



STRONG FOUNDATIONS

About Equinox Gold

Equinox Gold is a growth-focused gold producer with seven producing mines and one construction-stage project in four countries. A key focus during 2022 was ensuring we have the standards and procedures in place to create the foundation that will support both our growing Company and our aspirations to be an industry leader for responsible mining and sustainable development.



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GRI and SASB Index Tables are available for download on our website at www.equinoxgold.com. Throughout this report, references to "we", "our", "us", and "the Company" mean Equinox Gold Corp. All figures in this document are reported in United States dollars unless otherwise indicated.

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Introduction

Message from the CEO

When forming Equinox Gold just five years ago, we committed to being a leader for responsible mining and have worked hard to ensure these principles are incorporated into the foundation of our business strategy. Just as strong governance and financial controls are critical to the profitability of our Company, our commitment to the wellbeing of our workforce, community partnerships and environmental stewardship is integral to our long-term success.

We have incorporated industry best practices and ESG principles from the ground up in the three mines we have built and in the mine we are currently building, and have dedicated considerable effort to standardizing operating procedures at the mines we have acquired to ensure we are applying best safety, environmental and community engagement standards and policies across our operations.

We are certainly seeing positive results and will continue to build on that momentum. We achieved

all our ESG objectives during 2022, some of which I have highlighted below.

- On the safety front, thanks to a continuous focus on safety and workplace practices we had no lost-time incidents during the fourth quarter, six of our mines had no lost-time incidents for the entire year and we achieved a total recordable injury frequency rate of 2.12, a 30% improvement compared to 2021
- Our environmental performance improved 7% compared to 2021 with a significant environmental incident frequency rate of 0.63, and we saw a marked increase in the reporting of even minor environmental incidents, demonstrating that our focus on transparency and shared learnings is making a difference
- New wind and solar power contracts for three of our Brazil mines will both reduce our greenhouse gas (GHG) emissions and reap operational cost savings

We have established strong governance, cultural and business practice foundations to support our ambitious growth plans and sustainability objectives as we work to create the Premier Americas Gold Producer.



his leadership and commitment to these principles, which inspire us to keep pushing to do better.

We have laid the foundation for sustainable success with robust governance policies, Company-wide standards and mine-specific procedures. Our ESG practices will continue to evolve as our Company grows and matures, but our commitments remain firm. I am confident we have the fundamentals in place to build a robust business with a reputation for excellence in responsible mining.

Greg Smith
President, CEO & Director

- We set a target to achieve a 25% reduction in GHG emissions by 2030 compared to forecast “business-as-usual” emissions and have developed a roadmap to achieve this objective
- From a social perspective, we developed both Social Management Standards and a human rights due diligence framework and completed the United Nations Global Compact Target Gender Equality Program to accelerate our efforts to grow the diversity of our workforce
- We made a concerted effort to enhance our community engagement programs and invested \$8.9 million to support community programs

Equinox Gold’s commitment to ESG excellence is shared by the entire Board of Directors and leadership team and in particular our Chair, Ross Beaty, who has dedicated his philanthropic efforts to environmental protection. Ross has always believed that mining and environmental stewardship go hand in hand. We are grateful for

Message from the Chair of the ESG Committee

Integrating ESG practices into our business strategy is critical to our long-term success and our obligation to create value for our shareholders while also bringing both social and economic benefits to the communities in which we work.



As Chair of Equinox Gold's ESG Committee, my commitment to our stakeholders is to ensure we are upholding industry best practices across the Company with the vision of being a leader for responsible mining. Sustainability has been integral to our business strategy from the outset and I am proud of the progress we have achieved over the last five years, implementing both Towards Sustainable Mining protocols and Responsible Gold Mining Principles across our operations and developing the policies and business practice frameworks that will support both our business and responsible mining objectives.

This year's ESG Report highlights the progress we made during 2022 in community engagement, business ethics, risk management, human rights, workforce diversity, tailings management, and environmental stewardship. I am particularly proud of our safety performance. Having no lost-time incidents in the fourth quarter is an outstanding

achievement and testament to the entire team's commitment to identifying and mitigating workplace risks before accidents happen with the vision of achieving zero harm across our operations.

A significant milestone during 2022 was development of our climate action strategy, as outlined in our inaugural Climate Action Report, and our commitment as a Company to achieve a 25% reduction in our forecast GHG emissions compared to forecast "business-as-usual" emissions by 2030. This is an important first step in our ambitions to reduce our carbon footprint and contribute to the global mandate to mitigate climate change. One of our priorities for 2023 is developing a water stewardship strategy and publishing our first Water Stewardship Report, recognizing that water management and having access to clean water is critical to both our operations and our local communities.

From a governance perspective, we have continued to drive improvements in our enterprise risk management program to ensure we are identifying, monitoring and mitigating risks to our business. We improved and standardized our data collection process so we can better monitor and manage our performance and also enhance our reporting and communication with stakeholders. We also reviewed all of our corporate policies and standards and made updates where necessary to ensure they adequately address the needs and objectives of our Company.

Over my many years working in the mining sector, I've observed first-hand the positive impact we can have when mining is done right. Mining projects improve the standard of living, healthcare and infrastructure in the regions in which we work and can create multi-generational employment and business opportunities that empower a region beyond a mine's lifespan. While as a business our

goal is profitability, we can deliver the returns our shareholders expect while also being responsible environmental stewards and bringing tangible, long-term benefits to our community partners.

On behalf of the Equinox Gold team, I thank our workforce for their commitment to continual improvement and achieving our ESG objectives, and thank our shareholders and community partners for their continued support of our vision and strategy.

Maryse Bélanger
Chair, Board ESG Committee

2022 ESG Highlights

Environment



Beat all environmental targets

with a Significant Environmental Incident Frequency Rate of 0.63 (2022 target = 1.60 or less)

Set a GHG emissions reduction target of 25% by 2030

compared to the “business-as-usual” emissions forecast with no intervention measures

Secured wind and solar power for select Brazil operations

that will reduce GHG emissions and achieve an estimated \$70 million in savings over 10 years

18,966

trees planted in reforestation projects

Social



Beat all safety targets

with a Total Recordable Injury Frequency Rate of 2.12 (2022 target = 3.40 or less)

Completed UN Target Gender Equality Program

a year-long accelerator initiative to increase women’s representation and leadership in our workforce

Invested \$8.9 million

to support local community programs

Developed Social Management Standards

aligned with the Responsible Gold Mining Principles and Towards Sustainable Mining protocol, to drive best practices related to social responsibility across our mine sites

Governance



100%

of directors have ESG experience and expertise

14%

of corporate incentive plan tied to ESG factors

Developed Human Rights Management Standards

aligned with the United Nations Guiding Principles on Security and Human Right to enhance governance of human rights issues

Expanded ESG disclosures

including new performance metrics to increase transparency and meet evolving stakeholder expectations

Our Business at a Glance

Creating the Premier Americas Gold Producer

Equinox Gold was formed at the end of 2017 with the strategic vision of building a company that will responsibly and safely produce more than one million ounces of gold annually, bring long-term social and economic benefits to our host communities, create a safe and rewarding workplace for our employees and contractors, and provide above-average investment returns to our shareholders.

Over the past five years, Equinox Gold has constructed three new mines and completed a number of strategic acquisitions. Along with increased production and cash flow and a larger reserve and resource base, these acquisitions reduced both asset and geopolitical risk by spreading the Company's base across multiple mines and projects in four countries. We now have a diversified asset portfolio and a clear plan to nearly double annual gold production over the next several

years by advancing our development and expansion projects. At the date of this report, we are producing gold from our Mesquite and Castle Mountain mines in the USA, our Los Filos mine in Mexico, and our Aurizona, Fazenda, RDM and Santa Luz mines in Brazil. We are also constructing the Greenstone mine in Canada and advancing expansion projects at Castle Mountain, Aurizona and Los Filos.

We think like owners and encourage our team to invest in the Company through a share ownership plan and share-based compensation so we are aligned with investors. Equinox Gold's executives and directors have personally invested to hold approximately 8.6% of the Company, which is one of the highest insider ownership profiles in the industry.

Learn more about our operations and business strategy at www.equinoxgold.com.

Equinox Gold is a growth-focused Canadian gold producer with seven operating mines and four growth projects. We operate entirely in the Americas, with properties in Canada, the United States, Mexico and Brazil.

By the Numbers

7
gold mines

4
growth projects

4
countries of operation

532,319
ounces of gold produced in 2022

8,471
members of our workforce,
including contractors

\$952M
revenue in 2022

7 gold mines

4 growth projects



Greenstone Project (60%) ONTARIO, CANADA

Greenstone will be a large-scale, low-cost, long-life gold mine in one of the world's best mining jurisdictions. The mine is expected to produce more than 400,000 oz of gold annually for the first five years of its initial 14-year mine life, with 60% attributable to Equinox Gold and 40% to our joint venture partner, Orion Mine Finance Group. At the end of 2022 the mine was 66% complete, on budget, and on track to pour gold in Q1 2024.



Castle Mountain Mine CALIFORNIA, USA

Castle Mountain is an open-pit heap leach gold mine that produced more than 1.3 Moz of gold from 1992 to 2004. With significant gold reserves and a Phase 2 expansion plan, Castle Mountain is expected to be a long-life flagship asset. Equinox Gold completed construction and commenced production at Castle Mountain in Q4 2020, with the expectation of producing ~30,000 oz per year during Phase 1 operations.

EXPANSION

In March 2021, Equinox Gold released the results of a feasibility study for the planned Phase 2 expansion, which will increase production to well over 200,000 oz of gold per year and extend the total mine life to more than 20 years. Phase 2 permitting commenced in Q1 2022.



Mesquite Mine CALIFORNIA, USA

Mesquite is an open-pit, run-of-mine heap leach gold mine, with a long history of successful operations. Mesquite has produced more than 5 Moz of gold since it commenced operations in 1986. Mesquite is expected to produce 80,000-90,000 oz of gold in 2023 as mining pivots to a small-pit approach to reduce capitalized stripping while the Company undertakes exploration and permitting for mine life extension.



Los Filos Mine Complex GUERRERO, MEXICO

The Los Filos Mine Complex currently comprises three open pits (Los Filos, Bermejil and Guadalupe) and two underground mines (Los Filos and Bermejil). Ore from the deposits is processed using heap leach recovery. Los Filos produces 160,000-180,000 oz of gold per year.

EXPANSION

Equinox Gold plans to increase production at Los Filos by expanding open pits in the Los Filos area and completing development of the Bermejil underground mine. We are also considering construction of a new carbon-in-leach plant to process higher-grade ore.



Aurizona Mine MARANHÃO, BRAZIL

Aurizona is an open-pit gold mine located in northeastern Brazil that achieved commercial production in Q3 2019. Aurizona produces 120,000-130,000 oz of gold per year.

EXPANSION

In 2021, Equinox Gold completed a positive pre-feasibility study for an expansion that would extend the mine life to 11 years and increase annual production by concurrently mining new underground and satellite open-pit deposits with the existing open-pit mine. During 2023 we will advance both a feasibility study and permitting for underground development.



Santa Luz Mine BAHIA, BRAZIL

Santa Luz construction was completed with no lost-time injuries and the mine achieved commercial production on October 1, 2022. Santa Luz is expected to produce 60,000-70,000 oz of gold in 2023 while the team optimizes recoveries from the new plant.



Fazenda Mine BAHIA, BRAZIL

Fazenda has been in operation for more than 25 years within the Maria Preta mining district in Bahia State, Brazil. Fazenda is primarily an underground operation with ore processed in a carbon-in-leach plant. Fazenda consistently produces 60,000-65,000 oz of gold per year.



RDM Mine MINAS GERAIS, BRAZIL

RDM is a conventional open-pit mine with a carbon-in-leach plant, located in Minas Gerais State, Brazil. RDM is expected to produce 50,000-60,000 oz of gold in 2023.

About This Report

Our annual Environmental, Social and Governance (ESG) Report summarizes our goals and performance over the past year and our targets and priorities for the current year.

REPORTING SCOPE

This report focuses on ESG-related topics that are deemed “material” to our business and our stakeholders, as determined through an annual materiality assessment process (refer to section [Our ESG Material Topics](#)). It presents our commitments, approach and performance in addressing these issues, as well as learnings and challenges. Where possible, we guide readers to additional sources of information including our website, corporate policies and other company documents. Previous ESG Reports are available at www.equinoxgold.com/responsible-mining/esg-strategy.

This report encompasses all of Equinox Gold’s wholly-owned operations and subsidiaries. We also include information regarding our Greenstone project that is being advanced in a joint venture with Orion Mine Finance Group (Orion), with Equinox Gold holding a 60% interest and Orion 40%.

REPORTING PERIOD AND MEASUREMENT

All data and examples in this report reflect our performance during the fiscal year ended December 31, 2022, unless otherwise noted. In some sections we also provide data for previous fiscal years to present performance trends. Any restatements or significant changes from the previous report are described where relevant.

All dollar amounts in this report are in United States dollars unless otherwise noted.

REPORTING STANDARDS AND FRAMEWORKS

Our ESG reporting is informed by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). On our website we provide data tables that summarize our performance against relevant GRI and SASB metrics.

[GRI and SASB index](#)

CONTENT PREPARATION AND REVIEW

We strive to offer a clear, accurate and balanced account of our ESG performance. To achieve this, the information provided in this report is prepared by our ESG Team in collaboration with relevant personnel and departments across the Company, and is then reviewed by internal subject-matter experts, senior management, an internal ESG Working Group and the Board of Directors’ (Board) ESG Committee. The report is not audited or assured by external parties. This report was approved for publication on May 3, 2023.

FEEDBACK

We welcome your feedback on how we can improve our ESG performance and reporting. Please send your comments to Rhylin Bailie, VP Investor Relations by email at ir@equinoxgold.com.

ESG REPORTING SUITE

This report complements other Equinox Gold publications that discuss our ESG activities:



[Climate Action Report](#)



[Tailings Management Overview Report](#)



[CDP Report](#)



IN THIS SECTION

- Our ESG Strategy
- ESG Material Topics
- 2022 Performance and 2023 Targets
- Memberships and Frameworks
- Sustainable Development Goals

ESG at Equinox Gold

Our ESG Strategy



Environment

Minimize and mitigate our impact on the environment. Contribute positively to environmental sustainability.

Social

Protect the health, safety and wellbeing of our workforce and local communities. Collaborate with our community partners to deliver tangible social and economic benefits.

Governance

Act with integrity and transparency. Maintain governance frameworks and management processes that strengthen our business and protect our stakeholders.

Our ESG vision is to become an industry leader for responsible mining and sustainable development.

Equinox Gold's approach to project development and operations is based on the philosophy that strong financial, social, environmental and governance performance are all equally important to our success. Strong ESG practices are integral to achieving our business objectives, creating enduring value for our community partners and delivering the strong financial returns that our shareholders expect. As temporary custodians of the sites we operate, we are deeply aware of our responsibilities to be environmental stewards while contributing to a positive legacy for local communities.

EQUINOX GOLD'S ESG STRATEGY

While our ESG vision remains unchanged since we started the Company – to become an industry leader for responsible mining and sustainable development – we have put significant effort into developing policies that articulate our commitments to sustainability and formalizing procedures that ensure those commitments are embedded into our day-to-day activities and decision-making process. Anchored by our objective to demonstrate excellence across all facets of the business, we identify investments and initiatives that address the ESG issues that matter most to us and our stakeholders – our material topics. [ESG Material Topics](#)

The Board's ESG Committee reviews and approves the Company's ESG targets at the start of the year, and then evaluates performance monthly, quarterly and at year end. These targets guide Equinox Gold's ESG performance through the year and also form the basis for future improvement, as we monitor our progress and find new ways to improve our strategy and enhance the positive impacts of our business. Our ESG governance structure demonstrates the importance we place on embedding ESG priorities and connectivity across the organization, with clear accountabilities across reporting lines. Learn more in the [Corporate Governance section](#) of this report.

Underpinning our ESG strategy, as well as our approach to stakeholder engagement, is our commitment to transparent disclosure. We want all stakeholders to have clear, reliable information about our annual targets, performance and management approach regarding the material aspects of our business. We continue to evolve and expand our ESG disclosures, including through this report, on our website and in other Company materials.

Equinox Gold has adopted a number of leading industry frameworks and standards to guide and help improve our ESG performance – learn more in [Memberships and Frameworks](#).

Our ESG Journey to Date: Key Milestones

2017–2020

Formed Equinox Gold

Signatory to UN Global Compact

Committed to World Gold Council's Responsible Gold Mining Principles (RGMPs)

Committed to Mining Association of Canada's Towards Sustainable Mining (TSM) protocols

Committed to International Cyanide Management Code

Approved Health and Safety Policy

Approved Anti-Bribery and Anti-Corruption Policy

Approved Diversity Policy

2021

Established ESG Working Group and Enterprise Risk Management Committee

Approved Environment and Climate Change Policy

Approved Social Responsibility and Human Rights Policy

Developed Health and Safety Standards

Commenced implementation of TSM protocols and RGMPs

Joined UN Global Compact Target Gender Equality Program

Began reporting to CDP (formerly Carbon Disclosure Project)

Published first ESG Report

Published first Tailings Management Overview Report

Conducted first materiality assessment

Conducted first human rights risks assessments

2022

Set diversity target to achieve 30% women on Board of Directors

Completed UN Target Gender Equality Program

Developed Social Management Standards

Developed Human Rights Management Standards

Published second ESG Report using GRI and SASB frameworks

Developed a climate risk inventory

Set target of reducing GHG emissions by 25% by 2030

Prepared first Climate Action Report (released February 2023) aligned with Task Force on Climate-Related Financial Disclosures (TCFD) framework

ESG Material Topics

LISTENING TO OUR STAKEHOLDERS

Our ESG program is focused on the issues of greatest importance to our internal and external stakeholders. Our key stakeholders are our employees, unions, contractors and suppliers, local governments and regulators, our community and Indigenous partners, community organizations and our investors. We also consider learnings and feedback from the industry associations of which we are members and the analytic agencies that review and rate our performance.

We work continuously to build and maintain strong relationships with these diverse stakeholders and stay connected to their evolving interests and expectations. To achieve this, we engage with stakeholders in a variety of ways including through face-to-face meetings, calls, consultations, focus groups, surveys, and by participating in industry forums and events, so that we can solicit feedback, better understand their perspectives and address any concerns.

MATERIALITY ASSESSMENT PROCESS

To ensure we act and report on the topics considered most important to our stakeholders, we solicit stakeholder feedback through our materiality assessment process. This process includes formal surveys of key stakeholders to evaluate and confirm our material ESG topics as well as informal surveys during stakeholder engagements, both of which help to frame and focus our ESG strategy, initiatives and reporting.

We started with a formal material assessment survey in 2021, wherein we surveyed more than 3,500 external and internal stakeholder including Equinox Gold investors, directors, employees and contractors, community members and Indigenous peoples, suppliers and consultants, and government officials across the four countries where we operate.

The 2021 survey set the foundation for our 2022 materiality assessment where we conducted workshops with team members and considered information from various external sources including investors, analysts, community members, our Indigenous partners and the media.



1. IDENTIFICATION

To identify relevant ESG risks and opportunities, we updated the 2021 formal survey results with a desk-top review of external sources including:

- Peer ESG reports
- Media sources
- Mining sector studies
- Investor/rating agencies reports

From this exercise we identified 21 material topics.



2. PRIORITIZATION AND RANKING

- We conducted workshops at each of our sites and offices to discuss the 21 topics and the related ESG risks, challenges and opportunities.
- At the end of each workshop, attendees rated the relevance of each topic, to the mine site and to external stakeholders, on a 5-point scale.
- The ESG Team analyzed the input to prioritize the most critical material topics at this time.



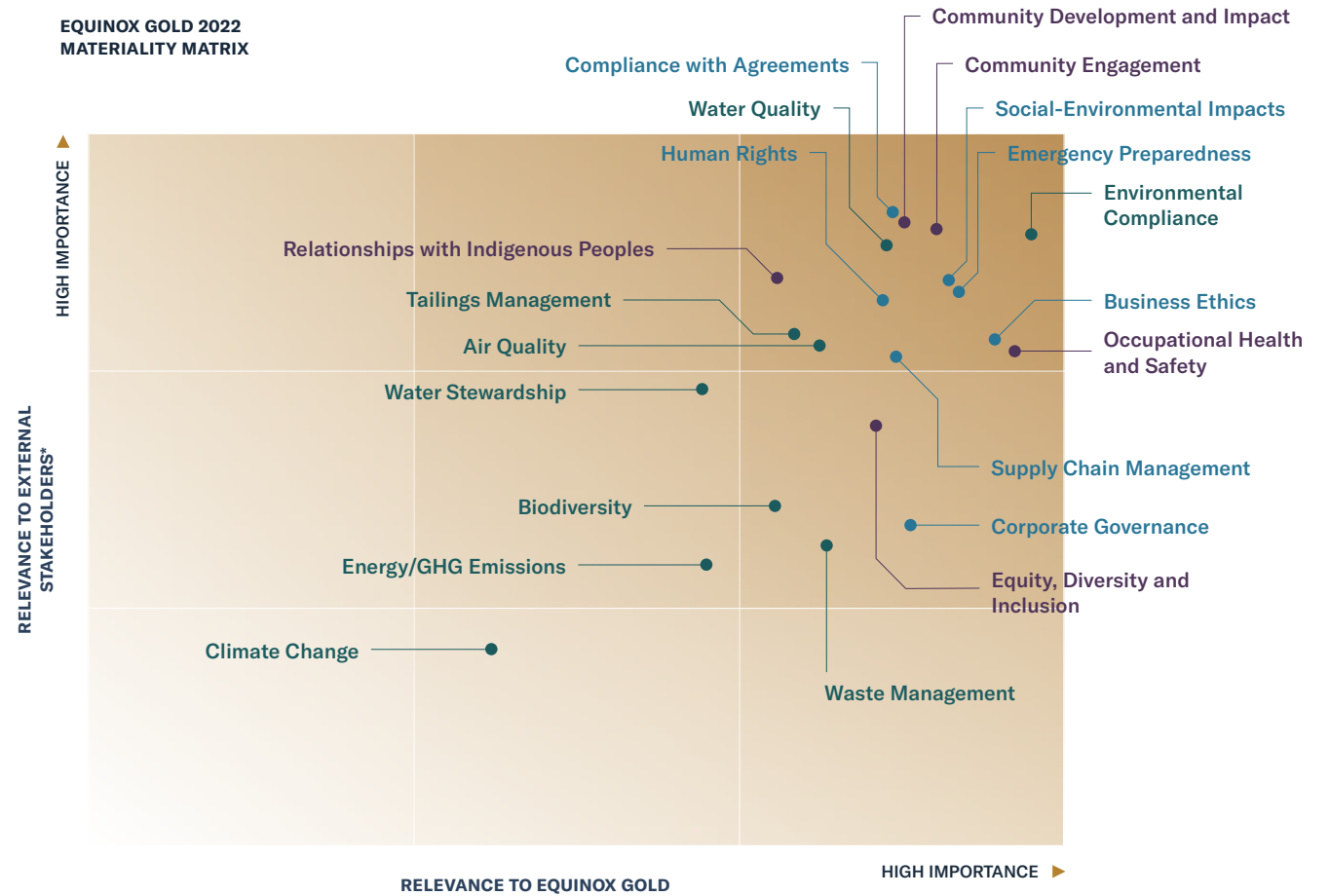
3. VALIDATION

The ESG Team reviewed the assessment findings, grouped together similar topics, added other issues significant to Equinox Gold, and produced the 15 material topics that are addressed in this report.

