117,768 seedlings planted to support ecosystem recovery

<sup>21</sup> A site is considered to be in an ecologically sensitive area when it is located wholly or partially within that area. A site is considered to be near an ecologically sensitive area when the area falls within the site's area of influence (i.e., the area affected or potentially affected by the Company's activities) or within a defined radius where the area of influence cannot be determined.

**i OUR MANAGEMENT APPROACH**  
Further details are provided in our [Management Approach to Sustainability > Our Approach to Environmental Compliance and Biodiversity](#)

# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 101-1 (14.4.2), 101-2 (14.4.3), 101-4 (14.4.4), 101-5 (14.4.5), 101-6 (14.4.6), 101-7 (14.4.7), 101-8 (14.4.8), 14.8.4, 14.8.5, 14.8.6, 14.8.7

SASB EM-MM-160a.3

## Biodiversity Overview

In 2025, 60% of Equinox Gold's sites operated in or near ecologically sensitive areas.

We identify sites with significant actual or potential biodiversity impacts through a risk-based assessment process that considers:

- Scale and intensity of land disturbance
- Proximity to protected areas or habitats of conservation importance
- Presence of sensitive or threatened species
- Potential impacts on ecosystem services

This assessment draws on environmental impact assessments, baseline ecological studies, regulatory information, and internal environmental risk analyses.

### SITE FOCUS: AURIZONA MINE

Aurizona Mine, sold in January 2026, was included in the 2025 reporting boundary and represented the Company's most significant potential biodiversity interaction in 2025. Aurizona is an open-pit gold operation located in Maranhão, Brazil, within a

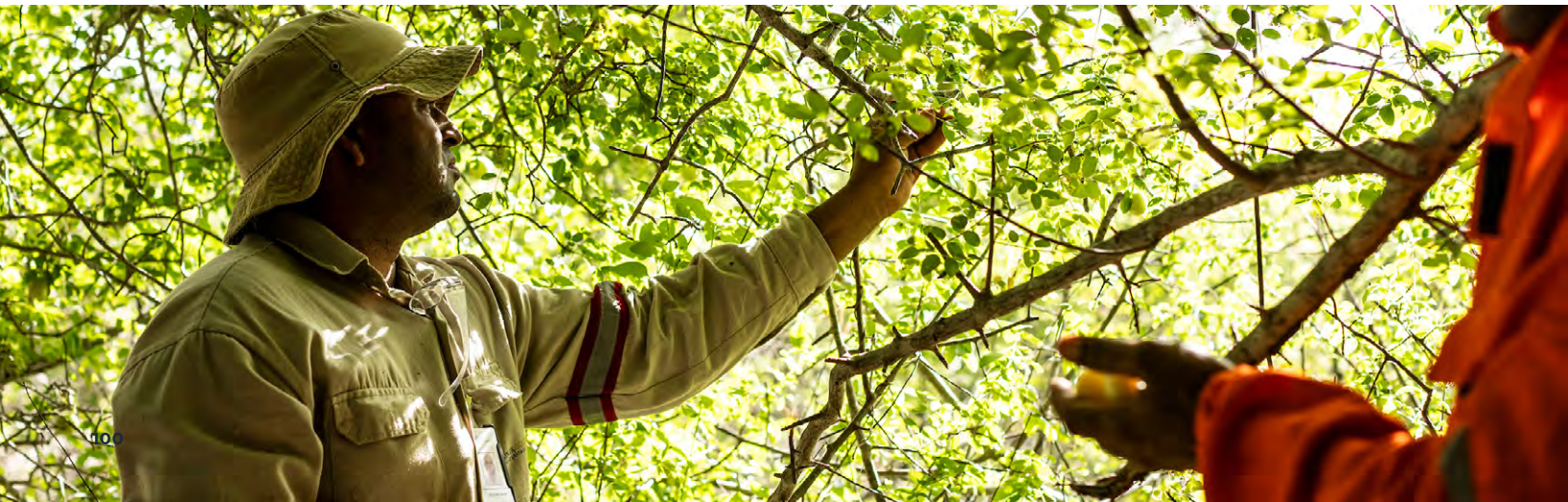
tropical coastal ecosystem influenced by estuarine and mangrove systems. The operation is located near the Reentrâncias Maranhenses Environmental Protection Area and the Arapiranga-Tromai Extractive Reserve, both recognized for their ecological importance and biodiversity value.

