Equinox Gold Corp.
Pay transparency report

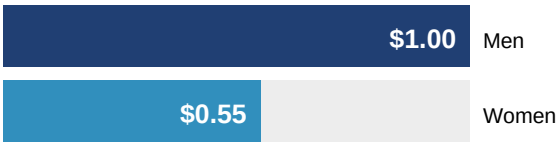
Corporate workforce pay transparency results

Employer details

Employer:	Equinox Gold Corp.
Address:	Suite 3000, 1090 West Pender St., Vancouver, BC, Canada V6E 0E3
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	21 - Mining, quarrying, and oil and gas extraction
Number of Employees:	50 to 299 employees

Hourly pay

Mean hourly pay gap 1



In this organization women's average hourly wages are 44.9% less than men's. For every dollar men earn, women earn 55 cents.

Median hourly pay gap 2

In this organization women's median hourly wages are 52.4% less than men's. For every dollar men earn, women earn 48 cents.

Explanatory notes

1. Mean hourly pay gap refers to differences in average hourly pay. 2. Median hourly pay gap refers to differences in median hourly pay.

Overtime pay

No employees received overtime pay during the reporting period. Overtime-related metrics are not applicable.

Bonus pay

Mean bonus pay 3

In this organization women's average bonus pay is 60.9% less than men's. For every dollar men earn, women earn 39 cents.

Median bonus pay 4

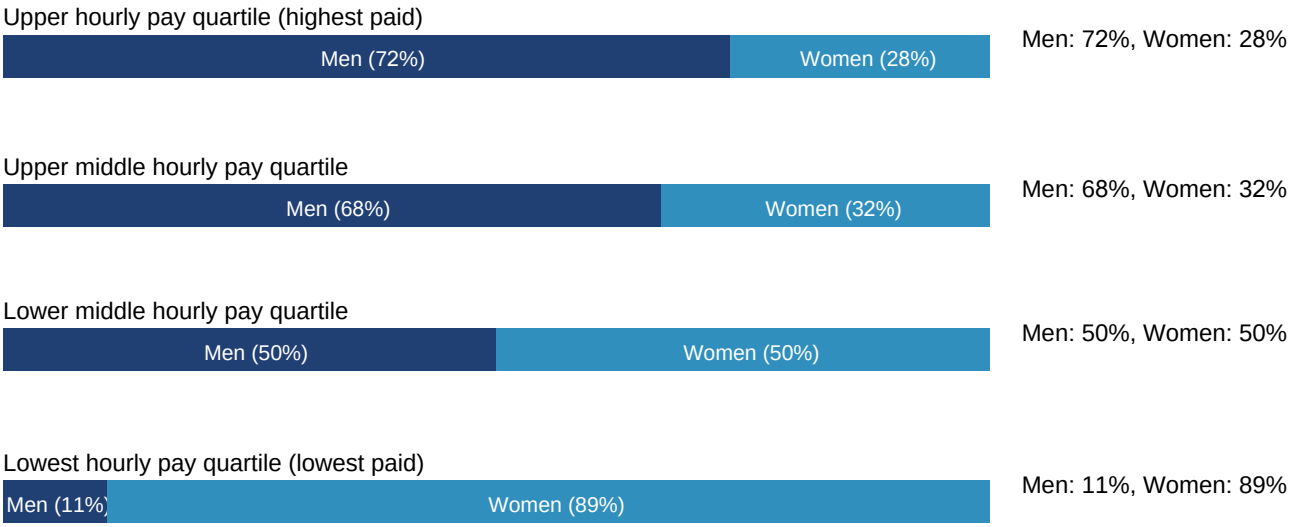
In this organization women's median bonus pay is 79.0% less than men's. For every dollar men earn, women earn 21 cents.

Percentage of employees receiving bonus pay

Explanatory notes

3. Mean bonus pay refers to bonus pay averaged for each reported group. 4. Median bonus pay refers to the middle point of bonus pay for each reported group.

Percentage of each gender in each pay quartile 5



In this organization, women occupy 26% of the highest paid quartile and 89% of the lowest paid quartile.

Explanatory notes

5. Pay quartile refers to the percentage of each reported gender within four approximately equal-sized groups based on hourly pay.