The results of our 2022 materiality assessment ranking of 21 topics are shown in the Materiality Matrix to the right. These results were reviewed internally by the ESG Team with key decision-makers and through further discussion and analysis, similar topics were grouped together to avoid overlap and bring focus to the most significant issues, and relevant topics to Equinox Gold were added, after which we produced the 15 material topics that are addressed in this report. As we continue working to improve our data collection systems and expand our ESG disclosures, we will be able to report on ranked high in our materiality assessment that are not yet included in this report.

The material topics addressed in this report are grouped by the three focus pillars of our ESG strategy:

ENVIRONMENT	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> • Environmental compliance and incident management • Climate action • Tailings and waste management • Water stewardship • Biodiversity 	<ul style="list-style-type: none"> • Occupational health and safety • Equity, diversity and inclusion • People development and engagement • Relationships with Indigenous peoples • Community engagement • Community development and impact 	<ul style="list-style-type: none"> • Corporate governance • Business ethics • Human rights • Risk management



* As assessed by Equinox Gold's workforce based on stakeholder interactions

2022 Performance and 2023 Targets

2022 TARGETS		2022 RESULTS
Health & Safety	No fatalities	✓ Achieved
	Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.40 or less	✓ Achieved: 2.12
	Achieve across all operations Toward Sustainable Mining (TSM) Level A rating ¹ for a minimum 75% of the Safety and Health and Crisis Management protocol indicators	✓ Achieved
Social	Develop corporate social management standards based on the TSM protocols and the RGMPs	✓ Achieved
	Achieve across all operations Level A rating for the TSM Indigenous and Community Relationships protocol indicators related to Community Identification, Engagement and Dialogue, and Response Mechanisms	✓ Achieved
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.60 or less	✓ Achieved: 0.63
	Achieve across all operations TSM Level A rating for a minimum 75% of the environment-related protocol indicators (Water Stewardship, Tailings Management, Climate Change, Biodiversity Conservation) ²	✓ Achieved
	Develop a greenhouse gas emissions long-term reduction target and associated reduction milestones	✓ Achieved
Governance	Develop a corporate human rights due diligence framework aligned with the United Nations Guiding Principles on Business and Human Rights	✓ Achieved
Transparency & Reporting	Publish ESG Report using Sustainability Accounting Standards Board and Global Reporting Initiative reporting frameworks	✓ Achieved
	Publish Climate Action Report complying with Task Force on Climate-related Financial Disclosures and report to CDP	✓ Achieved

2023 TARGETS	
Health & Safety	Achieve a Total Recordable Injury Frequency Rate per million hours worked of 3.25 or less
Social	Roll out the Equinox Gold Social Management Standards across all sites
Environment	Achieve a Significant Environmental Incident Frequency Rate per million hours worked of 1.40 or less
	Prepare a corporate Water Stewardship Report
Climate Change	Collect and compile site emissions data to monitor progress with GHG emissions reduction initiatives
Governance	Implement new enterprise risk management application to improve efficiency and accessibility
Transparency & Reporting	Increase the number of ESG indicators disclosed and improve data collection process

¹ TSM Level A is considered good practice by the Mining Association of Canada. The Mining Association of Canada requires all companies in Canada to achieve a minimum of Level A across all protocols within three years of becoming a member as a condition of continued membership.

² Assessed as 75% of all protocols' indicators.

Memberships and Frameworks

To guide our business objectives and ESG strategies, Equinox Gold is a member of internationally recognized industry organizations and applies globally recognized standards.

Memberships



United Nations Global Compact (UNGC)

The UNGC is a voluntary framework for companies to align their strategies and operations with 10 principles covering human rights, labour, environment and anti-corruption. As a signatory, Equinox Gold supports the principles and has committed to applying them in our business.



World Gold Council

The World Gold Council works to improve understanding of the gold market and underscore gold's value to individuals, investors and the world at large.



Mining Association of Canada (MAC)

MAC actively represents the Canadian mining industry on key public policy areas, including: regulatory efficiency, economic competitiveness, northern development, climate change, corporate social responsibility, Indigenous affairs and human resources.



Canadian Institute of Mining (CIM)

CIM is Canada's leading technical industry resource for the minerals, metals, materials and petroleum sectors. Equinox Gold participates in the Mining Safety Roundtable, where senior health and safety leaders from mining companies share strategies to eliminate fatalities and major incidents.



Camara Minera de Mexico (CAMIMEX)

The Mexican Mining Chamber (CAMIMEX) fosters a comprehensive development of the mining and metals industries in Mexico as well as coordinating and representing its interests. As a member of CAMIMEX, Equinox Gold has committed to promoting the implementation of environmental, social and governance practices to strengthen its performance.



Instituto Brasileiro de Mineração (IBRAM)

The Brazilian Mining Institute (IBRAM), a private, non-profit national organization, brings together more than 130 companies and institutions operating in the mineral sector to encourage innovation and the dissemination of best practices and technologies to make the industry more productive, and to promote health and safety and sustainable development.



International Cyanide Management Code (ICMC)

This code is a voluntary industry program for gold and silver mining companies that focuses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions.

Memberships and Frameworks

Frameworks



World Gold Council's Responsible Gold Mining Principles (RGMPs)

The ten World Gold Council RGMPs articulate the key principles of responsible gold mining. As a member of the World Gold Council, Equinox Gold has made a public commitment to align with the principles, develop internal systems, report publicly on the status of our progress, and have our conformance verified by an external party in 2024 (three years after becoming a member).



Mining Association of Canada's Towards Sustainable Mining (TSM) Protocols

The TSM protocols are designed to help mining companies manage key environmental and social responsibilities. Through TSM, eight critical aspects of social and environmental performance will be evaluated, independently validated and publicly reported against 30 distinct performance indicators. We are working to achieve Level A for all indicators.



United Nations Guiding Principles on Business and Human Rights (UNGPs)

The aim of the UNGPs is to enhance standards and practices regarding business and human rights. Equinox Gold has integrated the UNGPs into our Human Rights Standards.



Global Reporting Initiative (GRI)

The GRI is the world's most widely used sustainability reporting standard. Our ESG Report is prepared in accordance with the GRI standards core-level option.



Sustainability Accounting Standards Board (SASB)

The SASB standards identify ESG issues most relevant to financial performance and enterprise value for 77 industries.



Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD is a guidance framework to help companies disclose climate-related financial risks to investors, lenders and insurers.

Sustainable Development Goals

Equinox Gold supports the United Nations Sustainable Development Goals (SDGs). Launched in 2015, the SDGs provide a shared blueprint for sustainable development, recognizing that ending poverty, improving health and education, reducing inequity, working to preserve biodiversity and tackling climate change are a global responsibility. Of the 17 SDGs, we have prioritized the six most relevant to our business, stakeholders and material issues.

Focusing our ESG actions and strategic investments on these SDGs helps us to identify the actions and programs that will contribute the most to sustainable improvements in the regions in which we work, and also the activities required to mitigate potential adverse impacts. Below we have mapped our priority SDGs to sections of this report that outline our contributions.



We contribute to poverty reduction by creating employment and business opportunities and ensuring local communities share in the value created by our business.

- [Community Development and Impact](#)



We promote the health and wellbeing of both our workforce and local communities.

- [Occupational Health and Safety](#)
- [Climate Action](#)
- [Water Stewardship](#)



We invest significant resources to ensure we do not have a negative impact on the quality or availability of water in the regions in which we operate.

- [Water Stewardship](#)



We promote economic growth and opportunities in the communities surrounding our operations and provide meaningful work for our employees and contractors.

- [People Development and Engagement](#)
- [Relationships with Indigenous Peoples](#)
- [Equity, Diversity and Inclusion](#)
- [Human Rights](#)
- [Business Ethics](#)



We must do our part to combat climate change and have a strategy to reduce our GHG emissions by 25% by 2030.

- [Climate Action](#)



We are committed to preventing or mitigating the impact of our mining activities on habitat and species loss and promoting conservation of local biodiversity.

- [Environmental Compliance and Incident Management](#)
- [Tailings and Waste Management](#)
- [Biodiversity](#)



IN THIS SECTION

- Environmental Compliance and Incident Management
- Climate Action
- Tailings and Waste Management
- Water Stewardship
- Biodiversity

Environment



How is Equinox Gold tackling mounting environmental challenges like climate change?

“We continue to embed best environmental management practices into our mining operations with the objective of contributing to environmental sustainability and minimizing the Company’s impact on air quality, water and wildlife in the ecosystems surrounding our operations.

In light of the global urgency to combat climate change, everyone at Equinox Gold is focused on being more climate-conscious in our business activities. Through our climate action strategy, which includes a target to reduce our GHG emissions by 25% by 2030, we’re transitioning to more renewable energy sources and implementing measures to reduce the environmental impact of our business.”

Kevin Kingsbury
Director, Environmental Affairs

Environmental Compliance and Incident Management

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Our activities are subject to an array of environmental laws, regulations and standards that govern the full cycle of operations, from pre-mining exploration to operations and end of mine closure plans. In recent years, the mining sector has faced growing scrutiny of its environmental performance, which in turn has led to increased regulatory requirements around environmental protection. Navigating and conforming to these requirements is both a compliance and business imperative for Equinox Gold.



Our Approach

In 2021 we established a formal Environment and Climate Change Policy that summarizes our commitment to achieving excellence in environmental performance and our expectations for our workforce and suppliers.

We are implementing international standards, principles and best practices to prevent, where possible, or mitigate the environmental impacts of our activities. Each of our mining operations

has a dedicated environmental team that monitors and manages the environmental risks from our business and implements an Environmental Management System that is compliant with ISO 14001. We also adhere to the International Cyanide Management Code to reduce the potential of cyanide-related environmental impacts at all of our operations.

MORE INFORMATION

- [Environment and Climate Change Policy](#)





Managing Environmental Incidents

One of our most important management tools is tracking the frequency and nature of environmental incidents. All of our mining and exploration projects report, investigate and remediate environmental incidents in compliance with Equinox Gold's Incident Reporting Guidelines. These guidelines ensure consistent categorization of incidents across all jurisdictions and allow us to share lessons learned through incident investigations so we can continually improve.

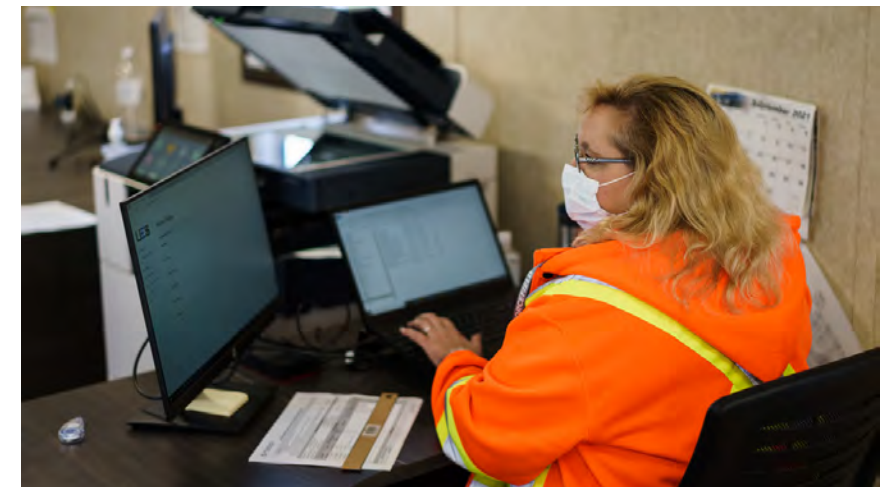
Since 2020, we have provided quarterly environmental performance updates on our website. We use a stringent internally developed five-tier rating system that classifies incidents as 'low,' 'minor,' 'moderate,' 'major' or 'catastrophic.' Incidents classified as moderate or above are considered 'significant' and include:

- Cyanide spills outside of normal containment area
- Wildlife deaths due to cyanide
- Death of species with special protection status according to local jurisdiction
- Environment-related regulatory non-compliance that triggers regulatory reporting
- Spills that trigger regulatory reporting
- Confirmed abnormal monitoring results detecting cyanide outside of a cyanide facility, or a breach of permit conditions

Having a clear, easy-to-follow classification system allows any employee or contractor to record a wide variety of environmental incidents, including non-conformance with internal procedures, and encourages reporting of all incidents so action can be taken to prevent recurrence.

Accountability

All employees and contractors are required to follow our Environment and Climate Change Policy and to record and report environmental incidents. The Company's Director of Environmental Affairs has general responsibility for monitoring and collating incident reporting data from the mine sites and providing this information to the Company's VP Health, Safety and Environment, who reports any significant events to the Company's Chief Operating Officer. Environmental performance is also reported quarterly to the Board's ESG Committee and published on our website.



Our Performance in 2022

0.63

Significant Environmental Incident Frequency Rate

Zero

incidents higher than 'moderate'

Zero

notices of fines

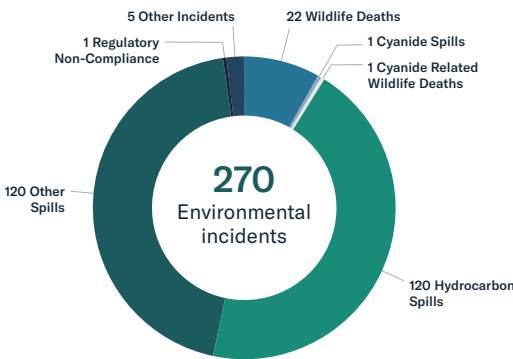
- Improved 7% compared to 2021 and performed 61% better than our 2022 target of 1.6, with a SEIFR of 0.63
- Remained in compliance with all environmental permits
- Implemented software to better manage incident reporting and investigation
- Recertified Los Filos in compliance with the International Cyanide Management Code

One of our key achievements during 2022 was implementing software to provide integrated environmental performance and risk management tracking. The technology allows us to better manage incident reporting and standardize the documentation and investigation of incidents. Following implementation of the software and a concurrent education program regarding the importance of reporting environmental incidents we noticed a marked increase in

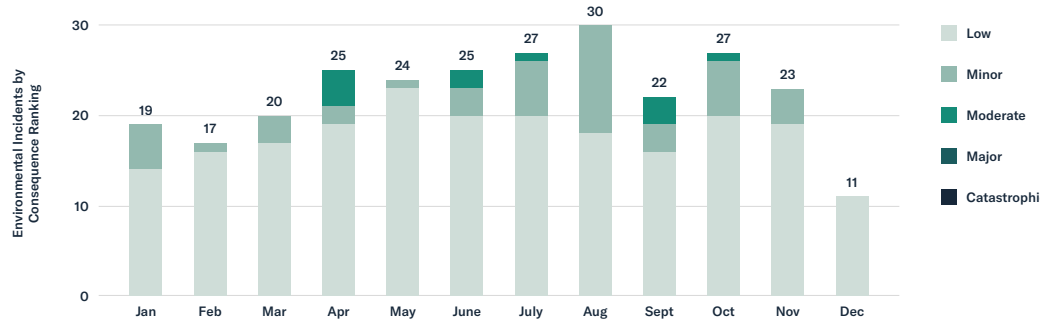
incident reporting, with 270 environmental incidents recorded in 2022 compared to 126 in 2021. Only by tracking what is happening at our sites can we identify the cause of the incidents and then implement the training or procedural modifications required to improve our performance.

The vast majority of incidents were hydrocarbon spills (44%) and other spills (45%). None were classified higher than 'moderate.'

2022 ENVIRONMENTAL INCIDENTS BY CATEGORY



2022 ENVIRONMENTAL INCIDENTS BY CONSEQUENCE RANKING



PRIORITIES FOR 2023

- Cyanide Code compliance: Aurizona and RDM are scheduled to undergo certification audits for compliance with the International Cyanide Management Code in 2023. Also, Fazenda will undergo a re-certification audit and Greenstone will undergo a “pre-operational” certification audit.
- Finalize our Equinox Gold Environmental Management Standards.



Climate Action

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Climate change is a global risk that will affect the ecosystems and the economies of every country and every city across the globe. In 2018, the [Intergovernmental Panel on Climate Change](#) warned that global temperature increase must not exceed 1.5°C this century to avoid catastrophic impacts from climate change. Over the last few years, Equinox Gold and our local communities have experienced firsthand the impacts of climate change, with extended rainy seasons in Brazil and more frequently occurring extreme weather events at several mines.

Against this backdrop, industries and governments worldwide are mobilizing to reduce energy consumption and greenhouse gas (GHG) emissions in a collective international effort to protect our planet for future generations and steer the global economy toward a net-zero path. At Equinox Gold, reducing our climate footprint is not just the right thing to do – it is fundamental to the long-term success of our Company. We recognize our responsibility to stakeholders to evaluate, manage and, where possible, mitigate potential impacts of climate change on our operations. At the same time, new products, technologies and government incentives related to addressing climate change may provide opportunities that benefit our business.



Our Approach

We take responsibility for mitigating the impact of our operations on the climate and support the goals of the Paris Agreement to reduce GHG emissions.



MORE INFORMATION

- [Climate Action Report](#)
- [Environment and Climate Change Policy](#)



Climate Strategy

Addressing climate change is a key component of our ESG strategy. We are committed to being part of the solution to mitigate climate change and are taking action to reduce our GHG emissions, support climate solutions and steward a more sustainable environment.

Since 2020 we have taken important steps to understand our carbon footprint, identify opportunities for improvement and create an achievable climate roadmap to guide our actions. We have also adopted leading industry standards, including the United Nations Global Compact, the World Gold Council's RGMPs and the Mining Association of Canada's TSM protocols to guide and help improve our performance.

Building on this strong foundation of guiding principles, our climate action strategy sets an ambitious but achievable target to achieve a 25% reduction in our GHG emissions by 2030. This target applies to our Scope 1 and Scope 2

GHG emissions compared to our “business-as-usual” forecast GHG emissions in 2030 if no intervention measures were taken. To establish this target, we used baseline GHG emissions data, life-of-mine production forecasts, a detailed assessment of climate-related risks and opportunities at all of our mine sites, and a review of industry standards and available technology. We currently do not track or report Scope 3 emissions. For more information, refer to our [2022 Climate Action Report](#).

TARGET

25%

reduction of our Scope 1 and Scope 2
GHG emissions by 2030

GHG Reduction Initiatives

To reach our targets, we continue to implement initiatives at our operating mines aimed at reducing both GHG emissions and operating costs. We are also considering GHG emissions mitigation opportunities at our development projects so we can achieve both production growth and our climate-related objectives.

Nearly all of the Company's emissions (over 96%) come from diesel combustion onsite in mobile equipment and from electricity generation, either onsite or offsite, for fixed equipment. Focusing our GHG emissions reduction strategies in these areas will have the most impact towards achieving our 25% by 2030 reduction target. As such, our near-term initiatives centre on more efficient diesel and electricity use and, where possible, sourcing electricity from green power sources.

Climate Risk

We continue analyzing the risks and potential impacts of climate change on our operations and the regions in which we operate. Such risks are considered and overseen through our Enterprise Risk Management (ERM) process. During 2021 we conducted a Climate Risk Assessment to identify, assess and rank climate-related risks, as well as establish response and mitigation strategies for each risk. We also engaged an independent third party to further analyze these risks under different climate scenarios.

These analyses determined that climate change-related physical impacts on our facilities and infrastructure (as a result of extreme weather events such as heavy precipitation and hurricanes) and possible new regulations (e.g., increased pricing of GHG emissions, enhanced emissions reporting obligations) are the most immediate risks to our business. For more information, refer to our [2022 Climate Action Report](#).

Accountability

Equinox Gold's Board provides strategic oversight regarding the Company's GHG emissions reduction planning and management of climate-related risks and opportunities with the intention that our response to climate change enhances shareholder value. Two Board-level committees are directly involved in oversight of Equinox Gold's GHG emissions reduction and climate-related risk management strategy:

- The Environment, Social and Governance Committee oversees ESG matters, including target setting and management of GHG emissions and energy initiatives.

- The Audit Committee oversees the Company's ERM process, including risks associated with climate change.

Senior management is responsible for managing and evaluating the Company's environmental performance, setting climate-related commitments and targets, setting and managing strategies to ensure we meet our commitments and targets, managing climate-related risks and leveraging climate-related opportunities. Equinox Gold ties a portion of management compensation to performance against climate-related goals. We also have an Energy and GHG Management Committee,

comprising senior management from both our corporate and operations teams, with the mandate to ensure we progress toward our objectives related to energy efficiency and GHG emissions reduction.

Our Director of Environmental Affairs is responsible for collecting and compiling site emissions data, coordinating GHG emissions reduction initiatives with the mine sites, collecting and compiling data related to GHG emissions reduction initiatives, and the management of climate-related risks and opportunities.

Responsibility for energy and carbon management spans all levels of our organization but is really led by our mine sites. Mine site management are responsible for determining targets for their mine sites, managing GHG emissions, implementing GHG emissions reduction initiatives, and communicating the importance of the Company's GHG emissions reduction efforts to our workforce.

More information about our governance around climate change is available in our [2022 Climate Action Report](#).



Our Performance in 2022

5.8M

gigajoules of energy consumption

10%

reduction in Scope 1 and Scope 2 emissions

341,147

tonnes of CO₂e emissions

- Reduced GHG emissions by 10%, with 341,147 tonnes of carbon dioxide equivalent (tCO₂e) emissions during 2022 compared to 378,463¹ in 2021
- Developed a climate action strategy with the target to reduce GHG emissions by 25% by 2030
- Entered into renewable energy power contracts for select Brazil operations

During 2022 we undertook extensive work across the Company to develop a climate action strategy and approve a GHG emissions reduction target (25% reduction by 2030). We developed, assessed and prioritized a list of potential GHG emissions reduction initiatives. The effort was coordinated by Equinox Gold’s corporate office, with the mine sites providing potential opportunities, information about available equipment and operating parameters specific to each mine site. In addition, to better understand the potential impacts of changing weather patterns, rising global temperatures and extreme weather events on our operations, in 2022 we hired a third party to review the physical climate-related risks at all of our operating sites. The study looked at a 30-year time horizon and considered several parameters including drought, flood, increased risk of wildfires, sea level rise and temperature

extremes, and determined that Equinox Gold’s facilities are operating in locations facing moderate physical risk, with the most significant exposure being to water stress, wildfires and heatwaves at our USA and Brazil operations.

All of this work was summarized in our inaugural [Climate Action Report](#), which was released in February 2023. The report is aligned with the disclosure guidelines of the Task Force on Climate-Related Financial Disclosures (TCFD). We also submitted our second year of data to CDP.

Equinox Gold entered into wind power contracts for our Santa Luz and Fazenda mines starting on January 1, 2023 that are expected to result in nearly \$42 million in savings over the 10-year contract. Aurizona has signed a contract to use solar power starting on January 1, 2024 with the expectation of saving \$30 million over the 11-year contract.

In Brazil, the amount of hydro power available depends on the quantity of rainfall. Following a significant drought year in 2021, excessive rain in 2022 resulted in the cleanest grid power in over a decade, decreasing our emissions by 25,000 tonnes of CO₂e.