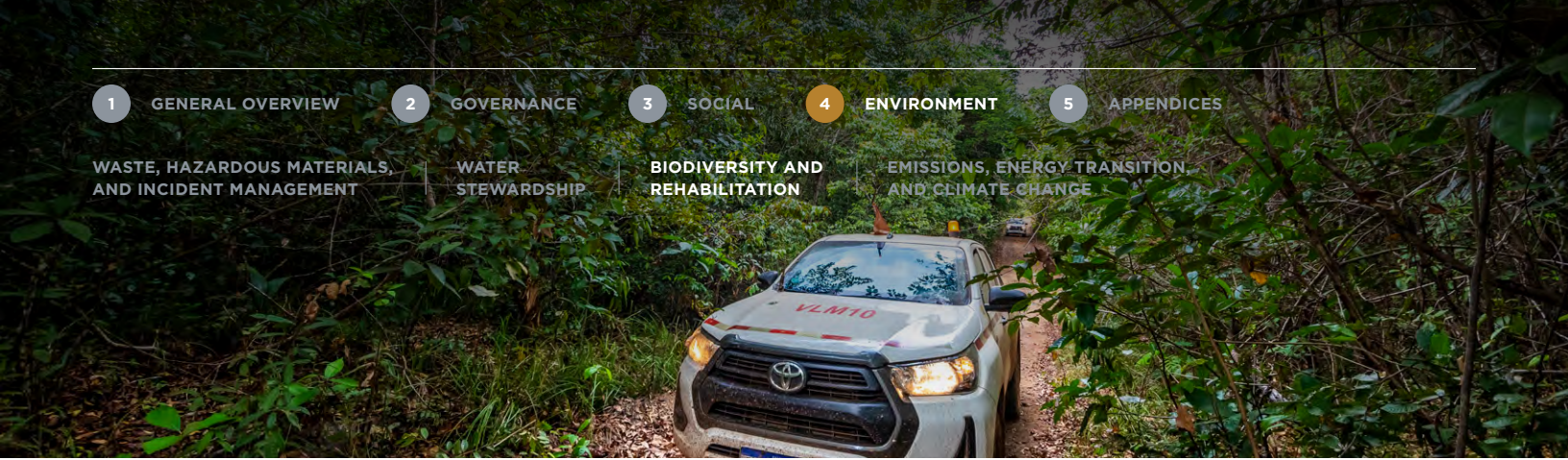
Potential direct drivers of biodiversity loss at Aurizona include:

- Land-use change associated with vegetation clearing and habitat fragmentation
- Introduction or spread of invasive alien species
- Increased access to previously undisturbed areas
- Alterations to surface water systems linked to operational water management

By year-end 2025, Aurizona reported:

- **51 ha** of land disturbed, not yet rehabilitated
- **8 ha** under active restoration or rehabilitation
- **1,283 seedlings** planted





## Closure and Rehabilitation

Closure planning is integrated into operational decision-making from early project stages.

In 2025:

- **100%** of sites maintained approved closure and rehabilitation plans
- **40% of sites** (El Limon, La Libertad, Aurizona, and Los Filos) conducted active closure or rehabilitation activities
- **No sites** reached final closure status

Land disturbed in 2025 amounted to 448 ha that is not yet rehabilitated.

A total of 117,768 seedlings were planted to support ecosystem rehabilitation initiatives.

Advancements were also made in closure engineering. Los Filos and Mesquite progressed

closure plan redesigns to improve engineering definition and strengthen confidence that closure measures remain technically achievable and grounded in sound scientific principles.

Non-financial provisions related to post-mining socio-economic transition are at varying stages of development across our sites. While formal transition programs are not yet fully established at all operations, select sites implement community investment, skills development, and participatory planning initiatives intended to support future economic diversification and long-term community resilience.



Additional information is provided in [Equinox Gold's Management Approach to Sustainability > Our Approach to Indigenous Peoples and Community Engagement](#)

### 2025 AREAS DISTURBED OR REHABILITATED

	Greenstone	Valentine	Castle Mountain	Mesquite	Los Filos	La Libertad	El Limon	Aurizona	Bahia	RDM
Total land disturbed <sup>22</sup> in 2025 and not yet rehabilitated <sup>23</sup> (ha)	20	32	0	0	0	41	114	51	169	21
Land under restoration or rehabilitation in 2025 (ha)	0	0	0	0	0	10	6	8	0	16
Estimated life of mine (years)	14	14	7	10	15	13	12	11	10	5

<sup>22</sup> Land disturbed includes the land area that was physically impacted during the reporting period by the activities of the business that substantially disrupt the pre-existing habitats and land cover.

<sup>23</sup> Rehabilitated land is land where necessary treatment has been undertaken to achieve the pre-disturbance land use or an alternate land use developed in consultation with stakeholders and where no future land disturbance is planned other than maintenance activities (e.g., aligned with a Closure Plan).

## Biodiversity Exposure of Mineral Reserves

Across our portfolio in 2025, 51% of proven reserves were located in or near<sup>24</sup> areas with protected conservation status or habitat supporting endangered species.

This exposure underscores the importance of continued biodiversity risk management, regulatory engagement, and long-term closure planning.

## Progress Toward 2025 Priorities and Targets

### **CONTINUE TO ENGAGE WITH AND MAINTAIN STRONG RELATIONSHIPS WITH LOCAL COMMUNITIES, NGOS, GOVERNMENT AGENCIES, AND ACADEMIC INSTITUTIONS TO SUPPORT LIFE-OF-MINE BIODIVERSITY PROGRAMS AND PLANS**

In 2025, we continued collaborations with communities, government agencies, non-governmental organizations (NGOs), and academic institutions in support of biodiversity conservation initiatives across our operations. Activities included

environmental education programs, community-based reforestation, ecological monitoring, and conservation partnerships supporting life-of-mine biodiversity management and continuous improvement.