At Los Filos, we engaged our employees in a campaign to identify opportunities

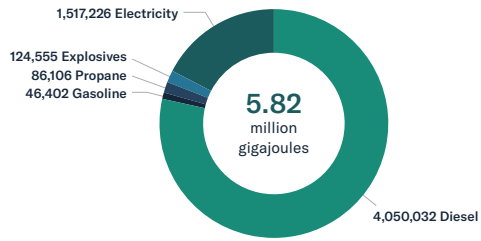
to reduce GHG emissions at the site. Employees presented and pilot-tested four different proposals. The initiative chosen for immediate implementation was haul truck load optimization, with the team trying to load the trucks as closely as possible to design load parameters. Adding on average an extra 10 metric tonnes of material to each truck (29 trucks in total) decreased total operating hours by approximately 14,500 hours, decreased fuel consumption by 1.2 million litres of diesel and decreased GHG emissions by 3% (3,200 tonnes of CO₂e) in 2022 while also improving our operational efficiency in the open pit mines.

In the following charts, we show the energy consumption, GHG emissions and energy intensity at our producing sites. Mercedes is not included as Equinox Gold divested this asset in April 2022. Santa Luz was commissioned in 2022 and began commercial production in October of the same year; we expect Santa Luz to decrease its energy intensity as operations stabilize.

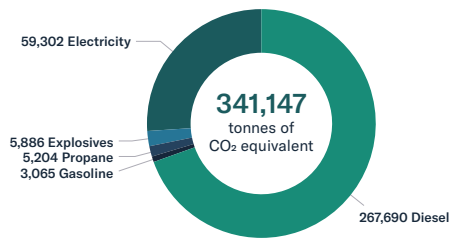
Equinox Gold uses emission factors from the TSM Energy and Greenhouse Gas Emissions Management Reference Guide, 2014, to calculate Direct (Scope 1) GHG emissions, and uses emission factors from respective government or regional utility disclosures to calculate grid electricity (Scope 2) GHG emissions.

¹ In 2021 we reported 385,978 tCO₂e; however, this number has been revised to 378,463 tCO₂e based on updated emission factors for consumables and the regional grid.

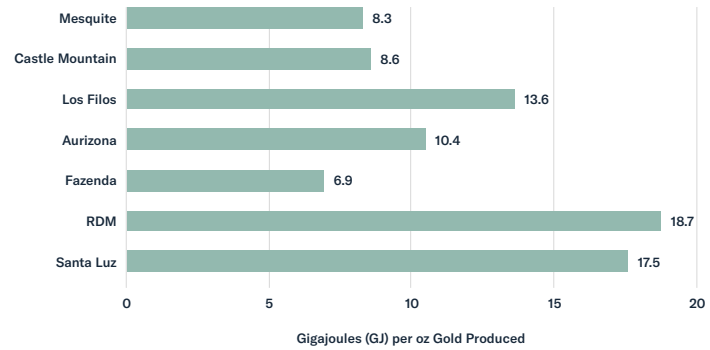
2022 GHG EMISSIONS BY SOURCE (GJ)



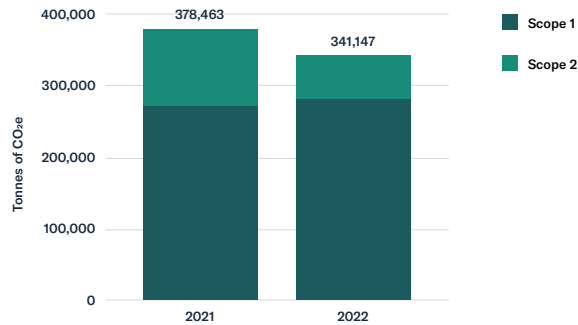
2022 ENERGY CONSUMPTION BY SOURCE (tCO₂e)



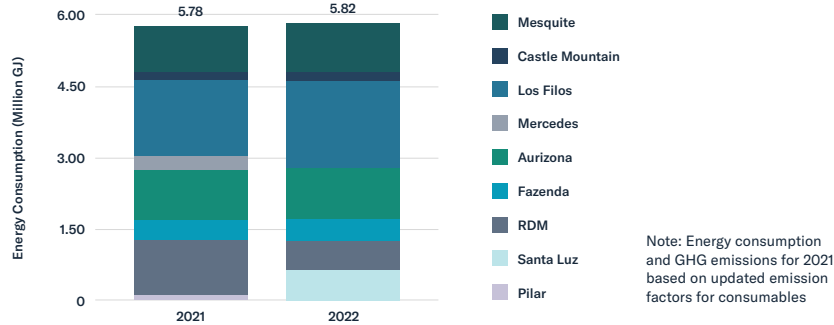
2022 ENERGY INTENSITY BY SITE (GJ PER OZ GOLD PRODUCED)



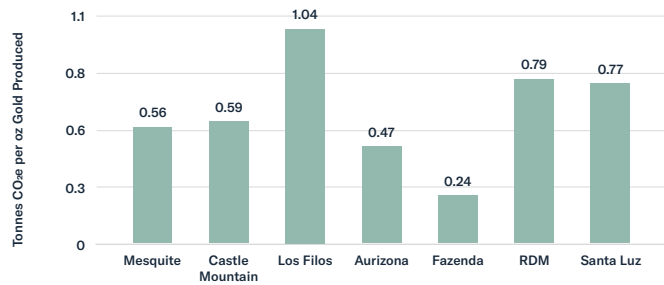
2021 AND 2022 SCOPE 1 AND SCOPE 2 EMISSIONS (tCO₂e)



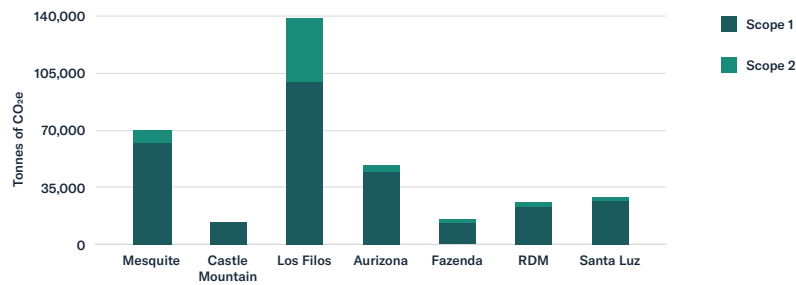
2021 AND 2022 ENERGY CONSUMPTION BY SITE (GJ)



2022 GHG EMISSIONS INTENSITY BY SITE (tCO₂e PER OZ GOLD PRODUCED)



2022 SCOPE 1 AND SCOPE 2 EMISSIONS BY SITE (tCO₂e)



PRIORITIES FOR 2023

- Coordinate GHG emissions reduction initiatives with the mine sites.
- Collect and compile site emissions data to monitor progress with GHG emissions reduction initiatives.
- Implement renewable power purchase agreement at Santa Luz and Fazenda.



Tailings and Waste Management

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Mining activities generate both tailings and waste rock. Tailings are a mixture of ground rock and process effluents that are generated in a mineral processing plant. Waste rock is the material that is displaced by mining but not processed because it contains little to no valuable mineralization. As an industry we must manage our tailings and waste rock with the utmost care to protect both the communities and environment surrounding our operations. Equinox Gold has robust safety and tailings management procedures in place to ensure we are responsibly handling the waste generated from our operations.



Our Approach

This section focuses primarily on Equinox Gold's two biggest sources of mining waste: tailings and waste rock. We have robust procedures in place to ensure our mine waste is safely managed and that our tailings storage facilities (TSFs) are properly designed, physically and chemically stable for long-term storage, and routinely inspected and audited. We are also committed to communicating regularly with local communities to address any questions or concerns about how we manage mining waste.

MORE INFORMATION

- [Tailings Management Overview Report](#)





Responsible Tailings Management

Equinox Gold has four active TSFs and three legacy TSFs in Brazil, a legacy TSF in Canada, and two new TSFs under construction in Brazil and Canada. Our mines in the United States and Mexico use heap leach processing and do not generate tailings.

Our goal is to achieve zero harm to people and the environment. We uphold high standards and practices for the safe, responsible management of our tailings across their life cycle. As a member of the Mining Association of Canada, we have implemented the TSM Tailings Management protocol at all sites with a TSF. We are also aligning our systems and processes with the International Council on Mining and Metals' Global Industry Standard on Tailings Management (GISTM).

Local and international specialists design all our TSFs based on internationally recognized engineering practices, and Independent Tailings Review Boards oversee the design and construction of our new TSFs (currently under construction) and select TSF expansions. We use only 'centreline' or 'downstream' construction methods, and conduct regular internal and third-party inspections and audits to ensure our TSFs are built and operated in full compliance with all regulatory requirements.

The majority of our TSFs have geosynthetic (plastic) liners throughout their storage reservoirs to minimize the likelihood of any seepage from the stored tailings, and all TSFs have seepage detection systems that

are regularly monitored. In compliance with regulations from Brazil's National Mining Agency (ANM), which is responsible for overseeing the safe operation of TSFs in the country, each of our operating TSFs is equipped with an audible early warning system that would alert both our team and nearby communities within 10 kilometres downstream of the TSF to any instability issues.

We ensure that our workforce, consultants and contractors are qualified, well trained and aware of potential risks associated with tailings so they can successfully carry out their responsibilities with regard to construction, operations and management of the facilities. Emergency Preparedness and Response Plans are in place for both our operating and legacy TSFs. These plans describe measures to respond to emergency situations and to prevent and mitigate both on- and off-site safety or environmental impacts. In addition, emergency response simulations are conducted at each site in Brazil by operations personnel, typically on an annual basis.

Crisis management plans are also in place to support the site team should a breach occur. Our crisis management plans follow the Incident Command System, which is a common international system that allows communication and proper documentation of any potential incident, and each of our sites conducts crisis management training exercises to ensure the team is well prepared to manage any emergency scenario.



Reclaimed TSF at Fazenda

Continuous Performance Monitoring

We monitor our TSFs and conduct regular inspections, including internal and external reviews, to ensure the facilities continue to function in a safe and environmentally responsible way. Key monitoring activities are described below.

- Both our active and inactive TSFs are monitored with instrumentation to measure internal water levels within the dams and foundations, and movement monitors on the dams would notify us immediately of any potential stability issues. Monitoring data are collected either hourly, daily or weekly, depending on the parameter, and compiled in a monthly internal report.
- Each of our Brazil mines has a dedicated Resident Tailings Engineer who is responsible for overseeing safe operation of the TSFs. This engineer performs regular visual inspections of the dam(s), reviews the instrumentation data, monitors the water and tailings levels within the facility's reservoir and coordinates with third-party engineers to convey the key operating data to ANM on a regular basis.
- We regularly inspect for any seepage from within the dams or their foundations and monitor for any movement of the dams to ensure the facilities are performing as designed. Data are compared against normal operating parameters by our Resident

Tailings Engineer at each site and, in the event of any significant deviation, the design engineer (Engineer of Record) and the federal mining agency (ANM) would be alerted. The Accountable Executive Officer (our Senior Vice President of Technical Services) and Equinox Gold's Chief Operating Officer would also be notified of any significant deviation and the results of any investigations that are conducted.

- As per Brazil regulations, an independent engineer visits each site semi-annually and conducts a dam safety review. In addition, an independent engineer visits each site monthly to observe the performance of the dam(s) and report the instrumentation data results to ANM.

The Accountable Executive Officer for our TSFs is our Senior Vice President of Technical Services, who reports directly to our Chief Operating Officer and also to the Board. To ensure our stakeholders are also informed, we publish an annual Tailings Management Overview report, which includes technical details of the construction, monitoring and operation of each of our TSFs.

Waste Rock

Each of our operations has waste rock storage facilities. At our underground mines, we use some waste rock as underground backfill to minimize the amount of waste rock brought to the surface for permanent storage. At our open-pit mines, we store waste rock in surface storage facilities that are engineered to be both geotechnically and geochemically stable. When the facility is no longer in use, the waste rock facility is rehabilitated to comply with the agreed end land use.

Managing Other Types of Waste

In addition to tailings and waste rock, our day-to-day operations generate other types of waste including hazardous materials (e.g., waste oils, batteries) and non-hazardous waste (e.g., food waste, construction materials). Our goal is to minimize these forms of waste where possible through reuse and recycling. All of our mine sites have recycling programs in place and many of the mine sites also have composting programs. Our environmental management systems, which are aligned with ISO 14001, manage and track the waste resulting from our business activities so we can evaluate our performance and identify areas for improvement.

Our Performance in 2022

0
tailings-related environment or safety incidents

100%
of our TSFs had third-party inspections

17,393t
of hazardous and non-hazardous materials flagged for disposal were recycled

- Achieved TSM Level A rating for 75% of the Tailings Management protocol indicators
- No tailings-related environment or safety incidents
- Published an updated Tailings Management Overview Report
- Reviewed the use of cycloned tailings to optimize storage in existing TSFs and improve water recovery
- Completed a technical review of the potential use of vacuum or pressure filtered tailings at select mine sites
- Initiated permitting for a filtered TSF at RDM in Brazil

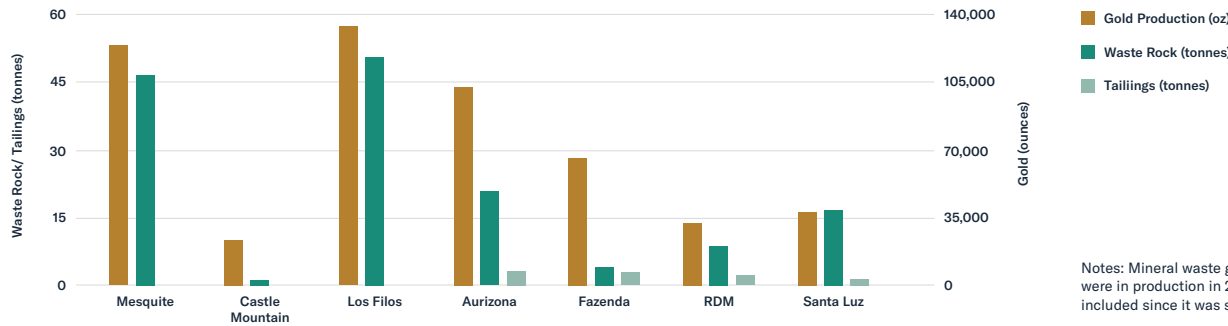
In 2022, we continued to implement the TSM Tailings Management protocol and achieved a Level A rating for 75% of the indicators. We will complete this work in 2023 to achieve a Level A rating for 100% of the indicators, and engage an external group to audit our systems to verify compliance. Longer term, we intend to achieve an AAA rating across our operations.

There were no tailings-related environment or safety incidents at any of our TSFs during 2022. At RDM, the unusually intense rainy season in early 2022 caused considerable water collection to occur within the TSF. Operations were temporarily suspended while water was pumped from the TSF to the

open pit to maintain the necessary freeboard safety limits within the TSF, demonstrating the effectiveness of our TSF safety protocols.

All our operating and legacy TSFs in Brazil underwent several scheduled third-party inspections. We also held on-site meetings with Independent Tailings Review Boards at our Aurizona and Greenstone mines to review plans and progress for construction of the new TSFs at these sites. Reflecting our commitment to transparency, in September 2022 we published an updated tailings disclosure document, which provides an overview of our TSF management strategy and technical information related to our TSFs.

2022 PRODUCTION OF GOLD, WASTE ROCK AND TAILINGS BY SITE



Notes: Mineral waste generated by sites that were in production in 2022. Mercedes is not included since it was sold in April 2022.

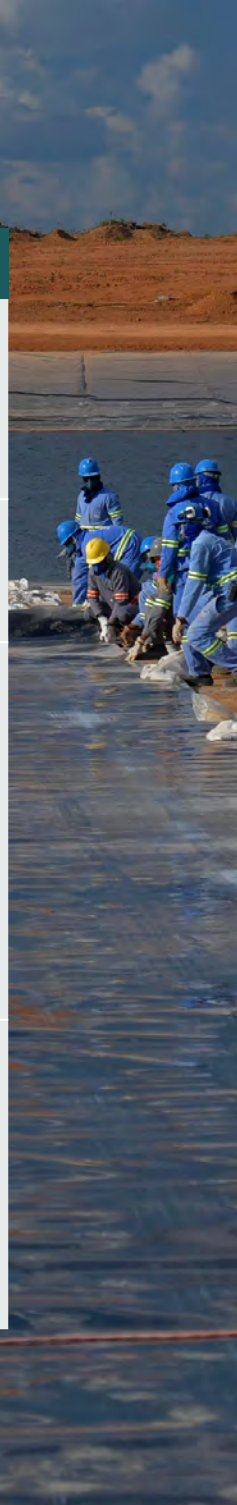
PRIORITIES FOR 2023

- Have zero tailings incidents.
- Achieve Level A rating for 100% of the indicators of the TSM Tailings Management protocol.
- Update Tailings Management Overview Report.



TAILINGS MANAGEMENT: KEY SITE INITIATIVES IN 2022

- | | |
|------------------|---|
| Aurizona | <ul style="list-style-type: none"> Completed the final expansion of the existing TSF, which will be filled to capacity in 2023. Completed detailed engineering and received permits for a new TSF. Construction is underway and will be completed in 2023 to receive tailings once the existing TSF is filled. |
| Santa Luz | <ul style="list-style-type: none"> Restarted tailings deposition in the existing TSF. Received permits for future expansion of the TSF to final design height. |
| RDM | <ul style="list-style-type: none"> Submitted a permit application for a future change in tailings deposition from conventional slurry to a filtered process. This application included a new tailings filtration plant and dry stacked tailings deposition area. Purchased vacuum cyclones for future tailings deposition to prolong the operational life of the existing TSF until the new tailings filtration plant and deposition area can be fully permitted and built. Commissioning of the vacuum cyclones will begin in early 2023. Started construction of a permanent spillway for the existing TSF, which will be completed in early 2023. |
| Fazenda | <ul style="list-style-type: none"> Successfully closed and reclaimed one of the three legacy TSFs, covering the tailings with layers of waste rock, base soil and topsoil to create a foundation for vegetation growth. The area was replanted with grass and native plants and seeds from our plant nursery and seed bank. Equinox Gold will monitor the reclaimed TSF over the remaining operational life of the mine and beyond, and will apply the learnings and experience gained from reclamation and monitoring of this facility to the eventual reclamation of TSFs at our other mines. |



CASE STUDY

Emergency Simulation Drills Help Communities and Equinox Gold Prepare

Thanks to robust tailings facility designs, management practices and a focus on safety, Equinox Gold has not experienced a tailings breach at any of our sites during the Company's history. We believe it is important to educate members of our host communities about our overall approach to tailings management to address any concerns or questions they have regarding the monitoring, stability and operation of our TSFs. In addition, to ensure everyone can remain safe should there be a crisis, we also proactively provide information on how to respond in the event of a tailings emergency.

In 2022, we conducted workshops and tailings emergency simulations at both Santa Luz and RDM. The workshops involved hypothetical scenarios of a tailings mishap and provided information on how to respond.

More than 160 community members participated in the exercises, including police officers, firefighters and members of local government. The workshops and drills were positively received, with community members commenting that they better understand Equinox Gold's practices around tailings management and have greater confidence regarding what to do in case of a tailings emergency.



Water Stewardship

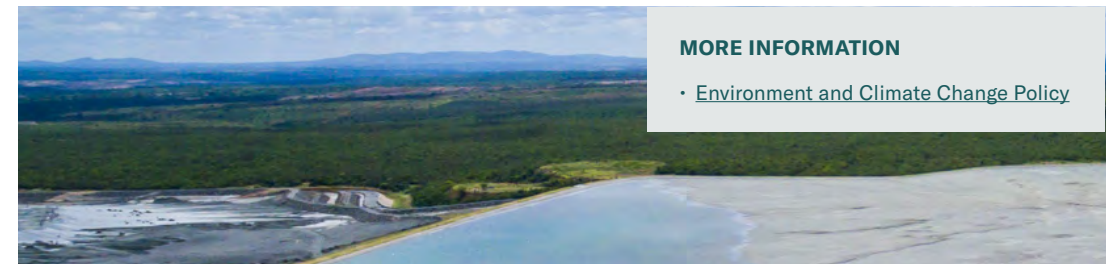
WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Water is an important resource in mining. Two of the main uses are in processing to extract gold from ore and for dust suppression on haul and access roads. Water scarcity therefore represents a risk for our operations, and we strive to reduce our freshwater use and to reuse water where possible. Water is also a critical resource for our host communities and for the flora and fauna surrounding our mines. Ensuring access to clean water is one of the United Nations' Sustainable Development Goals (SDG #6) that is relevant to, and supported by, our business.



Our Approach

Water and effluent management are core components of our sustainability efforts and ESG strategy. We aim to protect the quality and quantity of regional water resources and to conserve and reuse water as much as possible during our mining activities.



MORE INFORMATION

- [Environment and Climate Change Policy](#)

Managing Water Risks and Impacts

Water management is a focus for many aspects of our business, including production, regulatory compliance, geotechnical stability, tailings management and environmental stewardship. Our site teams are responsible for adhering to our Environment and Climate Change Policy and related procedures to understand and address water-related risks and impacts at the local and catchment levels. Equinox Gold uses a water balance to understand the various inputs and outputs of water at each site. This requires an in-depth

understanding of the hydrology, climate and hydrogeology of the site as well as the production needs of the mine.

Water withdrawn by the sites varies depending on the type of process used to extract gold from the ore, the size of the mine, the climate and the geographic location. Many of our mines operate in arid and semi-arid regions, or in regions with a distinct wet and dry season. We store water to mitigate water scarcity during the dry season, and in the rainy season we have to manage excess water and storm events.



Minimizing Consumption, Maximizing Reuse

As part of our water management strategy, we reuse water (also known as water recycling) as much as possible. This helps reduce overall consumption, lessens our dependence on community water sources and enhances water security for our operations. We constantly reuse water through our heap leach pads and reclaim water from our TSFs. Through our Environmental Management System, we track how much water we withdraw and consume at each site and work to improve our water use efficiency per ounce of gold produced.

Monitoring Water Quality and Effluent Discharge

We also work to protect water quality through effluent management. Seven of our eight sites are zero-effluent discharge sites, which means no water impacted by processing operations leaves the site and excess water is instead either stored for later use or evaporated. Where we are required to discharge water, we ensure water quality complies with permitted standards before discharge. We also use evaporators to reduce excess water inventories in areas with a positive water balance.

We continually assess compliance with our permitted water allocations and carefully manage chemicals used in the mining and processing of ore. We monitor water quality in both surface and groundwater sources to detect if any mine-related contaminants have impacted or may impact water bodies outside our approved mining areas. Contaminants can

also move through the air in dust particles or become mobilized in water. To eliminate or mitigate the impact of our operations on local water quality, we have procedures in place to reduce dust and ensure that any water-born contaminants are either contained on site or treated to appropriate water quality standards before any effluent is discharged.

Monitoring programs to detect cyanide in both surface and groundwater are required by the International Cyanide Management Code (ICMC), of which Equinox Gold is a signatory. Our Mesquite, Los Filos and Fazenda mines are certified in compliance with ICMC. During 2023, Aurizona and RDM will undertake certification audits, Fazenda will go through a re-certification audit and Greenstone will undergo a “pre-operational” certification audit.

Adapting to Climate Change

The effects of climate change may impact both our mine water balance and our structures, such as water storage and tailings storage facilities. We are adapting to the potential impacts of climate change by regularly updating our storage facility design parameters to account for increasingly intense rainfall events. We also design our drainage systems and water structures with a significant amount of contingency for added assurance that our site structures will remain stable even through extreme weather events.