For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Biodiversity Tab](#)

<sup>24</sup> Consistent with the SASB Metals & Mining Standard, "near" is defined as within 5km of the boundary of an area of protected conservation status or an endangered species habitat to the location of the Company's proven and probable reserves.



## SPOTLIGHT



### From Legacy to Opportunity: Advancing Site Remediation at Greenstone

Historic mining activities can leave environmental legacies requiring remediation prior to redevelopment. At Greenstone, Equinox Gold implemented remediation measures to address historical tailings and contaminated soils left by mid-20th-century underground mining. Activities include on-site treatment of hydrocarbon- and polychlorinated biphenyls (PCBs)-affected soils using high-temperature thermal desorption (the first system of its kind permitted in Ontario) and relocation of legacy tailings to a modern engineered facility. These actions reduce potential risks to groundwater and nearby lakes while supporting the site's redevelopment. The project was recognized as a finalist in the Sustainable Remediation category of the Brownie Awards, a Canadian awards program that recognizes excellence in environmentally responsible remediation and redevelopment of contaminated sites.

### Advancing Biodiversity Stewardship in the Mojave Desert

Operations in sensitive ecosystems require ongoing biodiversity management. At our Castle Mountain Mine, located in California's Mojave Desert, Equinox Gold collaborates with the Desert Research Institute on research related to native plant propagation and ecological restoration. Mitigation measures include habitat offset credits, wildlife protection programs for species such as the desert tortoise and monarch butterfly, and the installation of water guzzlers to support local fauna. These activities contribute to long-term reclamation planning and biodiversity protection within a conservation-sensitive environment.

# EMISSIONS, ENERGY TRANSITION, AND CLIMATE CHANGE



Equinox Gold is committed to limiting and mitigating potential impacts related to climate change, where feasible, and supporting emissions reduction initiatives, energy management, and climate risk assessments. The Company currently tracks and reports Scope 1 and Scope 2 greenhouse gas emissions.

## MATERIAL TOPIC SNAPSHOT



12,015,542 gigajoules (GJ) total energy consumed, including 10% from renewable sources



13.40 GJ/oz Au energy intensity ratio



612,006 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) direct Scope 1 greenhouse gas (GHG) emissions



92,857 tCO<sub>2</sub>e location-based and 46,450 tCO<sub>2</sub>e market-based<sup>25</sup> Scope 2 GHG emissions



0.73 tCO<sub>2</sub>e/oz Au GHG emissions intensity (Scope 1 and market-based Scope 2)



60,113 tCO<sub>2</sub>e estimated emissions reductions achieved through operational efficiency initiatives, renewable energy sourcing, power purchase agreement offsets, and the purchase of renewable energy certificates

<sup>25</sup> A market-based method reflects GHG emissions from electricity that an organization has purposefully chosen (or its lack of choice). It derives emission factors from contractual instruments, including any contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation or for unbundled attribute claims.

**i OUR MANAGEMENT APPROACH**  
Further details are provided in our [Management Approach to Sustainability > Our Approach to Emissions, Energy Transition, and Climate Change](#)



# 2025 Performance

## DISCLOSURES ADDRESSED

GRI 302-1 (14.1.2), 302-3 (14.1.4), 305-1 (14.1.5) 305-2 (14.1.6), 305-4 (14.1.8), 305-5 (14.1.9), 305-7 (14.3.2)

SASB EM-MM-110a.1, EM-MM-120a.1, EM-MM-130a.1

## Energy Consumption and Energy Transition

During 2025, total energy consumption was 12,015,542 GJ, reflecting the integration of newly acquired operations and changes in the Company's asset portfolio following the combination with Calibre Mining.

As in previous years, energy use was primarily associated with mobile equipment, processing activities, and electricity consumption across operating sites.

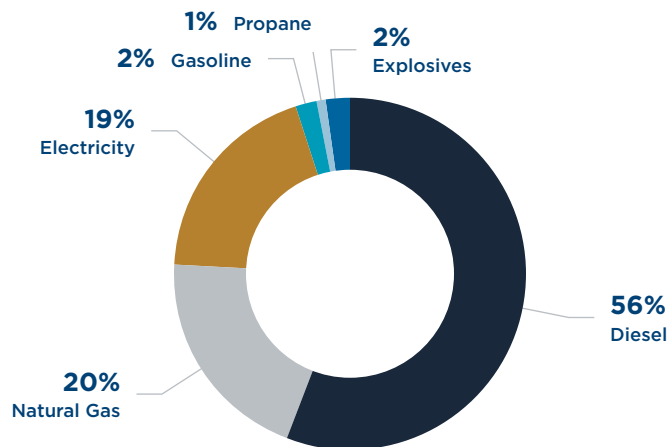
- **10,813,024 GJ** (90%) of energy was derived from non-renewable sources, including diesel, gasoline, propane, explosives, electricity, and natural gas
- **1,202,518 GJ** (10%) originated from renewable energy sources, primarily grid electricity from renewable generation

- **2,512,845 GJ** (21%) was associated with electricity, heating, cooling, and steam consumption, including energy derived from propane and natural gas. Fugitive emissions from refrigerant gases used in cooling systems totalled **2,260 tCO<sub>2e</sub>**

- No electricity, heating, cooling, or steam was sold

We continue to evaluate opportunities to increase renewable energy sourcing and improve operational energy efficiency as part of our energy transition strategy.

### 2025 ENERGY CONSUMPTION BY FUEL TYPE (GJ)



## Energy Intensity

Our energy intensity ratio increased to 13.40 GJ/oz gold produced, compared to 11.79 GJ/oz gold in 2024.

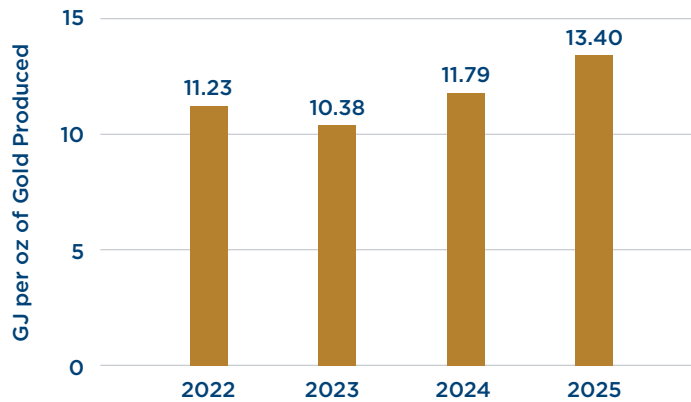
This increase primarily reflects:

- Integration of new assets with different operational energy profiles
- Evolving mine plans and processing configurations

- Transitional impacts associated with portfolio integration and optimization activities

Energy intensity remains a key performance indicator used to guide operational efficiency initiatives across sites.

### 2022-2025 ENERGY INTENSITY



## Greenhouse Gas Emissions

Total gross direct (Scope 1) GHG emissions were 612,006 tCO<sub>2</sub>e.

Total gross indirect (Scope 2) GHG emissions were:

- **92,857 tCO<sub>2</sub>e** (location-based)
- **46,450 tCO<sub>2</sub>e** (market-based)

GHG emissions intensity (Scope 1 and market-based Scope 2) increased from 0.60 in 2024 to 0.73 tCO<sub>2</sub>e/oz gold produced, reflecting transitional operational factors following asset integration and production profile changes during 2025.

In 2025, an estimated 60,113 tCO<sub>2</sub>e of GHG emissions were avoided as a direct result of reduction initiatives, reflecting the Company’s continued focus on operational efficiency, renewable energy sourcing, and technology optimization.

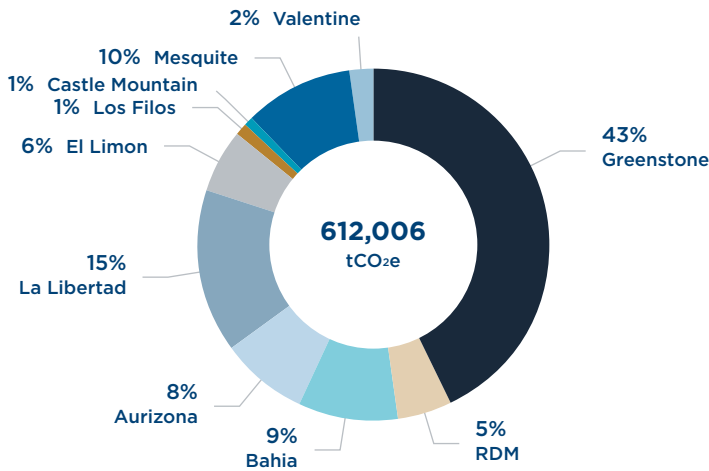
- Scope 1 reductions (1,566 tCO<sub>2</sub>e) were achieved at Greenstone through deployment of higher-capacity CAT 793-8 haul trucks, enabling improved payload efficiency with only marginal increases in diesel consumption.
- Scope 2 reductions (58,547 tCO<sub>2</sub>e) resulted from:
  - Renewable energy power purchase agreements at Bahia in Brazil (8,023 tCO<sub>2</sub>e)
  - Purchase of International Renewable Energy Certificates (IRECs) in Nicaragua (38,384 tCO<sub>2</sub>e)
  - Replacement of a semi-autogenous grinding (SAG) mill with a high-pressure grinding roller at Greenstone in Canada (12,140 tCO<sub>2</sub>e)

During 2025, progress toward embedding emissions reduction evaluations into new initiatives was limited due to integration activities following the combination with Calibre Mining and broader asset portfolio transformation. We focused on aligning methodologies, governance structures, and data systems across the combined organization to support consistent and auditable emissions data and disclosures. Work to systematically integrate