Collaboration with Communities

To address our shared interests in water management, Equinox Gold meets regularly with local stakeholders to address water-related concerns and challenges.

Our Performance in 2022

58%

water reused in processing operations

10.1Mm³

total water withdrawn and collected

8.3m³

average of water used per ounce of gold produced

- Achieved a Level A rating for at least 75% of TSM Water Stewardship protocol indicators
- Expanded our water collection metrics to include water used and reused
- Remained in compliance with all water management permits

As a result of a company-wide focus on enhancing our water management practices, we achieved our 2022 target to earn a TSM Level A rating for at least 75% of the indicators of the Water Stewardship protocol across all operations. We will continue this work in 2023 with the objective of achieving at least a Level A rating for 100% of the Water Stewardship protocol indicators, with a longer-term plan of achieving a Level AA or AAA rating.

We are committed to ensuring good water management is in place at all our sites. Prioritizing the conservation of freshwater by reducing surface and underground water withdrawal, and increasing the reuse and

recycling water where possible decreases our environmental footprint. Of the water used at our processing operations in 2022, 58% was recycled (reused) effectively decreasing freshwater consumption. Our water sources are groundwater (water wells), surface water (rivers and lakes), external sources (third party), as well as mine dewatering. Of the total, during 2022, 18% of our water was withdrawn from surface sources and 47% was groundwater, while 35% was collected from mine dewatering. We discharged 95% of the water collected by mine dewatering back to the environment, and the remaining 5% was sustainably used for dust control and heavy equipment washing.

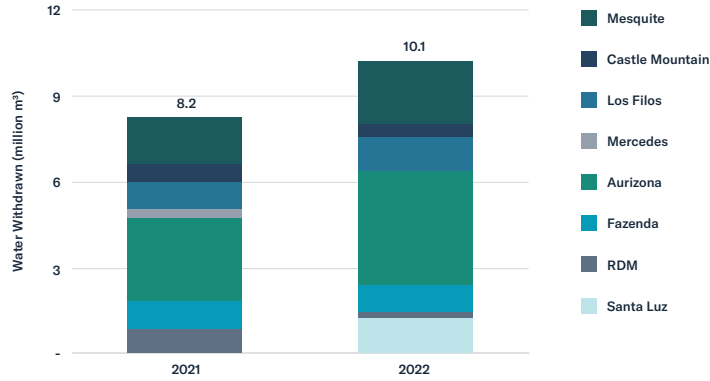
In 2022, the area where Mesquite is located was classified as High Baseline Water Stress according to the World Resources Institute's Aqueduct Water Risk Atlas. Of the total water withdrawn and collected this year, Mesquite accounted for 21% (2.1 million m³).

Water use intensity is a measure of how much new water was used in our mines per ounce of gold produced. In 2022, water use intensity rates across the Company ranged from 1.9 m³ per ounce of gold produced at Los Filos to 30.5 m³ per ounce of gold produced at Santa Luz. Water use by the sites varies depending on the type of process used to extract gold from the ore, the size of the mine, the climate and the geographic location. Los Filos uses less water than other heap leach processing mines because the region has a distinct wet season that supplements water used for processing, decreasing reliance on groundwater sources.

In the following charts, we show water indicators from our producing sites. Mercedes is not included as Equinox Gold sold this asset in April 2022. Some of these indicators are reported for the first time; therefore, there is no comparison with 2021.

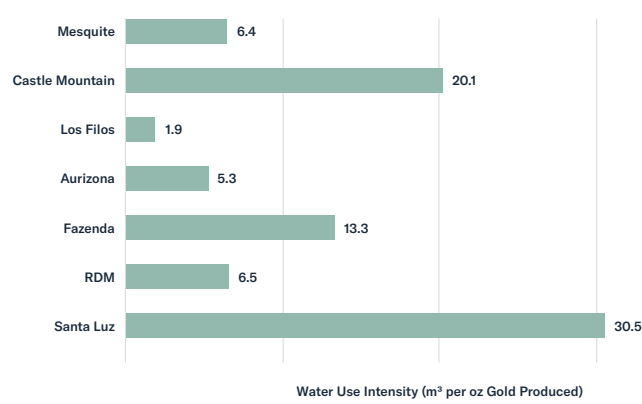


2021 AND 2022 WATER WITHDRAWAL BY SITE

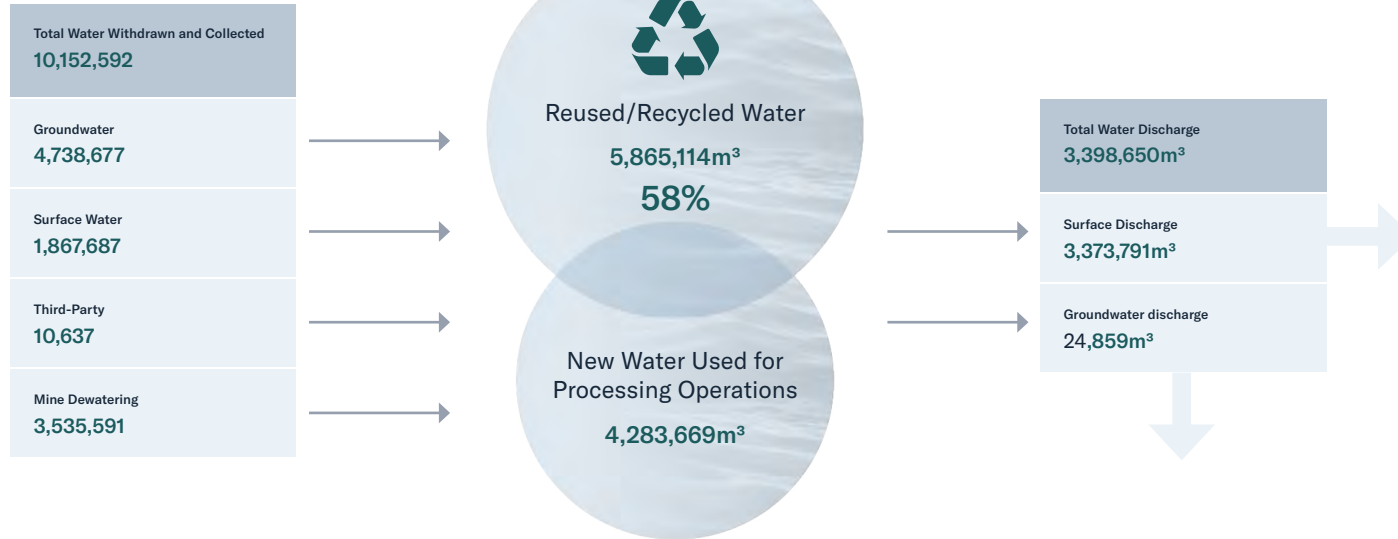


The indicator reported in 2021 has been updated to include mine dewatering. Please note that 2021 data includes Mercedes but not Santa Luz as we are including here only producing mines in the year reported.

2022 WATER USE INTENSITY BY SITE (M³ PER OZ GOLD PRODUCED)



2022 WATER USAGE (M³)



PRIORITIES FOR 2023

- Achieve TSM Level A rating for 100% of the indicators of the Water Stewardship protocol.
- Continue to focus on minimizing freshwater consumption and water use efficiency per ounce of gold produced.
- Develop a company-wide water stewardship strategy.

Biodiversity

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

In the face of a global biodiversity crisis, there is an urgent need to protect fragile ecosystems, critical habitats and endangered species from a range of threats and further loss. In December 2022, the United Nations Biodiversity Conference reached an historic agreement to safeguard at least 30% of the world’s lands, oceans, coastal areas, and inland waters by 2030. Businesses must step up to support this global effort by taking decisive action to both mitigate their impacts and help restore biodiversity, and we at Equinox Gold are committed to doing our part.



Our Approach

We continue taking meaningful action to prevent biodiversity loss and support healthy ecosystems throughout the lifecycle of our mines.

As articulated in our Environment and Climate Change Policy, we are committed to protecting the species and habitats of the areas in which we operate and promoting conservation of local biodiversity. We adhere to all local and federal regulations related to biodiversity protection, and we go beyond these mandated duties by implementing additional voluntary standards including the World Gold Council’s RGMPs for Biodiversity, Land Use and Mine Closure and the TSM Biodiversity Conservation Management protocol.

Equinox Gold operates near some important ecosystems including the Amazon Preservation Area in Maranhão, Brazil and the Caatinga region in Bahia, Brazil; the Zopilote Gorge in Guerrero, Mexico; the Mojave National Preserve in California USA, and the Avi Kwa Ame National Monument in Nevada, USA. We carefully manage our activities to minimize and mitigate both short- and long-term adverse impacts on the flora and fauna in these areas, and give special consideration to locally threatened species and critical habitats near our sites.

MORE INFORMATION
• [Environment and Climate Change Policy](#)



A Comprehensive Approach

Our approach to biodiversity is multi-faceted.

- Prior to commencing construction and operations, we develop a baseline inventory of flora and fauna to understand the biota of significance, both ecological and cultural.
- With this understanding, we develop biodiversity management plans for each mine. These plans detail our actions to mitigate or eliminate harm where possible and include monitoring and reclamation of habitats for local protected species. We update the plans as necessary to reflect evolving circumstances and the stages of mining development.
- Before undertaking any work, we conduct biodiversity impact assessments to understand our site's characteristics, allowing our local teams to ensure that native flora and fauna elements are identified and relocated during clearing procedures.
- We maintain plant nurseries at most of our sites to preserve plants salvaged during the clearing process and grow plants from locally sourced seeds that can be used to replant areas as they are reclaimed.
- When undertaking reclamation, we set vegetation density and species targets that mirror the surrounding natural area so we can monitor the success of our reclamation activities.
- We collaborate with local communities, non-government organizations (NGOs),

government and academia to achieve positive biodiversity outcomes in the regions in which we operate.

Since we work in a variety of ecosystems, each site's biodiversity plans and activities are tailored to the specific needs and circumstances of the area. For example:

- In Brazil, as required by law, we create conservation areas by purchasing undisturbed land to protect natural ecosystems. We protect these conservation areas from development, hunters, poachers and illegal small-scale mining activity, and also document the biological wealth of these areas and their importance to the maintenance of regional biodiversity.
- Near Santa Luz and Fazenda, we have purchased and now protect compensatory land in the Caatinga region, the only exclusively Brazilian biome; a large part of its biological heritage cannot be found anywhere else in the world.
- At Castle Mountain, we partnered with the Searchlight Township to transplant Joshua trees throughout the community, an initiative that protects the Joshua trees and also expands green spaces in the community. We have also partnered with local communities and NGOs to protect local bighorn sheep and golden eagles, and have taken measures to safeguard habitat for the threatened desert tortoise.



Our Performance in 2022

75%

of performance indicators of the TSM Biodiversity Conservation protocol achieved

18,966

trees planted in reforestation projects around our sites

145ha

of land reclaimed

- Continued with progressive reclamation activities at our mine sites
- Supported several projects to protect and increase biodiversity in the regions surrounding our mines

During 2022 we implemented the TSM Biodiversity Conservation protocol across our mine sites and achieved a Level A rating for at least 75% of the indicators. We will continue this program in 2023 to achieve Level A for 100% of the indicators, with the longer-term plan of achieving Level AA or AAA across all of our operations.

We continued to undertake progressive reclamation activities at all of our mine sites. In addition, at Los Filos we are researching the potential to turn reclaimed heap leach pads and waste rock deposits into viable agricultural land. Five years ago, we commenced a project to remediate the soil and improve growing conditions on a reclaimed waste rock deposit

area. Several techniques have been used to restore organic content in the soil, and results show increased biomass and soil quality adequate to grow food-safe crops. In 2022, we expanded this initiative to cover one hectare of land with multiple crop rotations, with the intention that these lands can be fully reclaimed and suitable for agricultural purposes following mine closure.

During the year we supported several projects aimed at protecting and increasing biodiversity in the regions surrounding our mines. For example, the Castle Mountain team helped the California Department of Fish and Wildlife and researchers from Oregon State University to conduct an annual health assessment on a herd of desert bighorn sheep near the mine. During the health assessment, nine female sheep were trapped and lifted to a safe spot at the mine site so wildlife biologists could perform various diagnostic health tests and fit the ewes with tracking collars. Castle Mountain also entered into an agreement with the [Desert](#)

[Research Institute](#) to establish a collaborative long-term program to advance and analyze the success of Joshua tree seedling ecology, germination, transplantation and survivorship. In addition, Los Filos provided funding and 17,500 plants of four native forest species from the mine's plant nursery to reforest areas degraded by fires, agriculture and livestock in a nearby community.



PRIORITIES FOR 2023

- Achieve TSM Level A rating for all indicators for the Biodiversity Conservation Management protocol.

CASE STUDY

Environmental Remediation Initiative Generates New Life

At Los Filos, we continue to implement a unique environmental remediation program that is giving new life to a former mining area.

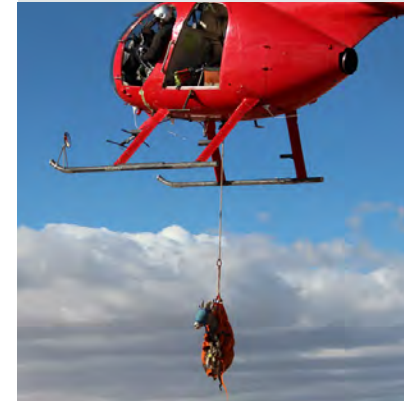
Since 2016, more than 100 hectares of waste rock piles on the mine site have been hydro seeded, reforested and protected against rain and wind erosion. Various techniques have been applied including contouring of slopes, constructing water diversion channels and placing biodegradable materials such as coconut mesh on the slopes to provide a stable surface for regrowth. These techniques have resulted in the successful growth of new vegetation and many species of insects, birds, mammals and reptiles have established themselves in the remediated areas.

In 2022, we launched an agriculture conservation project at the site, covering 1 hectare of the waste rock deposit, on which we planted ten genetic materials of corn seed (7 hybrid, 2 synthetic, 1 Creole) to identify the material that best adapts to the agro-ecological conditions of the area. We also tested various fertilization techniques. The project is ongoing for the next four years with the objective of progressively restoring the soil and its organic layer and natural characteristics so that local communities can use this land for agricultural purposes following mine closure.



Equinox Gold is supporting the long-term conservation of Joshua trees in California, USA.

An agroforestry project takes root at Los Filos.



A bighorn sheep is transported for a health assessment as part of a wildlife preservation program funded by Equinox Gold.



IN THIS SECTION

- Occupational Health and Safety
- Equity, Diversity and Inclusion
- People Development and Engagement
- Relationships with Indigenous Peoples
- Community Engagement
- Community Development and Impact

Social



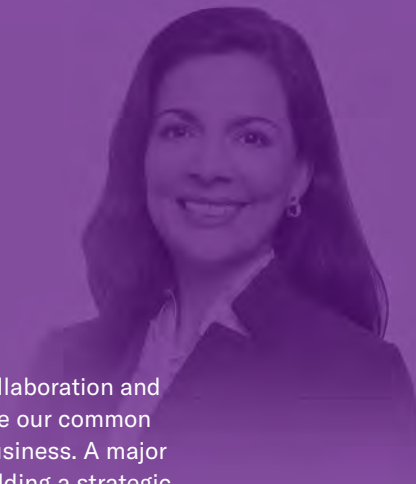
How is Equinox Gold strengthening the social or “people” side of its ESG effort?

“For Equinox Gold, people come first – always. In particular, we value collaboration and respectful, trusting and inclusive relationships that enable us to achieve our common goals. This approach is foundational to running a sustainable mining business. A major focus of our sustainability effort over the past three years has been building a strategic foundation of social practices to support our people-first philosophy, which will allow us to better serve stakeholders over the long term.

Our most powerful partnerships are with our employees and with our host communities. We’re creating a workplace where everyone feels safe, valued and respected. We’re also investing in initiatives that contribute to improving the lives of people in local communities while establishing guidelines, such as our Social Management Standards, to ensure we consider local interests and operate in a socially responsible way.”

Georgina Blanco

Vice President External Affairs and Social Responsibility



Occupational Health and Safety

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Protecting the health and safety of our workforce and local communities is our greatest responsibility. Occupational health and safety is rated the “highest importance” material topic by our stakeholders. There are many health and safety hazards associated with mining operations, including working at heights and in confined spaces, ground instability, rock bursts, equipment mishaps and the use of explosives, among others. As such, effective management of health and safety is critical to protect the health and wellbeing of our people.



Our Approach

Our objective is to achieve a workplace of zero harm. Our top priority is the safety of our workforce and local communities, and we are committed to achieving excellence in the management of health and safety.

Equinox Gold is committed to achieving excellence in the management of health and safety. We understand our responsibilities to provide a safe and healthy working environment for our workforce and are committed to preventing incidents and work-related injury and to mitigating health and safety risks and hazards. At Equinox Gold, we believe that health and safety must be everyone’s responsibility and priority to achieve a culture of zero harm.

RELEVANT POLICIES

- [Health and Safety Policy](#)



Safety Policies and Standards

Our commitment to create a safe and healthy working environment is formalized in our Health and Safety Policy and Occupational Health and Safety (OHS) Management Standard. Every member of our workforce is expected to adhere to these important standards.

Our approach to health and safety is based on our vision of zero harm: having an injury- and fatality-free workplace. To achieve this, we work diligently to:

- comply with applicable health and safety laws and regulations;
- implement effective health and safety management systems;
- identify and mitigate health and safety hazards before accidents occur, so that every member of our workforce goes home safely at the end of each shift;
- investigate all near misses and safety incidents and share those learnings across all sites; and
- continually monitor and assess the safety practices and performance at each of our operations to identify areas for improvement.



Occupational Health and Safety Management System

We have a comprehensive OHS Management System that embodies our commitments to ensure the safety of our employees, contractors and anyone working at or visiting our sites. This management system encompasses a set of safe work procedures, instructions, records and controls. It enables us to identify and remove hazards and ultimately decrease health and safety risks in our workplace. The system was developed using the ISO 45001: 2018 framework and incorporates international guidelines, including the TSM Safety and

Health and Critical Management and Communications Planning protocols and the health and safety requirements of the World Gold Council's RGMPs.

As part of the OHS Management System, we also have occupational hygiene programs that aim to limit worker exposure to potentially harmful substances, such as dust, chemicals and other sources of occupational hazards. We run ongoing health campaigns and screening to gauge worker health related to workplace exposures.

Equinox Gold participates in the mine Safety Roundtable, a group of Canadian mining companies working together to reduce injuries and safety incidents. The group shares strategies and best practices that address industry hazards and risks. In addition, as a member of the Mining Association of Canada and the World Gold Council, we apply the TSM protocols and the RGMPs, both of which include health and safety obligations. In addition, Equinox Gold is a signatory to the UN Global Compact and to the International Cyanide Management Code.

Shared Responsibility: Building a Strong Safety Culture

Equinox Gold has a culture of shared responsibility, where everyone is responsible for their own safety and also the safety of their co-workers. To achieve a culture of zero harm, every day at our mine sites starts with a safety 'toolbox' meeting to discuss the tasks at hand, identify potential risks and promote personal responsibility. This includes empowering our workforce to refuse unsafe work.

We engage our people in creating a strong safety culture by consulting them through our OHS Committees and regular safety meetings. We provide mandatory training and tools to help employees safely perform their tasks and

require participation in ongoing programs that promote safety and wellbeing. Our contractors follow the same rules and procedures as employees, since the safety and wellbeing of our entire workforce is a top priority. This ensures we have consistent reporting of key metrics and standardized processes for all workers on our sites.

To reinforce our safety culture and encourage innovation and leadership, Equinox Gold has a safety recognition program providing three awards annually for safety excellence within our Company:

- The Chairman's Safety Award recognizes the top mine site for safety performance in a given year.
- The CEO Safety Leader Award recognizes three individuals who have displayed exemplary safety leadership.
- The COO Most Improved Site Award is presented to the site that shows the best overall improvement in safety performance compared with the previous year.

Monitoring and Measuring Safety Performance

Health and safety performance is a critical measure of success for Equinox Gold. We track various health and safety indicators and a portion of the corporate component of executive compensation, and site employees' performance-based compensation, is tied to health and safety performance.

We encourage our workforce to report all accidents, incidents and near misses so they can be properly investigated and understood,

and those learnings are shared across our mine sites to prevent recurrence. When hazards are identified, we have systems in place to determine the appropriate corrective actions and ensure these controls are implemented. We also enforce disciplinary action following deliberate breaches of our "Life-saving Rules" and serious violations of safety standards and procedures.

Accountability

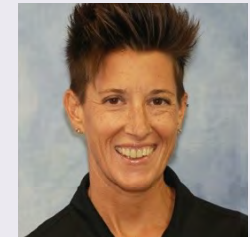
The Board and its ESG Committee has oversight for the Company's health and safety policies, systems and performance. The Vice President Health, Safety and Environment leads our overall safety program, and health and safety teams at each site are responsible for daily safety vigilance.

We hold monthly safety review meetings involving the Chief Executive Officer, Chief

Operating Officer, country Senior Vice Presidents, site General Managers, and Health and Safety management from both the corporate and site teams. Together this group studies the causal factors of significant incidents and gauges the quality of the subsequent investigations and corrective actions that are intended to prevent recurrence.

EMPLOYEE PROFILE

From Medical Student to Mine Safety Leader



Jessica Tiffin
Safety Manager at
Mesquite

Before starting her career at Western Mesquite Mines (WMM), Jess studied medicine in the Caribbean. Unfortunately, family obligations required her to return home to Idaho and she wasn't able to complete her studies. She found work as an equipment operator and was deployed to WMM through a contractor in 2009. Jess enjoyed the work and when the contract was up in 2010, she applied for a job at WMM as a Leach Pad Operator.

In her first year, the department manager recognized Jess' leadership potential and promoted her to supervisor. Looking back, Jess can remember a few team members struggling with how quickly she moved up in the Company. It took her a little longer than usual to gain their trust, but she worked hard and gained the respect of her team.

With her medical background and interest in helping others, Jess knew she wanted to be part of the Mesquite Mine Emergency Rescue Team (MERT). When the Safety Department asked for volunteers to become Mine Safety and Health Administration (MSHA) instructors, Jess put her hand up and quickly saw the potential career growth the Safety Department offered.

Safety has been an excellent fit for Jess due to her passion for helping and educating people. She believes her success comes from the support of her "work" family and she takes that passion for safety home to her wife and kids. The work-life balance offered by Equinox Gold has been beneficial in keeping Jess motivated to grow and succeed.



Our Performance in 2022

2.12

Total Recordable Injury Frequency Rate

Level A

achieved for 75% of the TSM protocols for Health and Safety

6 of 8

sites had no lost-time injuries in 2022

- Beat all of our 2022 safety targets
- Updated the Equinox Gold OHS Management Standard
- Developed leading indicators to better track safety performance
- Delivered 130,545 hours of health and safety training to both employees and contractors
- Introduced a new Crisis Management Plan and delivered the corresponding training

In 2022, we beat all of our company-wide safety targets, a testament to the teamwork and safety vigilance at the mine sites. There were no lost-time injuries at any of our sites during the fourth quarter, and six of our eight sites had no lost-time injuries for the entire year. We achieved a Total Recordable Injury Frequency Rate of 2.12 per million hours worked, 30% better than our 2021 performance and 36% better than our 2022 target of 3.40

or less. This performance puts us in the top quartile of our peers. Similarly, we bettered our 2022 Lost Time Injury (LTI) Frequency Rate target of 0.65 or less with a 0.34 result, a 50% improvement from our 2021 performance of 0.68.

Our ultimate goal is to have no workplace injuries, and this requires continuous improvement and daily vigilance. In 2022, we refreshed and updated the Equinox Gold OHS Management Standard, which enhanced our approach to handling health and safety risks with site management. We also developed leading indicators to better track performance and established a safety performance evaluation protocol for all sites, which includes internal, external (third party) and peer audits (sites audit each other). As a result of these actions, all of our sites accomplished our target of achieving a Level A rating for 75% of the TSM Health and Safety and Crisis Management protocol indicators.

In 2022, we provided a total of 130,545 hours of health and safety training across our sites, comprising 72,253 hours for employees and 58,292 hours for contractors. Training included emergency response, orientation, first aid, cyanide code, fire brigade, confined space, and mobile equipment, among other topics.

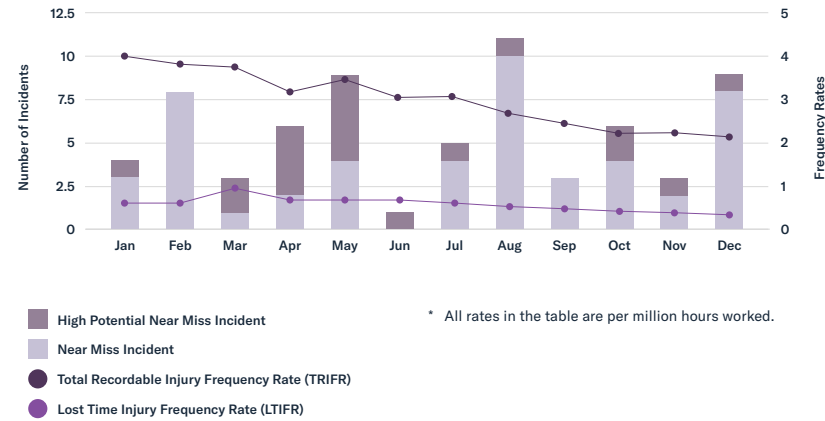
Despite our focus on safety, in 2022 we continued to experience high-potential incidents (HIPO), near miss incidents and repeat events. We introduced root cause analysis training, enabling us to focus on root causes, identify adverse trends and generate corrective actions to prevent recurrence.

We also implemented a new software solution for health and safety management. This was a huge initiative, spanning the entire organization. The new software will help us better track incidents, investigations, mitigations and the status of corrective actions.

HEALTH AND SAFETY: 2022 HIGHLIGHTS FROM OUR SITES

- | | |
|------------------------|---|
| Mesquite | <ul style="list-style-type: none"> Implemented a “Behaviour Based Safety” program that works to identify, observe and reinforce positive behaviours, and ensure that employees are doing their tasks safely. |
| Castle Mountain | <ul style="list-style-type: none"> Formed a Mine Emergency Rescue Team (MERT). Implemented an app to conduct pre-operation inspections along with workplace inspections. |
| Los Filos | <ul style="list-style-type: none"> 29% reduction in TRIFR compared to 2021. Recertified in compliance with ICMC. |
| Aurizona | <ul style="list-style-type: none"> Worked towards certification with the ICMC. |
| Fazenda | <ul style="list-style-type: none"> Achieved no lost-time incidents (LTIs) in 2022, earning the Chairman’s Safety Award. Began implementing the “Safety Culture Maturity Curve”, which focuses on the management of proactive leading safety indicators. |
| RDM | <ul style="list-style-type: none"> Achieved 390 days worked without a LTI. |
| Santa Luz | <ul style="list-style-type: none"> Completed construction (totalling 4 million work hours) with no LTIs. |
| Greenstone | <ul style="list-style-type: none"> Advanced construction with no LTIs and achieved 2 million hours LTI-free, earning the COO’s Most Improved Safety Award. |

2022 CONSOLIDATED TRIFR, LTIFR AND NEAR MISS INCIDENTS



2021 AND 2022 SAFETY PERFORMANCE BY SITE

	AIFR		TRIFR		LTIFR		HIPO and NMI	
	2021	2022	2021	2022	2021	2022	2021	2022
Mesquite	16.9	1.44	2.41	1.44	0	0	16	6
Castle Mountain	62.69	22.52	10.45	11.26	0	0	0	0
Los Filos	14.53	11.94	3.08	2.17	0.85	0.54	48	29
Aurizona	6.56	5.03	2.42	1.89	0.69	1.89	13	0
Fazenda	8.39	2.82	2.71	0.8	0.9	0	0	2
RDM	6.13	3.88	2.86	2.22	0.41	0.55	3	20
Santa Luz	11.64	13.27	2.49	2.21	0	0	7	11
Greenstone	10.09	26.54	6.73	3.57	0	0	2	0
Total	10.48	10.48	3.05	2.12	0.68	0.34	90	68

AIFR: All Injury Frequency Rate
 HIPO: High Potential Incident
 LTIFR: Lost Time Injury Frequency Rate
 NMI: Near Miss Incident
 TRIFR: Total Recordable Injury Frequency Rate

* All rates in the table are per million hours worked. AIFR includes lost time, restricted duties, medical treatment and first aid injuries, while TRIFR includes lost time, restricted duties and medical treatment injuries.

PRIORITIES FOR 2023

- Achieve Level A in 100% of TSM Health and Safety and Crisis Management protocol indicators.
- Evaluate operational sites against ISO 45001 standard (international standard for Occupational Health and Safety Management).
- Develop a corporate health and safety risk register that conforms to ISO standards.



Chairman's Safety Leader Award

The winner for 2022 is Fazenda, with a TRIFR of 0.80 per million hours worked. Fazenda also passed the milestone last year of 2.9 million hours worked without any lost-time injuries, an outstanding achievement.



COO's Most Improved Safety Award

The winner for 2022 is Greenstone for having the greatest safety improvement, with a 47% reduction in its TRIFR compared to 2021.



CEO's Safety Leader Award



Washington dos Santos Gonçalves
Planning Supervisor
at RDM

Washington won first place for the CEO Safety Leader Award for introducing fixed work platforms to replace scaffolding in an area of the RDM process plant, which reduced the risk of falling when working at height.



Elder Tomé Bispo Oliveira
Warehouse Leader
at Fazenda

Elder Tomé Bispo Oliveira won second place for introducing two new tools to safely handle 45gal drums of kerosene: the "Drum Catcher" and "Drum Wheel". Work is safer, well organized, and much more efficient with Elder's tools.



César Augusto Miranda Santos
Welder at Aurizona

César Augusto Miranda Santos won third place for having a floor opening guarded to prevent a fall. Previously, César was exposed to an opening in the "vibrating grizzly" while performing maintenance work and had to wear fall protection.

Equity, Diversity and Inclusion

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

As a growing company with operations in multiple countries, equity, diversity and inclusion (EDI) are increasingly important to our success. Having a diverse workforce in which team members have different backgrounds and experiences promotes innovation, more effective decision-making and improved performance. Diversity in our workforce also fosters a culture of inclusion and respect, which will help to make Equinox Gold an employer of choice in a fiercely competitive work market.



Our Approach

We are committed to building a more diverse and inclusive organization. This commitment starts with our Board, includes senior management at our corporate office and extends across all our sites. We have policies and programs in place to promote diversity and help make inclusion a cornerstone of our corporate culture.

Instilling Diversity among Leadership

To set the tone from the top of the organization, our [Diversity Policy](#) expresses our commitment to achieving diversity among the Board and senior management. This policy details the expectation placed on our leadership team to ensure succession planning incorporates inclusion and diversity efforts, including when searches are conducted at both the executive and Board level.



RELEVANT POLICIES

- [Diversity Policy](#)
- [Social Responsibility and Human Rights Policy](#)



Building a Diverse Workforce

Equinox Gold’s approach is based on the principles of diversity, inclusion and equal opportunity. Our objective is to create a diverse and inclusive culture that welcomes multiple perspectives, free of conscious or unconscious bias and discrimination. We strive to have a highly knowledgeable and skilled workforce that reflects the ethnic and gender diversity of the regions and communities in which we operate.

While our global workforce represents different cultures and demographics, we recognize more work is required to advance our inclusion and diversity objectives. Over the past two

years, we have reviewed and improved our recruitment processes to ensure they are fair and equitable, and we have taken steps to better support and build more positive workplaces for our female workers.

We are working to define, develop and launch a robust, Company-wide inclusion and diversity framework. To help guide our efforts, Equinox Gold is a signatory to the United Nations Global Compact (UNGC) and participated in the Target Gender Equality Program in 2021-2022. We are also members of the Mining Association of Canada’s EDI Working Group.

Pay Equity

We aim to fairly recognize and reward employees for their work and capabilities as they grow within our organization. Each year we review employee compensation, a process that helps us evaluate our pay structures and proactively identify and resolve factors that could contribute to a wage gap.



Accountability

Our Vice President External Affairs and Social Responsibility and our Vice President Human Resources, in conjunction with the executives leading each of our regions, have overall responsibility for EDI progress within the Company. To manage daily workforce responsibilities, each Equinox Gold site has a Human Resources (HR) manager and each region has an HR head. The Compensation and Nomination Committee of the Board oversees HR performance, including EDI metrics across the Company.



Our Performance in 2022

Completed UNGC Target Gender Equality Program

a year-long accelerator initiative to drive progress on women’s representation and leadership in our Company

- Began tracking gender diversity by job category
- Updated our Diversity Policy
- Completed the United Nations Global Compact Target Gender Equality Program

Women comprised 10% of our total workforce in 2022 (2021: 10%), including employees and contractors. Considering only our employees, women represented 14% across the Company (2021: 14%) and 41% of the team at our Vancouver corporate headquarters (2021: 35%). The percentage of female employees at each of our mine sites varies significantly, from 7% at Mesquite to 19% at Santa Luz, and 41% at our Belo Horizonte regional office in Brazil. These indicators are calculated based on workforce numbers on December 31, 2022.

20%

representation of women in executive and senior management positions

14%

representation of women across our employees

During 2022 we started tracking gender diversity by job category (results on next page). This analysis will help us better understand and identify possible barriers for greater female representation in certain job categories, such as supervisory and operational roles. Women comprise 25% of our executive team with the title of Vice President or higher.

We updated our Diversity Policy last year to include the target of achieving at least 30% representation of women on the Board by our 2023 Annual General Meeting (AGM). At December 31, 2022, two of our nine directors (22%) were women. For the 2023 AGM, we have reduced the size of the Board and two out of the eight director nominees are women (25%). Even though the 30% female representation target will not be achieved before the Meeting, increasing Board diversity and achieving more gender-balanced leadership remains a

top priority, and our search for a new female director who possesses the experience, skills and capabilities our Board requires is ongoing.

To advance our progress, this past year we completed the United Nations Global Compact Target Gender Equality Program. This 12-month accelerator initiative includes facilitated performance analysis, capacity-building workshops, peer-to-peer learning and multi-stakeholder dialogue. We will apply the learnings from this program to improve our ability to recruit and retain the best talent, help to create a diverse workforce, and reinforce our culture of inclusivity and respect.

Our Brazilian operations have taken the lead in delivering upon our EDI ambitions. To kick off the EDI program in 2022, they joined the ‘Women in Mining Brasil’ movement to support women’s participation in the industry and

created a dedicated Diversity and Inclusion Committee. The Brazil team also conducted a diversity survey to gather baseline data regarding the current diversity within our workforce in Brazil. For example:

- in terms of gender representation, 13% of the Brazilian workforce identified as women and 4% as transgender;
- 66% of the Brazil team identified their race as Black;
- in terms of sexual orientation, 6% identified as LGBT+ (82% heterosexual/11% no response); and
- in terms of age, 72% of the workforce is between 30 and 49 and 11% are 50 years of age or older.

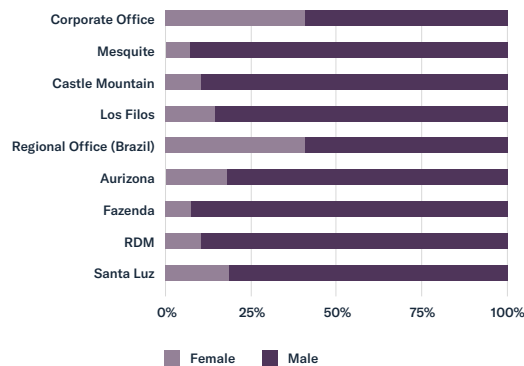
The survey also included questions about

the Company culture and workplace, and the responses allowed Equinox Gold in Brazil to achieve the coveted Great Place to Work® certification.

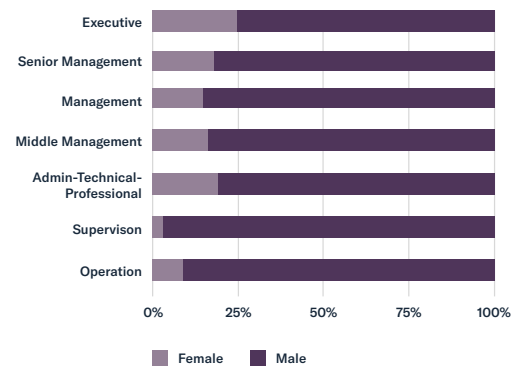
With the objective of contributing to industry best practices and achieving greater company-wide awareness of EDI matters, we have been part of the Mining Association of Canada's EDI Working Group. This Working Group is developing an Equitable, Diverse and Inclusive Workplaces protocol to be integrated to the TSM set of protocols.

The [Relationships with Indigenous Peoples](#) section of this report includes more information about our commitments and actions to collaborate and engage with Indigenous peoples, communities and businesses.

2022 PERCENTAGE OF EMPLOYEES BY GENDER BY SITE



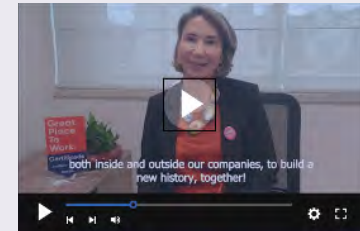
2022 PERCENTAGE OF EMPLOYEES BY GENDER BY JOB CATEGORY



Note: 2022 gender data do not include Greenstone, as we are in the process of introducing a new system at the site to track this indicator.

EMPLOYEE PROFILE

Breaking Barriers for Women in Mining



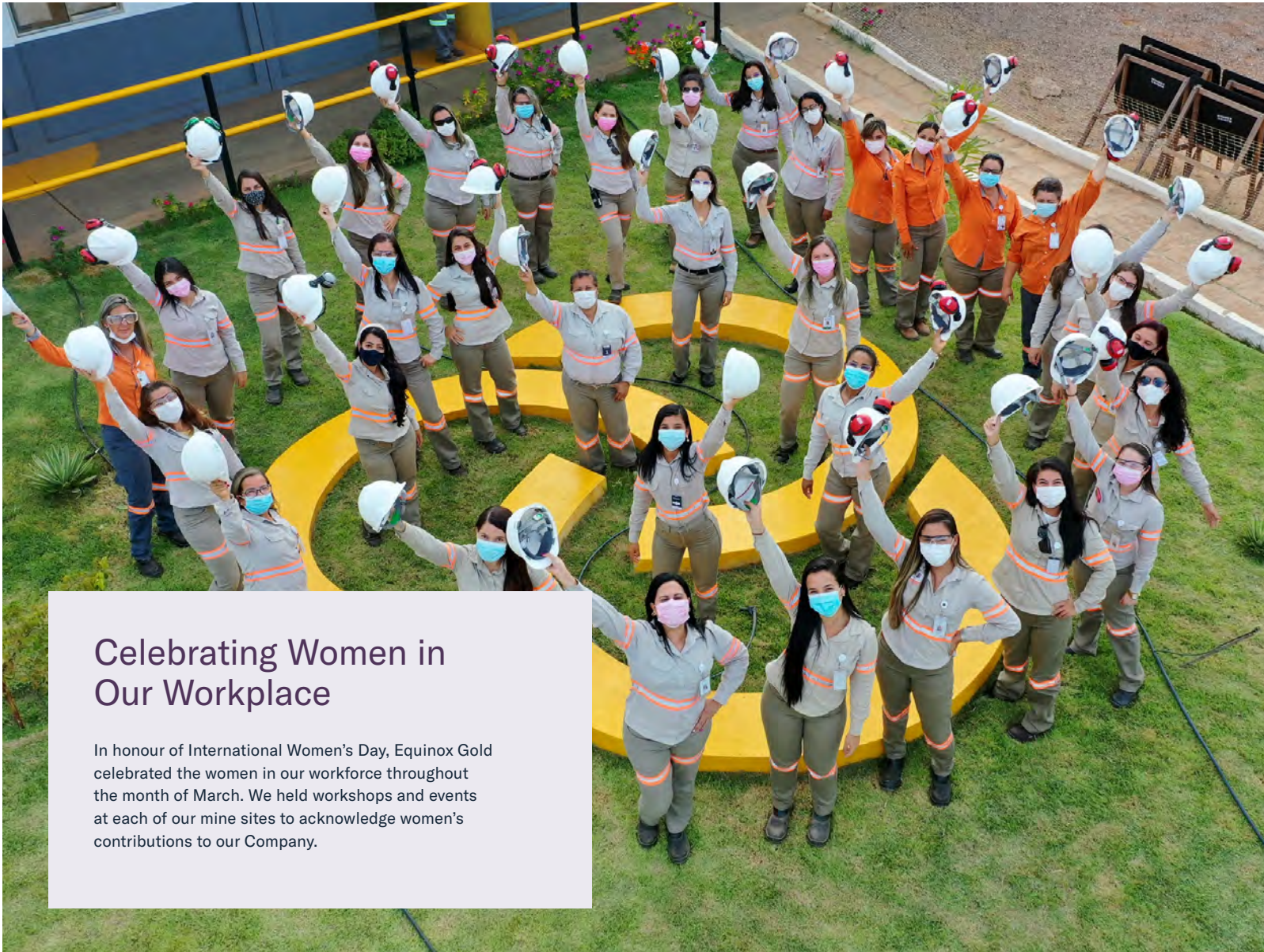
[Click here](#) to watch Angela Vasconcelos' interview.

Angela Vasconcelos, Vice President Administration and Finance, Brazil, is a pioneer in the mining industry, breaking barriers for women and making positive changes so the sector can attract and retain female talent. Her actions are changing attitudes at Equinox Gold and across the sector.

Angela's achievements have not gone unnoticed. She was recognized as one of 2022's "100 Global Inspirational Women in Mining". The biennial award from Women in Mining UK celebrates women's "above and beyond" contributions to the industry. Angela was selected because of her role in implementing and expanding Equinox Gold's diversity and inclusion programs across our Brazil operations, particularly in making the candidate selection process more equitable.

"We must create more moments to speak openly about barriers in the mining industry, so we can attract women to our market. We must constantly talk about critical issues such as balancing our careers with motherhood."





Celebrating Women in Our Workplace

In honour of International Women's Day, Equinox Gold celebrated the women in our workforce throughout the month of March. We held workshops and events at each of our mine sites to acknowledge women's contributions to our Company.

PRIORITIES FOR 2023

- Finalize Equinox Gold's Diversity and Inclusion strategy and develop an action plan.
- Increase Board gender diversity.
- Increase the number of EDI indicators we track.



People Development and Engagement

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

As partners in our business growth and sustainability journey, our people are the strong foundation supporting our performance. Our ability to attract, retain and motivate top talent is anchored in our ability to provide a workplace that is positive and inspiring to our people. We know that fully engaged teams deliver better ideas and results, which translates to increased value for all our stakeholders.

The mining industry continues to face a skilled labour shortage at a time when demand for gold is on the rise, making it more important than ever that we make strategic investments to find and keep good talent in this competitive market.



Our Approach

With the goal of being an employer of choice, we provide attractive pay and benefits, offer a culture where people are welcomed, included and treated fairly, and honour the highest principles and standards to respect their rights. We also offer training programs to create opportunities for the community members who may want to join our team.

RELEVANT POLICIES

- [Code of Conduct and Business Ethics](#)
- [Social Responsibility and Human Rights Policy](#)
- [Diversity Policy](#)



Creating Employment Opportunities

With more than 20 communities near our mine sites, we hire local talent as much as possible and provide education and training opportunities so community members can obtain the skills needed to join our team and advance within the Company. Job creation is one of our most important commitments to local communities to support the economic development and wellbeing of the regions where we operate. We are proud that every year almost 100% of our workforce comes from the country of operations, and on average approximately 70% comes from the communities and areas of influence where our mines are located.

The composition of employees and contractors

varies in the different countries where we operate. During construction at Greenstone in Ontario the majority of the workforce is made up of contractors (80%), but we expect this to shift to more full-time employees when the mine is in production. In Mexico and Brazil, contractors comprise more than half our workforce (52% and 63%, respectively), while in the USA, nearly 70% are employees.

We offer training programs to support the continuous growth and development of our team members. Both employees and contractors at our operations are encouraged to participate in regular training specific to their roles and are also provided with opportunities to learn new skills.

Recognizing Individual and Team Performance

We encourage each of our team members to take action to achieve the Company's objectives and we reward their contribution with competitive individual pay and benefits. Since teamwork is one of our core values, we also recognize their collaboration to achieve shared goals. All of Equinox Gold's employees are eligible to participate in performance-related incentive compensation programs. Each site aligns its performance objectives with corporate objectives on an annual basis, and employees are eligible to receive a bonus based on individual and collective performance metrics.

Accountability

Our Vice President Human Resources, in conjunction with the executives leading each of our regions, has overall responsibility for employment at Equinox Gold. To manage daily workforce responsibilities, each Equinox Gold site has an HR manager and each region has an HR head. The Compensation and Nomination Committee of the Board oversees HR performance across the Company.

Fair and Equal Treatment

With more than 8,400 people in our workforce, spread across four countries, we strive to ensure our operations are free from discrimination or abusive practices and that all employees and contractors are treated with respect. To achieve that, we hire people who reflect our values, we maintain policies and provide training related to anti-harassment and anti-discrimination, maintain a complaint reporting process (Whistleblower Line), and implement specific training to address any behaviour not in accordance with our Code of Conduct. We also prohibit child labour and all forms of modern slavery, including forced labour and human trafficking.

We respect the rights of all workers, including freedom of association and collective bargaining, and strive to maintain collaborative relationships with the unions that represent our workforce. In Mexico, collective agreements are reviewed every two years, while in Brazil they are reviewed annually. Our workforces in the USA and in Canada are not currently unionized. In 2022, approximately 79% of our workforce (77% of employees and 81% of contractors) was unionized (2021: 75% of workforce), with 77% of our employees in

Mexico and 100% of our employees in Brazil covered by collective agreements.

We abide by the applicable working hours legislation in all the countries in which we operate, all of which have working hours legislation that is lower than the 48-hour standard established in the International Labour Organization conventions. We believe it is important that employees receive adequate breaks from work to recuperate and to attend to their personal lives.

As part of our commitment to continuous improvement, we are working to identify and remove barriers to advancement and to ensure feedback mechanisms are available across all our sites so workers can express their concerns. We are dedicated to addressing and resolving any employment issues that arise.