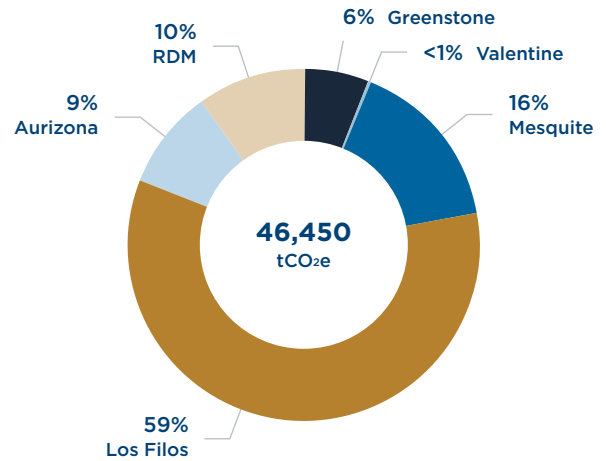
emissions considerations into project evaluation processes will continue as integration activities mature.

**i** For detailed information on 2025 performance, visit [Equinox Gold's 2025 Sustainability Databook > Climate Tab](#)

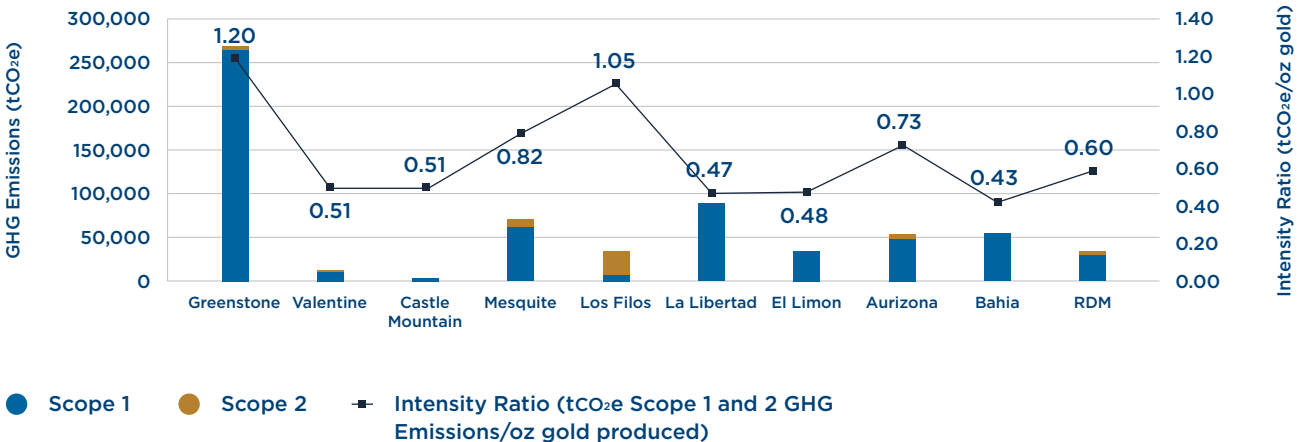
2025 SCOPE 1 EMISSIONS



2025 MARKET-BASED SCOPE 2 EMISSIONS



2025 GHG EMISSIONS AND EMISSIONS INTENSITY BY MINE SITE





## SPOTLIGHT

### Advancing Climate Scenario Analysis Across Our Portfolio

In 2025, Equinox Gold updated climate scenario analyses across legacy Equinox Gold sites and Valentine, incorporating the latest climate scenarios developed by the [Network for Greening the Financial System](#) and the [Intergovernmental Panel on Climate Change \(IPCC\) Sixth Assessment Report \(AR6\)](#), together with harmonized methodologies following the Calibre Mining combination. The analysis evaluated physical and transition risks across 2030 and 2050 time horizons, generating asset-level insights to inform risk management, financial planning, and strategic decision-making. Key transition risks assessed included potential increases in carbon pricing and emissions-related regulation, evolving

climate disclosure requirements, rising energy and raw material costs, and the need to adopt lower-carbon technologies such as electrified mobile fleets and energy management systems. The analysis also considered market and reputational risks associated with stakeholder expectations, access to capital linked to emissions performance, and changing demand dynamics for responsibly produced gold. This work builds on scenario analyses completed in 2024 for Valentine, El Limon, and La Libertad, as well as Equinox Gold’s initial assessment in 2023, and supports a more consistent enterprise-wide understanding of climate-related risks and opportunities, while strengthening long-term operational resilience.

# 5 APPENDICES

- 2025 Sustainability Performance Summary

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- Acronyms and Abbreviations

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- Cautionary Notes and Forward-Looking Statements



# 2025 Sustainability Performance Summary<sup>1</sup>

		2025	2024	2023	2022
<b>OPERATIONS</b>					
<b>PRODUCTION</b>					
SASB EM-MM-000.A	Total Ore Processed (t)	27,578,053	32,484,333	41,086,171	33,951,361
	Total Gold Produced (oz) <sup>2</sup> (922,827)	779,544	621,893	564,458	532,319
<b>HEALTH AND SAFETY</b>					
<b>INJURIES</b>					
GRI 403-9, SASB EM-MM 320a.1	Total Recordable Injury Frequency Rate	1.65	2.21	1.47	2.12
	Lost-Time Injury Frequency Rate <sup>3</sup>	0.70	0.49	0.34	0.34
	Number of Fatalities	0	1	1	0
<b>ENVIRONMENT</b>					
<b>ENERGY AND CLIMATE CHANGE</b>					
	<b>Energy Consumption (GJ)</b>	12,015,542	6,468,694	5,861,207	5,824,320
GRI 302-1, SASB-EM-MM 130a.1	Diesel	6,731,119	4,004,305	3,923,038	4,050,032
	Gasoline	299,535	111,228	31,254	46,403
	Propane	128,786	258,380	149,030	86,106
	Explosives	190,254	114,247	98,248	124,555
	Natural Gas	2,384,060	378,981	N/A	N/A
	Electricity - Grid	2,281,788	1,601,553	1,659,636	1,517,226
GRI 302-3	Energy Intensity (GJ/oz gold produced) <sup>4</sup>	13.40	11.79	10.38	11.22
GRI 305-1, SASB EM-MM 110a.1	Direct (Scope 1) GHG Emissions (t of CO <sub>2</sub> e)	612,006	301,539	278,145	281,845
GRI 305-2, SASB EM-MM 110a.1	Indirect (Scope 2) GHG Emissions (t of CO <sub>2</sub> e)	46,450	50,168	49,635	59,302
GRI 305-4	Total (Scope 1 + 2) GHG Emissions (t of CO <sub>2</sub> e)	658,456	351,708	327,780	341,147
GRI 305-4	Emission Intensity (tCO <sub>2</sub> e/oz gold produced) <sup>4</sup>	0.73	0.64	0.58	0.66

<sup>1</sup> Year-over-year comparisons should be interpreted in the context of the June 2025 combination with Calibre Mining and associated changes in the Company's asset portfolio and reporting scope.

<sup>2</sup> Gold production is presented as attributable ounces, reflecting production during Equinox Gold's period of ownership in 2025, with full-year 2025 gold production shown in parentheses.

<sup>3</sup> Health and Safety rates have been calculated based on 1,000,000 hours worked.

<sup>4</sup> The denominator used to calculate intensity rates is the total ounces of gold produced from all wholly owned and operated mine sites as of December 31, 2025 (896,688 oz), as reported in the Company's financial disclosures. This excludes production from the Pan Mine, which was divested October 1, 2025.

		2025	2024	2023	2022
<b>WATER STEWARDSHIP</b>					
	<b>Water Withdrawn</b>				
GRI 303-3, SASB EM-MM-140a.1	Total Water Withdrawn (m <sup>3</sup> )	19,913,764	13,734,083	15,169,273	10,152,593
	<b>Water Discharged</b>				
GRI 303-4	Total Water Discharged (m <sup>3</sup> )	11,965,758	4,860,529	3,242,048	3,398,650
<b>BIODIVERSITY</b>					
	<b>Habitat Protected and Rehabilitated</b>				
GRI 304-3 and MM1	Total Area Disturbed in Calendar Year (ha)	448	516	177	196
	Total Area Rehabilitated in Calendar Year (ha)	40	39	47	145
<b>TAILINGS AND WASTE MANAGEMENT</b>					
GRI 306-2, GRI 306-3, GRI G4 MM3, SASB-EM-MM-150a.5, SASB-EM-MM-150a.6	<b>Mineral Waste</b>				
	Total Waste Rock (t)	185,431,570	143,352,116	119,351,721	146,383,975
	Total Tailings (t)	17,903,138	9,178,312	13,022,478	9,699,533
GRI 306-3	<b>Non-Mineral Waste</b>				
SASB-EM-MM 150a.4	Total Hazardous Waste (t)	4,481	1,406	992	972
SASB-EM-MM 150a.7	Total Non-Hazardous Inert Waste (t)	32,389	5,707	3,437	123,345
Equinox-specific metric	Significant Environmental Incident Frequency Rate <sup>5</sup>	0.00	0.20	0.29	0.63
<b>SOCIAL</b>					
<b>WORKFORCE</b>					
GRI 2-7	<b>Total Workforce</b>				
GRI 2-8	Employees	5,219	3,964	3,692	3,434
SASB EM-MM-000.B	Contractors	7,944	4,244	4,384	5,037
	% Contractors	60%	52%	54%	59%
GRI 2-30	% Unionized Workforce	56%	69%	72%	79%

<sup>5</sup> SEIFR measures the number of significant environmental incidents per 1,000,000 hours worked.