During 2022 we received 34 reports of inappropriate or unfair treatment through the Whistleblower system. Each report was investigated and, where it was substantiated, appropriate action was taken.



Our Performance in 2022

58.1

average hours of training per employee, including health and safety training

99.4%

employees from within the country of operation

75%

of eligible employees participate in our share purchase plan

- Introduced an employee share purchase plan
- Continued to participate in the Young Apprentice Program in Brazil
- Delivered more than 203,000 hours of employee training (including health and safety training)
- Launched leadership development training
- Earned the Great Place to Work® certification in Brazil

We introduced a share purchase plan at our corporate office and the operations management level to further the Company’s culture of share ownership. As of December 31, 2022, 75% of eligible employees were participating in this program.

Employees received more than 203,000 hours of training, of which 35.6% was on health and safety topics. In addition to job-specific training, we supported other educational programs that allow employees to upgrade their skills or acquire new expertise. We also launched leadership development training in 2022, comprising one-on-one coaching and team-building exercises to strengthen the leadership skills of members of our senior management group.

We continued to promote the Company’s core values (accountability, teamwork, integrity, excellence) through posters, training and regular communication. In Mexico, we began a training program to educate our workforce on these values and the leadership competencies they can develop. In the USA,

the implementation of the Foundations of Leadership program is underway, focusing on organizational culture and change management.

Our succession plan paved a smooth transition when the former CEO stepped down in August 2022 and the head of US operations resigned in October 2022. Both positions were filled by internal candidates who had been identified during the succession planning process.

In Brazil, we were honoured to earn the Great Place to Work® certification. Despite this achievement, we are working to resolve the challenge of high employee turnover in the country, where intense competition in engineering, geology and other professional disciplines pulls people away from Equinox Gold. Having researched the issue, benchmarked role compensation and conducted in-depth exit interviews with departing employees, in 2023 we will implement a leadership development program and performance management system specific to our Brazil operations. This will enable

managers to have productive personal career development dialogues with their employees.

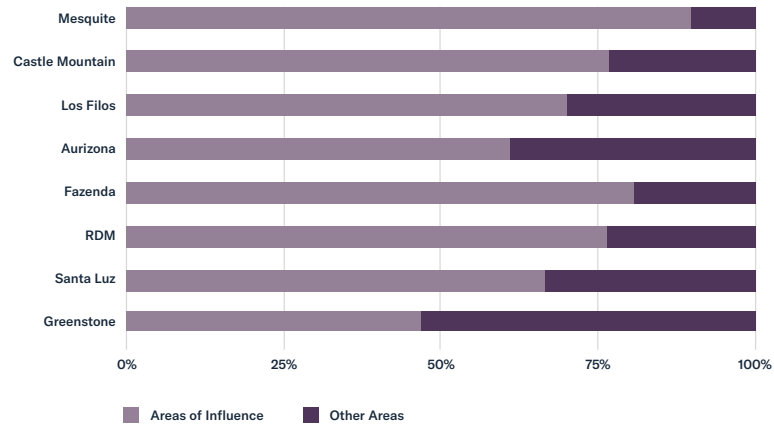
To help attract new talent to Equinox Gold, we continued to participate in the Young Apprentice Program with the Brazilian government’s National Industrial Learning Service. Through the program, we offer youth their first formal work experience at any of our Brazilian sites. In 2022, 20 young people took part and for 2023 we have 63 apprentices, of which 15 positions are exclusively for women.

Our workforce comprised 3,434 employees and 5,037 contractors as of December 31, 2022:

- 99.4% of our employees were from within the country of operation (2021: 99.7%).
- 72% of our direct employees lived in the site’s local areas of influence (2021: 63%).
- Approximately 99% of our employees were on a permanent contract with 1% temporary. Around 65% and 35% of contractors were on permanent and temporary contracts, respectively.



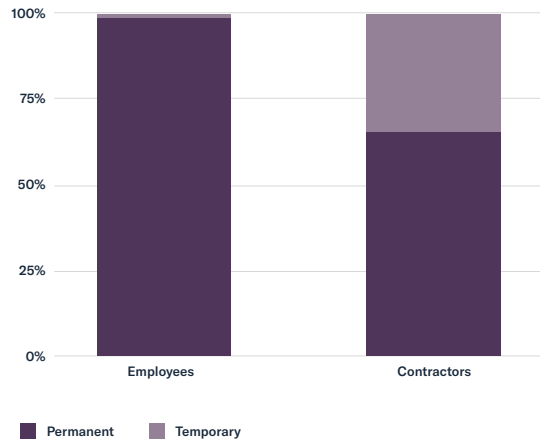
2022 PERCENTAGE OF LOCAL EMPLOYMENT BY SITE



Local area of influence defined as below:

- Mesquite: Imperial County, CA, and Yuma County, AZ
- Castle Mountain: Clark County, NV, and San Bernardino County, CA
- Los Filos: Eduardo Neri Municipality
- Aurizona: Godofredo Viana, Aurizona Village, Candido Mendes, Luis Domingues and Carutapera
- Fazenda: Barrocas, Teofilândia, Serrinha and Biritinga
- RDM: Porterinha and Riacho dos Machados
- Santa Luz: Santa Luz and Cansanção
- Greenstone: Geraldton, Longlac, Beardmore, Caramat, Jellicoe, and Nakina

2022 PERCENTAGE OF WORKFORCE BY TYPE OF CONTRACT



2022 PERCENTAGE OF EMPLOYEES AND CONTRACTORS BY COUNTRY



PRIORITIES FOR 2023

- Formalize a company-wide talent management strategy.
- Develop a roadmap to implement HR technology solutions that will allow for the collection of more comprehensive HR data.
- Focus on developing and recruiting good leaders at all levels within the Company.
- Further invest in employees to build the critical skills and knowledge needed to achieve our operational and sustainability objectives.



EMPLOYEE PROFILE

Florita Binuya Payroll Accountant, Corporate



"I was born in Manila, Philippines, where I finished my Bachelor's Degree in Accounting with honors. I have held various accounting and finance roles after obtaining my license as a Certified Public Accountant. Also, out of curiosity with call centers in the Philippines some years ago, I did a short stint as technical support for an internet provider, where I learned a great deal about interacting with people.

I immigrated to Canada in 2009 and have worked in different industries including banking, charitable institutions, software and engineering. Though these organizations varied in nature, I brought the same passion for upholding accounting and payroll values to every role.

I joined Equinox Gold as Payroll Accountant in June 2021 after completing my Certified Payroll Manager course. This is my first experience in the mining industry, and I am very inspired by the

mining industry culture and the focus on cultivating natural resources while also protecting the environment.

I also appreciate that Equinox Gold's focus on work-life balance has allowed me to work primarily from home."

EMPLOYEE PROFILE

Jennifer Ward Mine Engineer, Mesquite



"I am currently a Long-Range Planner within the Technical Services Department at Western Mesquite Mines. I have also worked as the Short-Range Planner and Drill and Blast Engineer and worked on daily, weekly, and monthly plans for all major pieces of equipment as well as all blasting designs and drill plans.

The path taken to get to where I am today has been non-traditional. I applied to the South Dakota School of Mines and Technology following a series of education and career pursuits I did not find particularly fulfilling. During a tour of the mining department, I met a professor whose passion for mining resonated so much with me that I decided to obtain a degree in Mining Engineering and Management. My entry into the mining industry was at a surface coal mine, where I worked on special projects including access road designs, dump designs, separation of light vehicles and

heavy equipment. As a part of the Company's engineering development program, I transitioned to the environmental department where I oversaw compliance, permitting, vegetation studies, drill and gully surveys, and wildlife.

In 2019, I joined Western Mesquite Mines in the Environmental Department and I took on the challenge of the recertification for the Cyanide Code as project manager. In 2020, I returned to my roots in Engineering.

I have been incredibly lucky with both the opportunities I have been given and the ones I have created. I am particularly grateful to be part of the amazing Equinox Gold team here at Mesquite Mine. The relationship I have cultivated throughout the mine site are invaluable. I look forward to the continued development of myself and my co-workers."

Relationships with Indigenous Peoples

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Partnerships between mining companies and Indigenous communities are essential to the success of the mining sector. As the first peoples to occupy the lands we today share, Indigenous peoples have deep-rooted history, culture, territorial rights, and invaluable knowledge and experience pertaining to these places. As a company operating in proximity to Indigenous communities, it is important that we build respectful and mutually beneficial relationships with these communities.



Our Approach

Equinox Gold is committed to building strong, progressive relationships with Indigenous peoples wherever we do business, through collaboration and engagement in an inclusive, respectful and culturally appropriate manner.

In our Social Responsibility and Human Rights Policy, we articulate our commitments to working with Indigenous peoples to:

- respect their rights and consider their needs and interests;
- identify opportunities for social investment and community development; and
- communicate openly, honestly and regularly about Equinox Gold's plans, programs, performance and compliance.

Through all stages of mining, from exploration to operations to mine closure, we implement practices to ensure meaningful participation of Indigenous peoples in our workforce, in our procurement process and in other business opportunities. We foster a culture that is inclusive of Indigenous values, and we host regular discussions and training with our teams to promote respectful and inclusive practices.

RELEVANT POLICIES

- [Diversity Policy](#)
- [Social Responsibility and Human Rights Policy](#)
- [Greenstone Gold Mine – Indigenous Relations Policy](#)





Greenstone Collaboration Brings Meaningful Benefits

Successful collaboration and engagement with Indigenous communities is essential to the success of our Greenstone project in Ontario, Canada. The lands on which Greenstone operates are the traditional territories of Animiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation, Long Lake #58 First Nation, and home to the citizens of the Métis Nation of Ontario.

Greenstone has Long-Term Relationship Agreements in place with all of these Indigenous peoples, the result of several years of respectful and productive dialogue. The agreements include a range of commitments

and shared responsibilities associated with environmental management, the use of traditional knowledge and heritage resources, employment and training, business and contracting opportunities, and financial participation. We acknowledge our responsibilities under the Long-term Relationship Agreements and are dedicated to demonstrating our commitment to the long-term success of our Indigenous partners. We strive to have Indigenous community members participate and benefit at every step of project development, and to help our Indigenous partners create businesses that will endure beyond the mine life.

To achieve this, we have formed committees with representation from Greenstone and our Indigenous partners dedicated to ensuring compliance with the agreements as we move through the construction phase and prepare for operations. The project team is making significant efforts to fulfill our commitment to Indigenous employment and procurement, and we expect our contractors to do the same. Many Indigenous people have been hired for construction jobs, and training programs are underway so our Indigenous community members have the skills to join the team during operations, which will provide long-term, meaningful employment.

Accountability

Our CEO, COO, SVPs leading each of the countries where we operate, and Vice President External Affairs and Social Responsibility have overall responsibility for relationships with Indigenous peoples at Equinox Gold. To manage daily engagement responsibilities and compliance with our commitments with Indigenous communities, each Equinox Gold site has a Community Engagement leader. At Greenstone, the General Manager has the responsibility for these relationships and has a dedicated Indigenous Relations manager to conduct day-to-day activities.

Our Performance in 2022

24%

of Greenstone employees self-identified as Indigenous

- Awarded 25% of the total value of supplier contracts at our Greenstone project to Indigenous businesses or partnerships
- More than 10% of the total working hours at Greenstone were provided by our Indigenous partners
- Collaborated with our Indigenous partners to develop a Cross-Cultural Awareness Training program

We have also teamed up with Lakehead University and our First Nations partners to develop a Cross-Cultural Awareness Training program. The university is spearheading the initiative and each First Nation is providing its own content as well as reviewing the overall training program, which will be implemented in 2023.

We continue to promote economic opportunities for Indigenous groups to form partnerships or start new businesses to support the construction and operation of Greenstone. In 2022, 25% of the contract value was awarded to Indigenous businesses or partnerships.

25%

of contract value at Greenstone awarded to Indigenous businesses or partnerships

We are proud of the ongoing work at Greenstone to build trustful, strong relationships with our Indigenous partners, including through Implementation Committees to make sure that all commitments outlined in the agreements are achieved. In 2022, we attended 16 meetings with the Implementation Committees and 10 town-hall meetings with Indigenous communities.

Cultural training

is being developed to educate employees at Greenstone on Indigenous culture and history

PRIORITIES FOR 2023

- Deliver Indigenous Cross-Cultural Awareness Training.
- Continue skills-based training programs for Indigenous community members.
- Support Indigenous businesses and partnerships and ensure their integration into the mining supply chain.



CASE STUDY

Partnering to Drive Environmental Benefits



Through consultation and engagement with local Indigenous communities over many years, Greenstone has developed a comprehensive Environmental Monitoring Program with partnering Indigenous communities from Animbiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation, Long Lake #58 First Nation and the Métis Nation of Ontario.

As part of this program, Environmental Technicians recruited from surrounding Indigenous communities receive formal and on-the-job training on their day-to-day tasks, such as collecting surface and ground water samples, conducting instream measurements, soil testing, and studies of aquatic, noise and air quality, to ensure Greenstone honours its Environmental Assessment conditions and permit requirements.

"I am grateful to take part in the air quality monitoring for Greenstone Mine," said Jason Chapais, a Ginoogaming First Nation

Environmental Technician responsible for collecting the initial sampling data. "The air stations will be running not only for construction, but also for the life of the project, which reassures me that the air we breathe in Greenstone will remain clean for us and future generations to come."

Environmental Advisory Sub-Committees (EAS) have also been formed, with participation from Environmental Technicians from each community. The EAS gather and make recommendations concerning traditional knowledge in the project area and the potential effects of the project on areas of cultural significance or traditional activities.

Together, these local employment opportunities and monitoring structures and processes will help ensure both near- and long-term positive impacts for all stakeholders throughout, and beyond, the lifespan of the Greenstone Mine.

* This case study is based on an article that appeared in *The Canadian Mining Story*, Summer 2022.

National Day for Truth and Reconciliation



Equinox Gold and Greenstone Mine took a moment to pause, reflect and commemorate Canada's National Day for Truth and Reconciliation. This important event allows everyone to acknowledge the tragic Residential Schools legacy suffered by generations of Canada's Indigenous peoples and also serves as a call for action to seek justice for countless lost, missing and murdered Indigenous women and girls.

National Indigenous Peoples Day



Equinox Gold commemorated National Indigenous Peoples Day to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit and Métis peoples. Our Greenstone project has partnerships with five Indigenous communities.

In the words of Chief Nelson of Animbiigoo Zaagi'igan Anishinaabek, "We've been successful in arranging all levels of employment for our people, from top equipment handling, truck driving, to general maintenance, carpentry and cleaning. The spin-offs that will be created from this one mine will enable us to gain the foothold we need to develop ourselves for the future and bring more industry and economy to our First Nation and surrounding area. This is what the North needed and what was in our long-term plan from the start, and it's great to see it in action."

Community Engagement

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Community engagement is essential to the long-term success of our mines. Engaging and collaborating with our host communities builds true partnerships and helps to achieve positive outcomes for both our business and community members. Listening to and consulting with these important stakeholders allows us to better understand their priorities and interests so we can work together to maximize development opportunities and avoid or minimize possible adverse impacts of our activities.



Our Approach

We are committed to engaging with local communities, Indigenous peoples and other rights holders in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations, and working to understand local interests and concerns so these can be considered in Equinox Gold's decision-making. Our approach is guided by our [Social Responsibility and Human Rights Policy](#) and our newly created Equinox Gold Social Management Standards.

Community engagement starts at the beginning of each project, where we identify local stakeholders (interested and affected parties) and document issues that are important to them. Each community is unique, so we develop site-specific plans that consider the local culture, livelihoods and traditions. We also seek to identify vulnerable groups that may be at heightened risk of marginalization and to consider those groups when managing the social and economic impacts of our operations.

RELEVANT POLICIES

- [Social Responsibility and Human Rights Policy](#)





How We Manage Community Grievances

Frequent and transparent dialogue with local leaders and community members is the cornerstone of our community engagement strategy, and we work to collaborate effectively and build relationships based on mutual understanding and trust. We strive to communicate openly, honestly and regularly with local communities, Indigenous peoples, rights holders and other interested parties about Equinox Gold's plans, programs, performance and compliance. Soliciting feedback and truly listening is essential so we can stay in touch with new and emerging stakeholder issues and identify where we need to do better.

While we offer a variety of ways for stakeholders to reach us, our community grievance mechanisms are a key part of our engagement approach. All our sites have grievance mechanisms in place to allow stakeholders to voice any issues, concerns or complaints. Issues are reported to and handled by site management, and we are committed to addressing them in a timely manner and achieving effective resolution.

Sites register and report community feedback and engagement activities to Company leadership monthly, and we disclose the results annually in this report (refer to [2022 Performance](#) in this section).

Accountability

Our CEO, COO, country SVPs and Vice President External Affairs and Social Responsibility have Company-wide responsibility for overseeing stakeholder relations and social performance. Each site has a dedicated community engagement team that interacts with local stakeholders to solicit feedback and provide updates, engages in activities to build positive community relations, tracks external social impacts, and reports on social performance to the corporate office. The Vice President External Affairs and Social Responsibility reports these indicators to the ESG Committee and the Board quarterly.



Our Performance in 2022

Social Management Standards

developed to drive best practices relating to social responsibility across our mine sites

All sites

have grievance mechanisms in place

100%

of community reported issues addressed and closed

- Achieved across all operations a Level A rating for the TSM Indigenous and Community Relationships protocol indicators of Community of Interest Identification, Effective Community and Indigenous Engagement and Dialogue, and Response Mechanisms
- Developed the Equinox Gold Social Management Standards
- Worked with software developers to configure software that better tracks our engagement activities
- Received 95 community issues reports in 2022 (2021: 137) and addressed and closed 100% in a timely manner
- Had two short blockades that temporarily affected operations at Los Filos and Aurizona

One of our key priorities for 2022 was implementing TSM protocols. We achieved across all operations a Level A rating for the TSM Indigenous and Community Relationships protocol indicators of Community of Interest Identification, Effective Community and Indigenous Engagement and Dialogue, and Response Mechanisms.

As a young Company, we continue working to standardize our management practices and reporting, and this past year we took a

major step forward in our approach to social performance by developing the Equinox Gold Social Management Standards. These standards are based on TSM protocols and RGMPs and cover stakeholder identification and engagement, impact and risk management and other key aspects of social performance.

To ensure we can effectively document and track our engagement activities, we worked with software developers to configure software to match Equinox Gold's social management policies and practices. The software will be implemented across all operations in 2023 and will enable our team members to better document engagement activities, track and assess community issues reports, manage our social investments and evaluate measurable social outcomes.

Across our operations, we received 95 community issues reports in 2022, compared to 137 in 2021, and we addressed and closed 100% of them in a timely manner. The most common reported issues related to environmental issues (32%), in particular dust, noise and vibration resulting from mining activities, followed by social impacts (23%), such as road conditions and safety concerns related to transit of vehicles on local streets. Compliance with commitments, the behaviour of Company employees or contractors, and community health and safety (transit of

vehicles on community streets) comprised 19% of total reported issues. There were no reported issues at Mesquite or Castle Mountain. Aurizona and Santa Luz reported similar numbers compared to 2021 (excluding issues related to the 2021 flooding event in Aurizona), while Greenstone, Fazenda and RDM had less reported issues and Los Filos had five more reported issues compared to 2021.

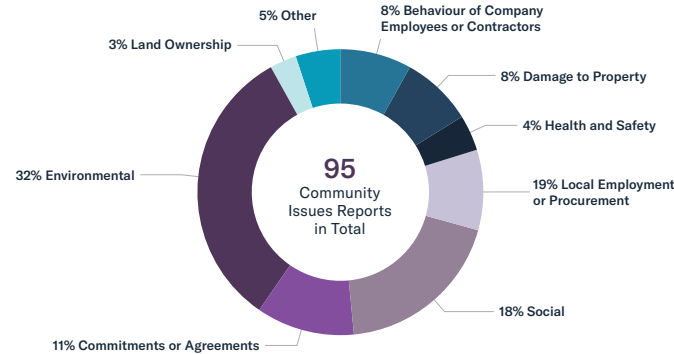




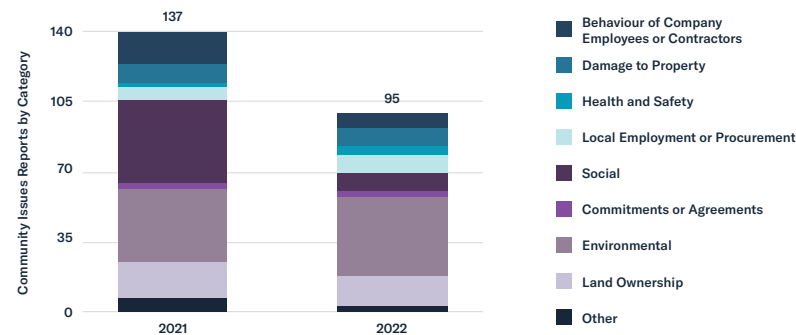
We faced two short-term community blockades that temporarily affected operations:

- At Aurizona, there was local opposition to the new public road we constructed to replace the existing access road, which had deteriorated due to frequent flooding and use. In protest, some community members blocked the access road for nine days. A local judge deemed the blockade illegal and ordered protesters to clear the area.
- At Los Filos, mining activities were affected due to a blockade by members of the nearby Mezcala community that prevented delivery of certain supplies required to maintain operations. We engaged with Mezcala community leaders with the mediation of the state government and the blockade ended after four days.

2022 COMMUNITY ISSUES REPORTS BY CATEGORY



2021 AND 2022 COMMUNITY ISSUES REPORTS BY CATEGORY



PRIORITIES FOR 2023

- Achieve TSM Level AA and AAA for all indicators of the Indigenous and Community Relationships protocol.
- Roll out Equinox Gold Social Management Standards, which will ensure all of our operations have robust systems in place to embed social performance into decision-making.
- Continue the resolution of community concerns raised through our grievance mechanisms in a timely manner.
- Develop guidelines to standardize both the definition and assessment of social risks.
- Implement software to support social performance management and reporting.



Community Development and Impact

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Our success as a business is connected to the wellbeing of our host communities. Faced with growing social challenges, economic and financial limitations and environmental threats such as climate change, communities require strategic investments that contribute to a healthier, more resilient society. The recent health pandemic has drawn attention to many urgent issues.

We believe mining projects should breathe new life into communities, bringing significant economic benefits and social development opportunities that can endure well beyond the life of the project. As a potential economic driver for host communities, we have an opportunity to contribute to improved wellbeing and poverty reduction. By listening to and collaborating with our host communities to identify their needs, we can support sustainable development initiatives that will have the greatest positive impact.

Our Approach

To help improve lives and build a prosperous society, Equinox Gold is committed to investing in neighbouring communities and creating tangible, lasting benefits that endure beyond the life of our mines. We provide funding to support infrastructure improvements, healthcare, community programs and charitable causes, while our core business activities contribute to local economic development by generating jobs, procurement opportunities for local businesses, and payments to governments of taxes and royalties that can be reinvested into the communities.

Community Investment Programs

Equinox Gold has a strong history of community investment driven by our philosophy to strengthen the communities where we operate and share the value created by our business activities. Our mine sites and offices invest to support social, environmental and economic development initiatives.