		2025	2024	2023	2022
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>					
GRI 405-1	<b>Diversity and Inclusion</b>				
	% Female Employees	16%	15%	15%	14%
	% Female Board of Directors	30%	38%	25%	22%
	% Female Executives <sup>6</sup>	14%	21%	30%	25%
	% Female Senior Management <sup>7</sup>	8%	9%	8%	18%
	% Female Turnover	5%	4%	3%	4%
<b>EMPLOYMENT</b>					
GRI 401-1	<b>Development and Engagement</b>				
	% of Employee New Hires	27%	25%	24%	15%
	% of Employee Turnover	29%	18%	15%	17%
	% of Local Employment <sup>8</sup>	67%	69%	72%	72%
GRI 202-2	% of Senior Management Hired from the Country of Operations	75%	82%	89%	78%
<b>INDIGENOUS PEOPLE AND COMMUNITY ENGAGEMENT</b>					
SASB EM-MM-210b.2	Number and Duration of Non-technical Delays <sup>9</sup>	1 delay, 275 days total	2 delays, 6 days	0	3 delays, 60 days
GRI G4 MM4, SASB EM-MM 310a.2	Number of Days of Strikes and Lockouts <sup>10</sup>	0	0	0	0
<b>ECONOMIC CONTRIBUTIONS</b>					
	<b>Socio-economic Contribution</b>				
GRI 203-1	Total Community Investment <sup>11</sup>	13,797,594	10,114,378	9,547,640	9,549,530
GRI 204-1	% of Local Procurement Spending <sup>12</sup>	13%	16%	14%	14%

<sup>6</sup> Refers to top executive leadership with enterprise, regional, or major functional accountability. Includes vice presidents, senior vice presidents, executive vice presidents, chief officers, and country or regional vice presidents.

<sup>7</sup> Refers to senior site or enterprise leadership with broad strategic and cross-functional responsibility. Includes directors, general managers, senior directors, country leadership, and corporate functional heads.

<sup>8</sup> Refers to individuals originating from, residing in, or registered within municipalities or communities located in the direct area of influence of a mining operation.

<sup>9</sup> The scope includes shutdowns and project delays including, but not limited to, those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict.

<sup>10</sup> The scope includes work stoppage due to disputes between labour and management involving 1,000 or more workers lasting one full shift or longer, and duration in worker days idle. Worker days idle is calculated as the product of days idle and number of workers involved.

<sup>11</sup> Community investments represent expenditures made during the reporting period to support external stakeholders and communities. This includes voluntary contributions, donations, and investments in community programs and infrastructure. This excludes expenditures that are directly related to core business operations or required for operational purposes.

<sup>12</sup> Refers to suppliers originating from, residing in, or registered within municipalities or communities located in the direct area of influence of a mining operation. Data presented is aligned with MD&A reporting and reflects the period during which assets were under Equinox Gold's operational control.



# Acronyms and Abbreviations

<b>AGM</b>	Annual General Meeting	<b>FPIC</b>	Free, Prior and Informed Consent
<b>AMA</b>	Arizona Mining Association	<b>FY</b>	Fiscal Year
<b>ASM</b>	Artisanal and Small-Scale Mining	<b>GHG</b>	Greenhouse Gas emissions
<b>Au</b>	Gold	<b>GRI</b>	Global Reporting Initiative
<b>CAD</b>	Canadian Dollars	<b>HR</b>	Human Resources
<b>CAHRA</b>	Conflict-Affected and High-Risk Areas	<b>HSE</b>	Health, Safety and Environment
<b>CalChamber</b>	California Chamber of Commerce	<b>HSMS</b>	Health and Safety Management System
<b>CAMIMEX</b>	Camara Minera de Mexico/ Mexican Mining Chamber	<b>IBRAM</b>	Instituto Brasileiro de Mineração/ The Brazilian Mining Institute
<b>CBA</b>	Collective Bargaining Agreement	<b>ICMM</b>	International Council on Mining and Metals
<b>CEO</b>	Chief Executive Officer	<b>ICMC</b>	International Cyanide Management Code
<b>CFGS</b>	Conflict Free Gold Standard	<b>IFRS</b>	International Financial Reporting Standards
<b>CIM</b>	Canadian Institute of Mining, Metallurgy and Petroleum	<b>LTIFR</b>	Lost Time Injury Frequency Rate
<b>EDI</b>	Equity, Diversity and Inclusion	<b>MAC</b>	Mining Association of Canada
<b>EMS</b>	Environmental Management System	<b>MD&amp;A</b>	Management's Discussion and Analysis
<b>EPS</b>	Environmental Performance Standards	<b>MSHA</b>	Mine Safety and Health Administration
<b>EQX</b>	Equinox Gold	<b>NOx</b>	Nitrogen Oxides
<b>ERM</b>	Enterprise Risk Management	<b>NYSE-A</b>	NYSE American (U.S. stock exchange)
<b>ESG</b>	Environmental, Social, and Governance	<b>OECD</b>	Organization for Economic Co-operation and Development
<b>ESTMA</b>	Extractive Sector Transparency Measures Act		

<b>OHS</b>	Occupational Health and Safety
<b>PDAC</b>	Prospectors & Developers Association of Canada
<b>RACCN</b>	Region Autonoma de la Costa Caribe Norte/Autonomous Region of the North Caribbean Coast
<b>RDM</b>	Riacho dos Machados Mine
<b>RGMPs</b>	Responsible Gold Mining Principles
<b>SASB</b>	Sustainability Accounting Standards Board
<b>SEIFR</b>	Significant Environmental Incident Frequency Rate
<b>SEDAR+</b>	System for Electronic Document Analysis and Retrieval Plus
<b>SMME</b>	Society for Mining, Metallurgy and Exploration
<b>SOx</b>	Sulfur Oxides
<b>TMF</b>	Tailings Management Facility
<b>TSF</b>	Tailings Storage Facility
<b>TSM</b>	Towards Sustainable Mining
<b>TSX</b>	Toronto Stock Exchange
<b>TCFD</b>	Task Force on Climate-related Financial Disclosures
<b>TRIFR</b>	Total Recordable Injury Frequency Rate

<b>UCDP</b>	Uppsala Conflict Data Program
<b>UNGC</b>	United Nations Global Compact
<b>UNGPs</b>	United Nations Guiding Principles on Business and Human Rights
<b>US</b>	United States
<b>VPSHR</b>	Voluntary Principles on Security and Human Rights
<b>WGC</b>	World Gold Council
<b>CO<sub>2</sub>e</b>	Carbon dioxide equivalent
<b>GJ</b>	Gigajoule
<b>K</b>	thousand
<b>km</b>	Kilometre
<b>kt</b>	Thousand tonnes
<b>m<sup>3</sup></b>	Cubic metre
<b>Mt</b>	Million tonnes
<b>t</b>	Tonnes
<b>US\$</b>	United States Dollars
<b>M</b>	Million
<b>oz</b>	Ounces

## Cautionary Notes and Forward-Looking Statements

This 2025 Sustainability Report includes forward-looking information and forward-looking statements within the meaning of applicable securities laws and may include future-oriented financial information or financial outlook information (collectively “Forward-looking Information”). Actual results of operations and the ensuing financial results may vary materially from the amounts set out in any Forward-looking Information. Forward-looking Information in this Report includes: the Company’s strategic vision, production capabilities, growth potential, expansion projects and future financial or operating performance; expectations for Greenstone and Valentine operations, including achieving design capacity and anticipated production and cost guidance; the successful merger with Orla Mining; meeting health, safety, and environmental stewardship commitments and targets, including achieving zero workplace fatalities, zero significant social incidents, zero significant environmental incidents.

Forward-looking Information is typically identified by words such as “will”, “achieve”, “grow”, “plan”, “expect”, “estimate”, “anticipate”, “target”, “commit”, “strengthen”, “deliver”, “advance”, “progress”, “schedule”, “update”, and similar terms, including variations like “may”, “could”, or “should”, or the negative connotation of such terms. While the Company believes these expectations are reasonable, they are not guarantees and undue reliance should not be placed on them.

Forward-looking Information is based on the Company’s current expectations and assumptions, including: achievement of exploration, production, cost and development goals; achieving design capacity at Greenstone and Valentine operations; timely execution of the Castle Mountain permitting; stable gold prices and input costs; geopolitical stability; political and environmental stability in the regions where the Company operates; availability of funding; accuracy of Mineral Reserve and Mineral Resource estimates; successful long-term agreements with Los

Filos communities and management of suspended operations; adherence to mine plans and schedules; expected ore grades and recoveries; absence of labour disruptions or unplanned delays; productive relationships with workers, unions and communities; continued avoidance of child or forced labour incidents at sites; maintenance and timely receipt of new permits and regulatory approvals; compliance with environmental and safety regulations; successful completion of the merger with Orla Mining and its subsequent integration; minimal exposure to indemnities related to the sale of the Brazil assets; and constructive engagement with Indigenous and community partners. While the Company considers these assumptions reasonable, they may prove incorrect.

Forward-looking Information involves numerous risks, uncertainties and other factors that may cause actual results and developments to differ materially from those expressed or implied by such Forward-looking Information. Such factors include those described in the section “Risk Factors” in the Company’s [MD&A for the year ended December 31, 2025](#), and in the section titled “Risks Related to the Business” in Equinox Gold’s most recently filed Annual Information Form, both of which are available on [SEDAR+](#) and on [EDGAR](#). Forward-looking Information reflects management’s current expectations for future events and is subject to change. Except as required by applicable law, the Company assumes no obligation to update or to publicly announce the results of any change to any Forward-looking Information contained or incorporated by reference to reflect actual results, future events or developments, changes in assumptions or other factors affecting Forward-looking Information. If the Company updates any Forward-looking Information, no inference should be drawn that the Company will make additional updates with respect to those or other Forward-looking Information. All Forward-looking Information contained in this Sustainability Report is expressly qualified by this cautionary statement.





# EQUINOX GOLD

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We welcome your feedback on how we can improve our sustainability performance and reporting. Please send your comments to us at [sustainability@equinoxgold.com](mailto:sustainability@equinoxgold.com).