While we support a variety of causes each year, our social investment strategy is centred on the following key themes:

- Promoting community health
- Contributing to local infrastructure and services

- Supporting education
- Promoting environmental conservation
- Supporting income generation and economic diversification projects

We champion these areas because they matter to our local stakeholders, as determined through engagement and consultation. Each of our sites define their own community investment programs to respond to different local circumstances and needs. We emphasize development and sustainability rather than philanthropy, to foster positive, lasting change.

Collaborating for Greater Impact

Collaboration and partnership are a key tenet of our approach to community investment. Team members at each site engage with our partners and host communities to identify local needs, and then we target our community investments to support those priorities. We also team up with non-profit, government and private organizations to maximize the impact of the vital activities and services they provide to support community development.

We realize it takes more than dollars to make a difference. We support volunteering initiatives at all of our sites and our team members proudly volunteer their time and talents to positively impact the lives of the people who live in the communities where we work.



Prioritizing Local Procurement and Responsible Suppliers

Through our procurement activities, we contribute to host communities by supporting local businesses. During the lifespan of our mines we procure a wide range of goods and services needed to run our operations, ranging from heavy equipment and construction materials to groceries for our camps and professional services for our community engagement programs.

Our goal is to buy locally as much as possible, prioritizing in-country suppliers and, where available, suppliers from communities surrounding our sites. We conduct procurement in an open, fair and transparent manner, and strive to work with suppliers that meet our expectations for sustainable business conduct, including by demonstrating socially and environmentally responsible practices. Building ESG standards into our supplier screening is one of our longer-term objectives.

Other Contributions

Our operations also generate income for government, primarily through the payment of taxes and royalties. We report on those government payments through our annual [Extractive Sector Transparency Measures Act \(ESTMA\) Report](#).





Our Performance in 2022

\$8.7M

in social investments to support community projects

24,000+

people benefited from Equinox Gold's community investments

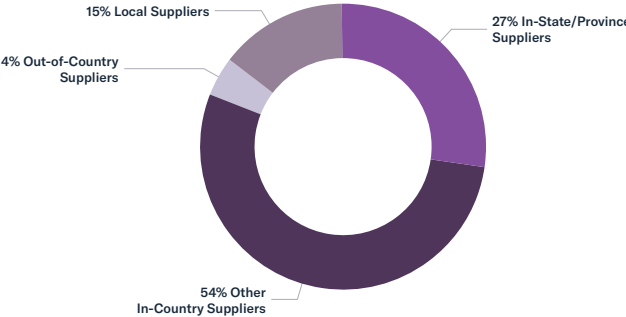
96%

of total procurement spent with in-country suppliers

- Invested \$8.7 million on community projects (2021: \$7 million)
- Provided \$20,000 in scholarships to students pursuing undergraduate university degrees in a mining-related field
- Spent \$1.5 billion on in-country procurement, which supported more than 3,000 businesses in the communities and regions where we operate

Our community investments supported a range of local initiatives in 2022, from educational programs to healthcare facilities to cultural and sporting events. The next page includes a few highlights of community projects supported by our sites in 2022.

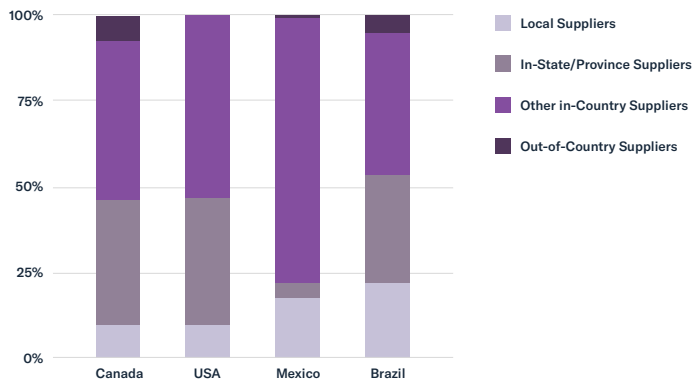
2022 PERCENTAGE OF IN-COUNTRY AND LOCAL PROCUREMENT SPEND



- In Brazil, we provided technical courses, such as welding, mechanical, electricity and information technology for community members in Aurizona and Santa Luz. We supported 27 projects promoting the generation of jobs, income and quality of life for three municipalities around Fazenda (*Seminário de Parcerias* program). We also supported maintenance of the local water treatment plant in Aurizona village to provide better water quality for the community.
- In Mexico, we held a breast cancer awareness campaign and hosted an adult basic education program for local community members around Los Filos. We also funded the sewage water treatment plant powered by solar panels in the community of Mezcala and construction of a new community healthcare centre in Carrizalillo.

- In the USA, we hosted first responder and community cyanide awareness training for community members around Castle Mountain. The Mesquite team participated in and funded the Walk to Fight Alzheimer's and we helped the Mojave Desert Heritage and Cultural Association to purchase and install solar panels at the historic Mojave Goffs Schoolhouse.
- In Canada, we continued to support the Young Mining Professionals organization by sponsoring two \$5,000 scholarships and four \$2,500 scholarships for students enrolled in a mining-related undergraduate program for the 2022/2023 year. At Greenstone we supported two local schools by providing a contribution to students who pursue post-secondary education in mining, environmental sciences, or business administration related fields.

2022 PERCENTAGE OF DISTRIBUTION OF PROCUREMENT SPEND BY COUNTRY



Local suppliers defined as below:

- Canada**
Corporate Office: Greater Vancouver Regional District
Greenstone: Geraldton, Longlac, Beardmore, Caramat, Jellicoe, and Nakina
- USA**
Castle Mountain: Clark County, NV and San Bernardino County, CA
Mesquite: Imperial County, CA, and Yuma County, AZ
- Mexico**
Eduardo Neri Municipality
- Brazil**
Aurizona: Godofredo Viana, Aurizona Village, Candido Mendes, Luis Domingues and Carutapera
Fazenda: Barrocas, Teofilândia and Biritinga
RDM: Porterinha and Riacho dos Machados
Santa Luz: Santaluz and Cansanção

PRIORITIES FOR 2023

- Continue to invest in community initiatives based on local needs and priorities.
- Work with sites to commence implementation of the Social Management Standards related to community investment.



Barrocas (BA)
Reading activity



Riacho dos Machados (MG)
Activity with Rata Yoga book,
from Evoluir



Godofredo Viana (MA)
Activity with mirrors

CASE STUDY

Inspiring Children’s “Discovery Path”

With the goal of enriching children’s learning through creative art and experiences, Equinox Gold helped fund the “Trilha das Descobertas” (Discovery Path) project in Brazil.

The project included highly innovative children’s classes at 15 schools across Barrocas, Godofredo Viana and Riacho dos Machados. Supported by the Education and Cultural Ministry, approximately 550 children aged 4 to 6 years old received ‘discovery boxes’ spanning five fields of experience: Identity and Subjectivity, Body and Culture, Aesthetics and Senses, Communication and Languages, and Forms and Rhythms.

Each box contained materials such as books, games and musical instruments designed to help develop children’s curiosity, autonomy and creativity, while reinforcing the importance of learning through play.

More than 100 educators were trained to use the materials effectively with their students, with a teacher’s book filled with activities for each field of experience.

Through this new learning resource, educators can help each child develop their creativity, independent thinking and self-confidence, ultimately helping them grow into happier, healthier individuals.

Education is one of Equinox Gold’s focus areas for social investment in the communities in which we work. Recognizing the importance of helping the next generation succeed, we work to increase access to early learning opportunities and enriched programming for children.

CASE STUDY

Helping Barrocas Community Preserve and Share Its Rich History



As part of our commitment to strengthening local culture and making a positive community impact, the Fazenda team proudly sponsored a unique education and history program called the Contos Brasileiros Project.

This initiative brought together teachers, students and community members for a community-based “memory project.” Students from Barrocas’s public schools researched information for a new book series documenting the history, culture and traditions of the town.

As part of their fieldwork, students interviewed grandparents, parents, neighbours and friends about their origins and local folklore. The students also reviewed existing publications about the community to piece together a wealth of

stories and facts. A professional writer polished all the information to create a book series of short stories about Barrocas.

All the material was recorded so the stories could also be made available in audio format on YouTube (www.youtube.com/@ContosLocais).

The launch of this remarkable collection of stories was accompanied by educational workshops for community members to bring the narratives to life and inspire communal pride. Through this collective effort, the community has preserved and shared its unique history for future generations, including invaluable insights on their roots, ancestors and how their community came to be.



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IN THIS SECTION

- Corporate Governance
- Business Ethics
- Human Rights
- Risk Management

Governance



How is Equinox Gold building effective governance – the G in ESG – to ensure successful management of sustainability issues?

“How we conduct and govern ourselves is our most critical measure of success as a company and is absolutely essential to advancing our ambitious ESG agenda. Corporate integrity must be at the heart of all our Company initiatives. It’s not just good business practice today; it’s setting the stage for our long-term success.

Our work in 2022 focused on strengthening the governance foundations that underpin how we lead, make decisions and create sustainable value for our stakeholders. We delivered ethics training to our workforce, updated our Diversity Policy to reflect our commitment to having a diverse and inclusive workforce, enhanced our capabilities in the governance of ESG risks and further integrated ESG management with other business goals.”

Susan Toews
General Counsel

Corporate Governance

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Equinox Gold's success in both the public markets and the communities in which we operate is based on sound management of the Company. We understand that having strong governance and accountability strengthens business performance and reduces risk while advancing stakeholder interests.



Our Approach

Governance Policies and Practices

Our Board of Directors and executive team are committed to strong corporate governance. We have established governance policies, principles and practices that provide the framework for the Company's management approach, responsibilities and corporate culture.

The Company's Code of Conduct and Business Ethics (Code) and policies are carefully designed, recognizing their central role in managing Equinox Gold's business activities and shaping our long-term success. We review our governance policies at least annually to ensure they appropriately reflect any changes to our business and applicable regulations.



RELEVANT POLICIES AND STANDARDS



- [Advance Notice Policy](#)
- [Anti-Bribery and Anti-Corruption Policy](#)
- [Code of Conduct and Business Ethics](#)
- [Communications and Corporate Disclosure Policy](#)
- [Diversity Policy](#)
- [Environment and Climate Change Policy](#)
- [Executive Compensation Recovery Policy](#)
- [Health and Safety Policy](#)
- [Insider Trading and Use of Inside Information Policy](#)
- [Majority Voting Policy](#)
- ['Say-on-Pay' Advisory Vote Policy](#)
- [Share Ownership Policy](#)
- [Social Responsibility and Human Rights Policy](#)
- [Whistleblower Policy](#)



Board of Directors

The Board is responsible for stewardship of the Company, including supervising its management and conduct, providing leadership and direction, considering management’s performance in conjunction with the Company’s compensation plans, reviewing and approving policies, and approving corporate strategies and goals. Learn more in the [Board Mandate](#).

The Board has three standing committees to help carry out its various oversight responsibilities: Audit Committee; Compensation and Nomination Committee; and Environment, Social and Governance (ESG) Committee. Committee membership is reviewed by the Compensation and Nomination Committee annually, and any proposed changes are recommended to the Board for approval. Each committee’s key responsibilities are summarized in the table to the right.

BOARD COMMITTEES	SUMMARY OF RESPONSIBILITIES
 <p>Audit Committee</p>	<ul style="list-style-type: none"> Assists the Board in fulfilling its financial oversight responsibilities. Monitors the Company’s financial reporting and internal controls and reviews the Company’s financial statements. Reviews and appraises the performance and compensation of the Company’s external auditor. Provides oversight of the Company’s enterprise risk management process, including cybersecurity initiatives. Provides an open avenue of communication among the Company’s external auditor, internal auditor, financial and senior management, and the Board. <p>For further details, refer to the Audit Committee Charter.</p>
 <p>Compensation and Nomination Committee</p>	<ul style="list-style-type: none"> Assists the Board in its oversight responsibilities relating to the compensation of senior executive officers and directors, nominating qualified individuals for the Board and related governance. Oversees the development and implementation of governance best practices, including ensuring that the Board has the appropriate skill set to oversee the Company’s activities, that executive compensation is appropriate for the Company’s size, financial situation and stage of development, and that the Board is fulfilling its governance oversight responsibilities. Reviews annual corporate and senior executive goals and objectives. <p>For further details, refer to the Compensation and Nomination Committee Charter.</p>
 <p>ESG Committee</p>	<ul style="list-style-type: none"> Oversees the development of the Company’s standards, policies and programs relevant to ESG matters, including environmental and climate-related issues, health and safety, community engagement and development, ethical behaviour, human rights and employment practices. Oversees the Company’s risk exposures relating to ESG. Ensures the Company is applying best practices and meeting its ESG objectives and obligations, including compliance with ESG-related legislation, regulations and policies. <p>For further details, refer to the ESG Committee Charter.</p>

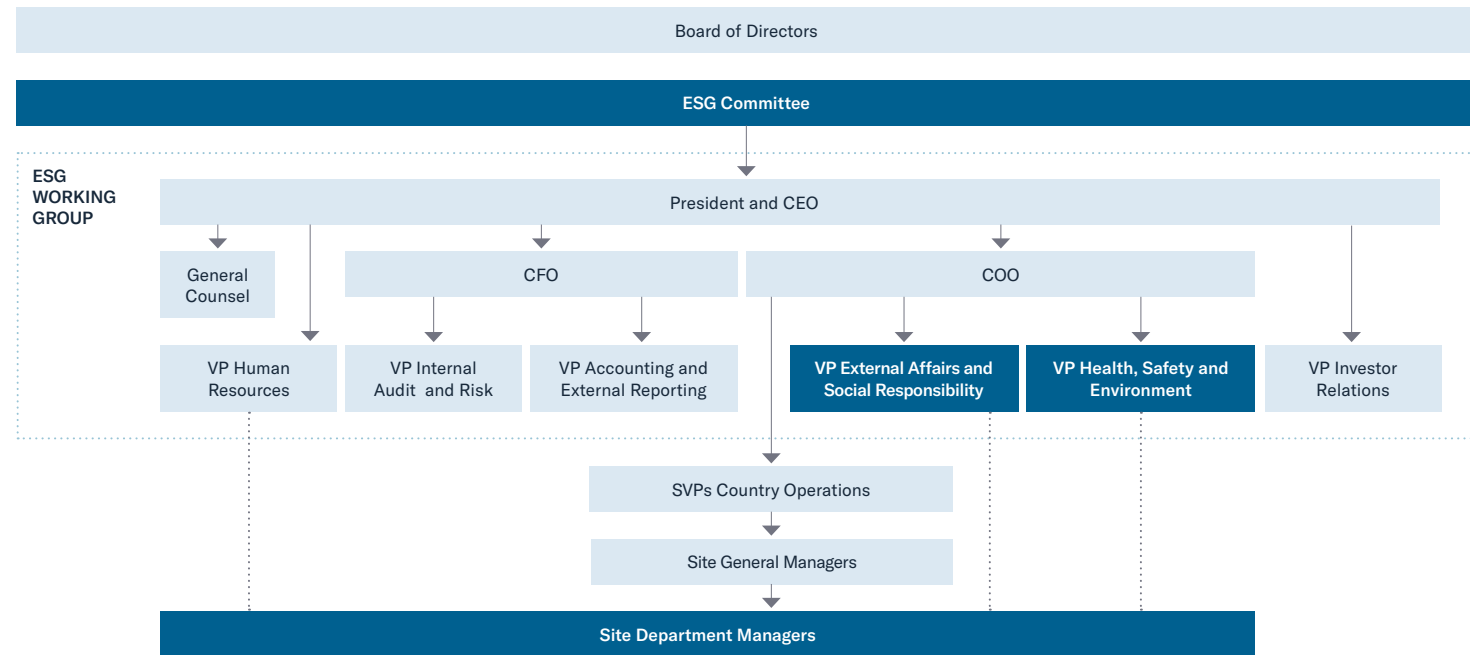
Board and Executive Oversight of ESG

Equinox Gold's ESG leadership structure demonstrates the importance placed on embedding ESG priorities throughout the organization. Strong governance of ESG issues flows from the highest level of the organization, creating clear accountabilities across multiple reporting lines.

Equinox Gold's Board oversees the Company's performance and management of ESG risks and opportunities. Senior management set the Company's ESG strategy and manage performance, while the site-based teams implement on-the-ground initiatives.



OUR ESG GOVERNANCE STRUCTURE





Compensation Philosophy and Link to ESG

Equinox Gold's compensation philosophy is to incentivize and reward management and employees for delivering on well-defined goals that are intended to increase long-term value for all the Company's stakeholders. Employees are eligible to participate in performance-related incentive compensation programs. At the beginning of each year, we set corporate objectives that flow into the objectives for corporate and regional offices, mine sites and each team member, who are then compensated based on a combination of corporate, site and/or personal performance.

Executive compensation is linked to ESG performance to ensure the Company's leadership team and site managers stay focused on safety, environmental protection

and social performance. The breakdown of ESG-linked compensation changes yearly (see next section for 2022 breakdown).

As defined in Equinox Gold's Say-on-Pay Advisory Vote Policy, the Board solicits shareholder feedback on the Company's approach to executive compensation. Say-on-Pay is intended to enhance accountability for the Board's compensation decisions by giving shareholders a formal opportunity to provide their views on the Board's approach to executive compensation. The Board takes the voting results into account when considering future compensation policies, procedures and decisions and in determining if there is a need to modify any aspect of the Board's engagement with shareholders.

Board and Management Diversity

We recognize the importance of diversity among Board members and senior management, and our commitment is outlined in Equinox Gold's [Diversity Policy](#). At the Board level, we believe that having highly qualified directors from diverse backgrounds and with different perspectives, experiences and expertise promotes better corporate governance, performance and decision-making. All Board members have experience and expertise in ESG, health and safety, corporate social responsibility and government relations matters.

To learn more about the Board composition, refer to our [2023 Management Information Circular](#). Also refer to the [Diversity, Equity and Inclusion](#) section of this report.

Transparent Disclosure

We are committed to robust, understandable and transparent disclosures, so all stakeholders are aware of our approach and performance regarding the material aspects of our business, including ESG matters. We continue to expand and enhance our disclosures each year and engage regularly with our stakeholders through formal reporting and ongoing communication to provide the information they need to track our progress.

Our [2023 Management Information Circular](#) provides more detail on our governance practices and structure.

Our Performance in 2022

100%

board members with ESG experience and expertise

14%

of corporate incentive plan tied to ESG factors

Expanded ESG disclosures

to increase transparency and meet evolving stakeholder expectations

- Updated our Diversity Policy
- Linked compensation to ESG performance

We updated our Diversity Policy last year with a target of achieving at least 30% representation of women on the Board by our May 2023 AGM. As of December 31, 2022, there were seven independent members (78%) and two female members (22%) on the Board. For the 2023 AGM, we have reduced the size of the Board and two of the eight director nominees are women (25%). While our target will not be achieved before the May meeting, increasing Board gender diversity is a priority and the search for a new female director is ongoing.

For 2022, 6% of the corporate incentive plan was linked to health and safety performance, 3% to environmental performance and 5% to delivering on our ESG targets. The Board and its committees dedicated approximately 19% of

agenda time to ESG topics to stay current with evolving issues and developments.

Reflecting our commitment to transparency, we expanded our communication and disclosure on ESG matters to accommodate growing interest from stakeholders who are keen to learn about Equinox Gold's commitments, approach and progress. Among our activities, we:

- hosted our first ESG-focused conference call and webcast to discuss the Company's ESG strategy, targets and performance with interested stakeholders, including a full Q&A;
- expanded our ESG Report with new information and metrics, including quantitative data on our health and safety and environmental performance, energy consumption, GHG emissions and water usage using the Sustainability Accounting

Standards Board and Global Reporting Initiative reporting frameworks; and

- reported climate-related disclosures to CDP and prepared information for our first Climate Action Report, which was published in early February 2023.

PRIORITIES FOR 2023

- Increase Board gender diversity.
- Provide training to Board members on geopolitical and domestic risk.
- Continue to enhance Company-wide annual ethics training, with a focus in 2023 on anti-bribery and anti-corruption awareness in our supply chain, and cybersecurity.



Business Ethics

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Demonstrating integrity and earning the trust of our business associates and community partners is critical to the success of our Company. These values are foundational to how we operate and forge relationships with stakeholders, who expect us to behave in an ethical and transparent manner in our business activities.



Our Approach

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

Our Values

INTEGRITY

We do the right thing, act ethically and communicate transparently and honestly with all stakeholders.

EXCELLENCE

We uphold the highest standards, have a well-trained workforce and strive to continually improve.

ACCOUNTABILITY

Everyone takes ownership and works safely. We set ambitious targets and keep our promises.

TEAMWORK

Our team is respectful and inclusive. We collaborate and encourage our team members to take action.

Code of Conduct and Business Ethics

Our [Code of Conduct and Business Ethics](#) (Code) sets out our guiding principles for professional behaviour. It outlines our expectations and addresses issues such as lawful conduct, professionalism in the work environment, human rights, confidentiality, community engagement and handling potential conflicts of interest. The Code applies to all Equinox Gold personnel including our workforce, management, Board members, business partners, suppliers, consultants and contractors.

Anti-Bribery and Anti-Corruption

Complementing the Code, our [Anti-Bribery and Anti-Corruption \(ABAC\) Policy](#) sets out requirements for compliance with anti-bribery and anti-corruption laws. Operating in several countries, Equinox Gold is subject to a range of domestic and foreign anti-bribery and anti-corruption laws, including but not limited to the Canadian Corruption of Foreign Public Officials Act, the United States Foreign Corrupt Practices Act, the Brazil Clean Company Act and the Mexico Criminal Code and Anti-Corruption in Public Contracts Act.

When first joining Equinox Gold and annually thereafter, all personnel are required to complete training on the Code and sign an acknowledgment of understanding. In line with the World Gold Council's RGMPs, we also require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us.

In some cases, the standards of our ABAC Policy are higher than the standards of the applicable local laws, reflecting our zero-tolerance approach to bribery and corruption. Like the Code, the ABAC Policy applies to our workforce, our Board members and all third parties with whom we do business. When first joining the Company and annually thereafter, everyone at Equinox Gold is expected to complete training on the ABAC Policy.

Whistleblower Policy and Hotline

As part of our efforts to foster a healthy company culture, we ensure team members have safe and effective ways to communicate and report concerns. While empowering employees to speak up, our management and Board gain important insights through open communication.

Our [Whistleblower Policy](#) sets out expectations for reporting breaches of the Code or other worrisome conduct and explains how to report a concern. Both the Code and the Whistleblower Policy make it clear that retaliation for reporting a concern is not permitted under any circumstance. Concerns can be reported anonymously to our Whistleblower Line, which is operated by an independent service provider: [IntegrityCounts](#). The service is available in three languages to employees, business partners and other parties, and concerns can be reported anytime and anonymously via phone, email or online.

All concerns reported through the Whistleblower Line are treated with the same respect and degree of importance, regardless of their nature. Financial and accounting-related concerns are investigated by Equinox Gold's Audit Committee, and investigations may be conducted internally or by external advisers. Other concerns are also investigated by the Audit Committee but with involvement of other relevant areas such as human resources. As well, the Audit Committee oversees any actions taken by the Company in connection with confirmed misconduct.

Political and Tax Transparency

Our operations generate income for the governments in the regions in which we operate primarily through the payment of taxes, fees and royalties. We publicly report annually on those government payments through our annual [Extractive Sector Transparency Measures Act \(ESTMA\) Report](#). We are committed to paying our fair share of taxes and royalties and recognize the important role they play in the economic development of our host communities.

Our ABAC Policy prohibits making political contributions except if a proposed political contribution is in a jurisdiction where such contributions are permitted, a satisfactory written opinion of qualified legal counsel about the proposed political contribution is received, and the proposed political contribution is approved in writing by the Board. The Company has not made any political contributions in Canada, Brazil or Mexico and during 2022 made donations in the USA totaling \$26,500, as permitted.

Oversight

The Board provides oversight of the Code and related policies to monitor compliance, and reviews them regularly to ensure they stay current with evolving ethical practices.

Our Performance in 2022

100%

completion rate for annual ethics training

- Delivered ethics training to our entire workforce
- Received 53 reports through our Whistleblower Line

During 2022, every member of our workforce and every Board member completed online ethics training and signed an acknowledgement of the Code. Each year we update and adjust the training content to cover specific areas. The focus during 2022 was on how to live the Code and ABAC Policy in day-to-day activities.

We received 53 reports through the Whistleblower Line last year (2021: 44). While two alleged bribery or fraud cases were reported, both cases were investigated and could not be substantiated. More than 68% of the issues reported related to alleged inappropriate or unfair treatment of employees by another employee, supervisor or manager. Each case is investigated to substantiate the allegations and action is taken where appropriate. In 2022, 40% of reports were substantiated; 89% of substantiated reports have been closed while the remaining reports continue under investigation.

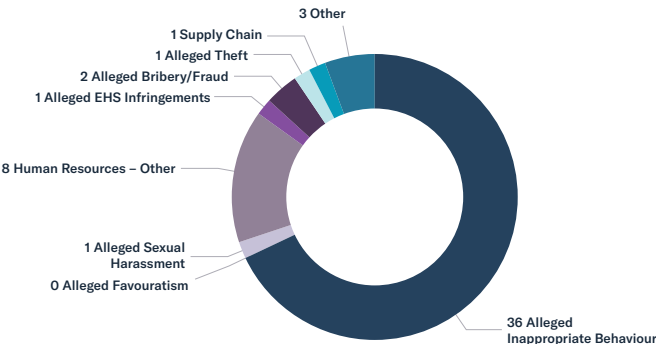
89%

completed investigations of reports through our Whistleblower Line

Zero

substantiated cases of bribery or corruption

2022 NUMBER OF REPORTS BY TYPE



PRIORITIES FOR 2023

- Continue to provide robust ethics and anti-corruption training for the entire workforce.
- Assess bribery and corruption risks in all jurisdictions.



Human Rights

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Respecting human rights is a global standard of expected conduct. Human rights are the basic rights to which all people are entitled, regardless of race, gender, sexual orientation, marital status, nationality or social origin, religion or other status. The United Nations' Guiding Principles of Business and Human Rights, released in 2011, formalized the responsibility of all companies, regardless of size, to uphold human rights. Equinox Gold takes this responsibility seriously and recognizes the importance our diverse stakeholders place on respecting human rights.



Our Approach

Our Commitment to Human Rights

Equinox Gold is committed to respecting the rights of all people and upholding internationally recognized human rights in our workplace, in our supply chain and in the communities where we operate. This pledge includes respecting the rights of Indigenous and traditional peoples and working with these communities to ensure our business provides benefits to all (refer to the [Indigenous Relations](#) section).

We have embedded our commitments to human rights in our [Code of Conduct and Business Ethics](#), [Social Responsibility and Human Rights Policy](#), and Greenstone's [Indigenous Relations Policy](#). We understand human rights as those defined in the United Nations Declaration on Human Rights.



IMPORTANT HUMAN RIGHTS ISSUES FOR OUR BUSINESS

To gauge actual or potential human rights risks within our operations and supply chain, we have conducted research and consulted with stakeholders and human rights experts. This process has helped identify areas where our activities could have a potential adverse impact while also providing insights on where we can have the most positive contribution. The following human rights issues are most relevant to our activities:

- Labour and working conditions
- Indigenous peoples' rights
- Land rights and security
- Ethical business practices
- Community environmental health, including access to clean water
- Community cultural, social and economic rights

Human Rights Management and Due Diligence

Equinox Gold complies with all human rights-related laws of the countries where we operate, including labour laws and standards that address issues such as equal pay, hours of work and child labour. We continue integrating current best practices in identifying and managing the full range of human rights our business can impact, with our approach guided by the United Nations Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights.

To that end, we have implemented appropriate systems and safeguards to help ensure we uphold human rights and do not cause, and are not complicit in, human rights violations or abuses, either directly or through our business relationships.

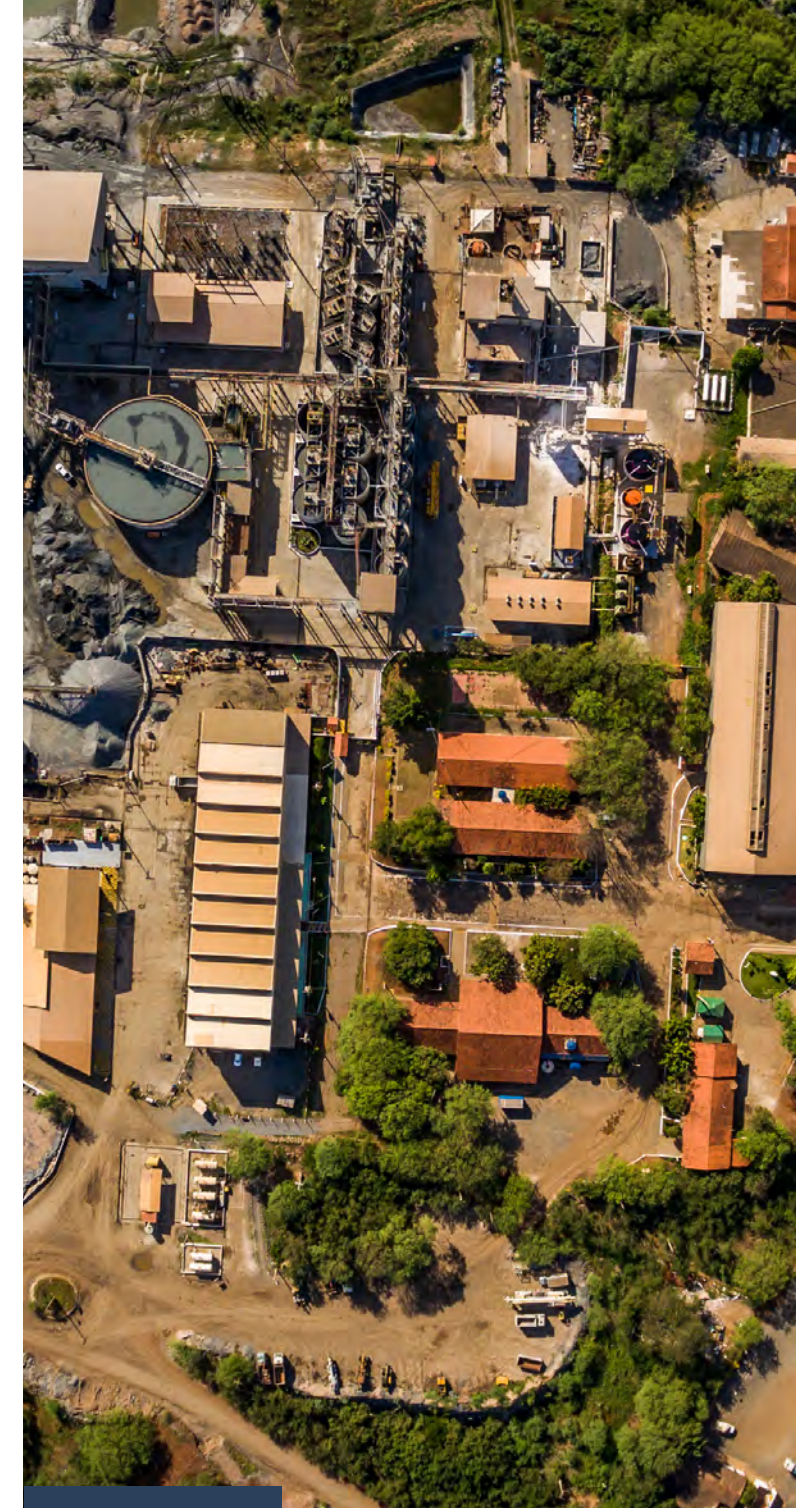
Our practices include:

- a Company-wide Human Rights Management Standard to identify and mitigate risks, including security-related human rights and conflict risks, in our operations and supply chain;
- educating our workforce and suppliers, including security personnel, on our expectations and their human rights duties;
- promoting a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices;
- conducting regular audits to assess any potential adverse human rights impacts;

- treating communities with dignity and respect and communicating openly, honestly and regularly about Equinox Gold's plans, programs and performance;
- encouraging feedback and maintaining accessible grievance channels at each site, as well as a Company-wide Whistleblower Line, to allow for anonymous reporting of concerns and problems; and
- having plans in place to mitigate, and provide a remedy for, any negative human rights impacts, whether caused by or contributed to by Equinox Gold.

Oversight

The Board and its ESG Committee has oversight for the Company's human rights policies, systems and performance. The Vice President External Affairs and Social Responsibility leads our overall human rights program, and the executives leading each of our region, have overall responsibility for human rights within the Company.



Our Performance in 2022

83%

of our security personnel completed human rights training

- Developed a Human Rights Management Standard
- Delivered human rights training to security personnel
- Experienced no human rights violations

Human rights was a key focus for our management team in 2022. We worked to assess and strengthen our human rights practices and mitigate risks. To further demonstrate our commitment to respect human rights, we developed a Company-wide Human Rights Management Standard that is aligned with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council's RGMPs. The standard ensures Equinox Gold has systems in place to address potential human rights risks, and includes guidelines for business conduct, provisions for regular assessments and internal training so our workforce understands our expectations and how to apply these in their everyday roles.

During 2022 we implemented human rights risk mitigation and prevention plans based on findings of the previous year's (2021) site assessments at Los Filos and Aurizona. The findings of the site-based risk assessment at Aurizona were used to develop a country-wide action plan that included all four mines in Brazil.

We also engaged third-party consultants to conduct a site-specific human rights assessment at Greenstone. Based on the results, the site team addressed recommendations made by the consultant and we updated our human rights risks in the corporate Risk Register.

Human Rights Management Standard

developed to identify, address and account for any human rights impacts resulting from our business activities

Zero

cases of human rights violations within our operations

PRIORITIES FOR 2023

- Continue human rights training for security personnel to reach 100% participation.
- Conduct at least one site-specific human rights assessment.
- Roll out the Human Rights Management Standard.



Risk Management

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Our business is exposed to many risks and uncertainties. Effectively managing current and potential risks is a central component of our governance approach and helps ensure our long-term success.



Our Approach

We continue to develop our risk management culture and activities, guided by industry best practices. We have developed an Enterprise Risk Management (ERM) process and framework to ensure we proactively identify and mitigate risks that may have a significant impact on our operations and ability to meet our objectives. The ERM process is vital to our organizational planning and decision-making, and is consistent with the ISO 31000 standard.

Management of ESG-related risks is a key priority. Our Risk Register lists the most significant risks at each operation, region and office, as well as risk response strategies. We consider our top current ESG risks to be climate change, environmental incidents, ongoing health and safety performance, community relations, talent management and human rights issues, especially related to security. How we are addressing these specific risks is discussed in other sections of this report.

Reliable, ongoing monitoring and communication of risks is essential. There is a global ERM process applied at each site, along with common assessment criteria and reporting methodology. Sites report their top principal risks to the corporate office as part of the month-end reporting process.

The Management Risk Committee oversees the ERM process and reports at least quarterly to the Board through the Audit Committee. The Management Risk Committee is chaired by the CEO and includes the CFO, COO, General Counsel, VP Human Resources, VP Safety, Health and Environment, VP External Affairs and Social Responsibility and the VP Internal Audit and Risk.

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

Our Performance in 2022

Refreshed Our Risk Register

to help identify evolving risks, including ESG-related risks, that may impact our business and host communities

- Updated and expanded our Risk Register
- Integrated the World Gold Council's RGMPs into our ERM process
- Expanded the ERM process by incorporating new risks identified in both climate risk and human rights risk assessments conducted during 2021

Updating and expanding our Risk Register was a Company-wide effort in 2022 to engage management and employees in providing input. We reviewed roughly 500 risks to determine current and emerging risks for the Company and then categorized them based on our ERM methodology.

We also developed an ERM operating procedure, which will be implemented in 2023. The goal is to promote a consistent, standardized approach to understanding and managing risk exposure across the Company. One of our biggest milestones in 2022 was moving from quarterly to monthly risk reporting, from the site level up to corporate. The transition required employee education and updates to our reporting systems.

Business continuity planning is another focus of our risk management strategy. In 2022, we commenced an assessment of the need for and scope of back-up plans in case of interruptions, incidents or emergencies. The assessment process will continue in 2023 and ultimately help us update and enhance our business continuity plans for a variety of scenarios so that our assets, employees and operations are better prepared and protected.

During 2022, we had no significant non-compliance with laws and regulations. In Brazil, we paid eight minor fines related to non-compliance with laws and regulations from previous years. In the USA, we had three minor health and safety citations. The total fines paid in both countries did not reach our threshold of significance (\$10,000).

Zero

significant non-compliance with regulations and laws

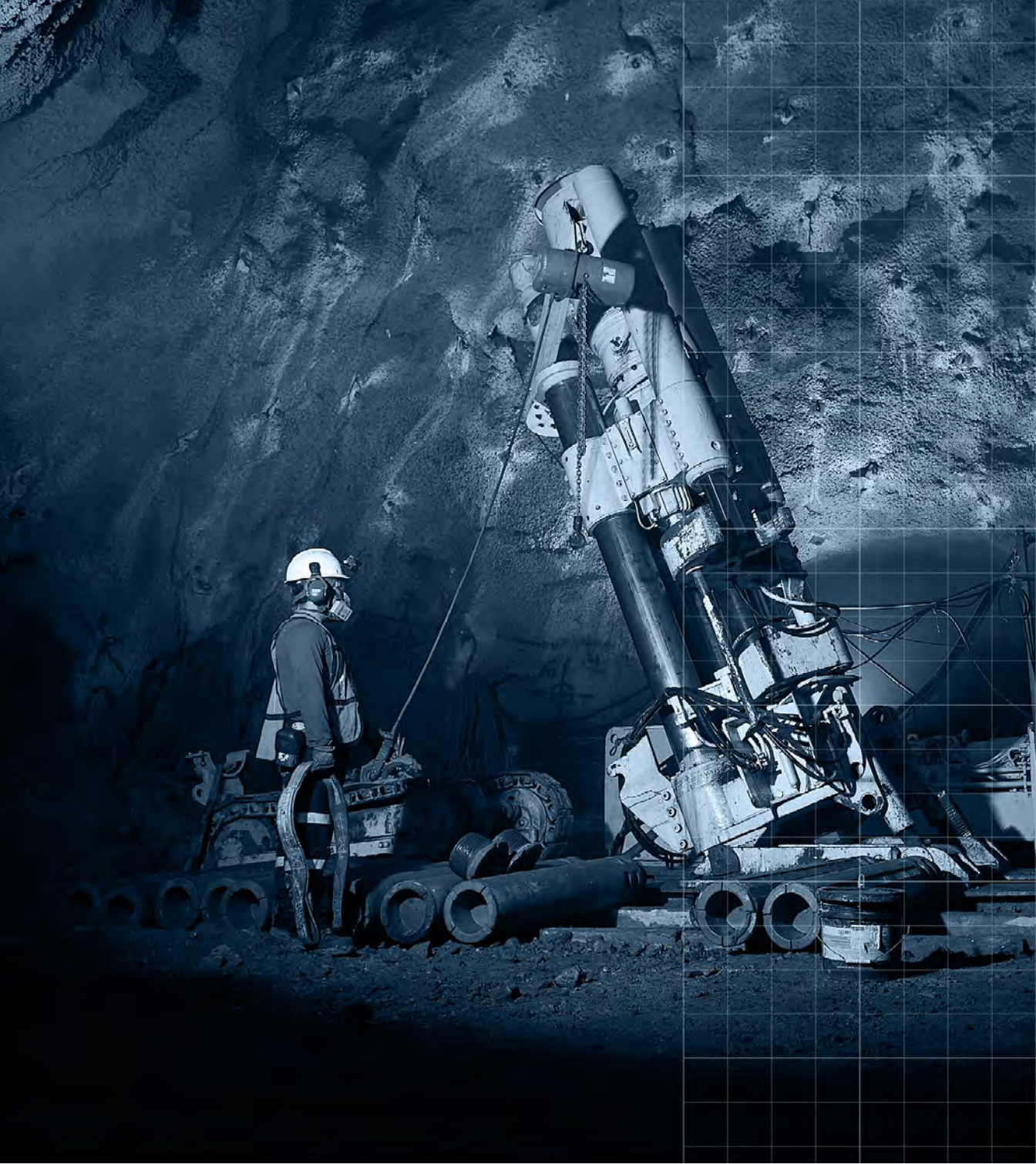
Moved to monthly risk reporting

across our operations to ensure we stay ahead and on top of any potential issues

PRIORITIES FOR 2023

- Complete assessment of business continuity needs to inform future planning.
- Expand the risk assessment process by assessing the interrelation and aggregation of risks to better understand the impact of risks and to assess the appropriateness of action plans.
- Develop key risk indicators and improve risk intelligence.





IN THIS SECTION

- List of Acronyms
- Summary ESG Performance Table
- Cautionary Notes

Appendices

List of Acronyms

AGM	Annual General Meeting
AIFR	All Injury Frequency Rate
ANM	Agência Nacional de Mineração (Brazil's National Mining Agency)
ABAC	Anti-Bribery and Anti-Corruption
CAMIMEX	Camara Minera de Mexico (Mexican Mining Chamber)
CDP	formerly Carbon Disclosure Project
EDI	equity, diversity and inclusion
EAS	Environmental Advisory Sub-Committees
ERM	Enterprise Risk Management
ESG	environmental, social and governance
ESTMA	Extractive Sector Transparency Measures Act

GHG	greenhouse gas
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
HIPO	High-potential Incident
IBRAM	Instituto Brasileiro de Mineração (Brazilian Mining Institute)
ICMC	International Cyanide Management Code
ISO	International Organization for Standardization
LTIFR	Lost Time Injury Frequency Rate
NMI	Near Miss Incident
NGO	non-government organization
OHS	Occupational Health and Safety
RGMPs	World Gold Council's Responsible Gold Mining Principles

SASB	Sustainability Accounting Standards Board
SDGs	United Nations Sustainable Development Goals
SEIFR	Significant Environmental Incident Frequency Rate
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total Recordable Injury Frequency Rate
TSF	tailings storage facility
TSM	Mining Association of Canada's Towards Sustainable Mining protocols
UN	United Nations
UNGC	United Nations Global Compact
UNGPs	United Nations Guiding Principles on Business and Human Rights



Summary ESG Performance Table

		2022	2021
OPERATIONS			
PRODUCTION			
SASB EM-MM-000.A	Total ore processed (tonnes)	33,951,361	NR
	Total gold produced (oz)	532,319	602,100
HEALTH AND SAFETY			
INJURIES			
GRI 403-9	Total Recordable Injury Frequency Rate	2.12	3.05
SASB EM-MM 320a.1	Lost Time Injury Frequency Rate	0.34	0.68
	Number of fatalities	0	0
ENVIRONMENT			
ENERGY AND CLIMATE CHANGE			
	Energy Consumption (GJ)	5,824,321	5,779,320 ¹
GRI 302-1	Diesel	4,050,032	3,909,257
SASB-EM-MM 130a.1	Gasoline	46,403	42,799
	Propane	86,106	80,788
	Explosives	124,555	102,441
	Electricity – Grid	1,517,226	1,644,035
GRI 305-1	Direct (Scope 1) GHG emissions (tonnes of CO ₂ e)	281,845	270,452
SASB EM-MM 110a.1			
GRI 305-2	Direct (Scope 2) GHG emissions (tonnes of CO ₂ e)	59,302	108,011
SASB EM-MM 110a.1			
GRI 305-4	Total (Scope 1 + 2) GHG emissions (tonnes of CO ₂ e)	341,147	378,463 ¹

		2022	2021
WATER STEWARDSHIP			
	Water Withdrawn		
GRI 303-3	Total water withdrawn (m ³)	10.1 million	8.2 million ²
SASB EM-MM-140a.1	Reused water (m ³)	5,865,114	NR
	Water Discharged		
GRI 303-4	Total water discharged (m ³)	3,398,650	NR
TAILINGS AND WASTE MANAGEMENT			
GRI 306-2	Mineral wastes	156,083,508	142,716,728
GRI 306-3	Total waste rock (tonnes)	146,383,975	134,733,845
GRI G4 MM3	Total tailings (tonnes)	9,699,533	7,982,883
SASB-EM-MM-150a.5			
SASB-EM-MM-150a.6			
GRI 306-3	Non-mineral wastes (tonnes)	127,879	NR
SASB-EM-MM 150a.4	Total hazardous wastes (tonnes)	972	NR
SASB-EM-MM 150a.7	Total non-hazardous inert wastes (tonnes)	122,249	NR
SASB-EM-MM 150a.8	Total domestic waste (tonnes)	1,096	NR
	Total recyclable wastes (tonnes)	3,562	NR
GRI 306-3	Significant Environmental Incident Frequency Rate	0.63	0.68

¹ Revised based on updated data and emission factors for consumables and the regional grid.

² Revised to add mine dewatering withdrawal.

NR: not reported

		2022	2021
SOCIAL			
GRI 2-7	Total Workforce	8,471	8,420
GRI 2-8	Employees	3,434	3,503
SASB EM-MM-000.B	Contractors	5,037	4,917
	% Contractors	59%	58%
GRI 405-1	Diversity and Inclusion		
	% Female employees	14%	14%
	% Female Board of directors	22%	22%
	% Female executives	25%	NR
	% Female senior management	18%	NR
	% Female workforce	10%	10%
	% of Female turnover	4%	NR
GRI 2-30	Development and Engagement		
GRI 401-1	% of Employee new hire	15%	NR
GRI 404-1	% of Employee turnover	17%	NR
SASB EM-MM-310a.1	Training hours per employee	56.15	NR
	% Unionized workforce	79%	75%
	% of Local employment	72%	63%
SASB EM-MM-210b.2	Number and duration of non-technical delays	3 delays 60 days	0
GRI G4 MM4	Number of days of strikes and lockouts	0	0
SASB EM-MM 310a.2			
Socio-economic Contribution			
GRI 204-1	% of Local procurement spending	14%	19%

NR: not reported



Cautionary Notes

Cautionary Notes and Forward-Looking Statements

This ESG Report contains certain forward-looking information and forward-looking statements within the meaning of applicable securities legislation and may include future-oriented financial information. Forward-looking statements and forward-looking information in this document relate to, among other things: the strategic vision for the Company and expectations regarding exploration potential, production capabilities and future financial or operational performance; the Company's expectations for achieving its responsible mining objectives; the Company's ability to successfully execute its ESG strategy and achieve its ESG objectives; the Company's ability to successfully advance its growth and development projects, including the construction of Greenstone and the expansions at Los Filos, Aurizona and Castle Mountain; and the Company's expectations for reducing its GHG emissions and the impact of its operations on climate change, including reaching its GHG emissions reduction target.

Forward-looking statements or information generally identified by the use of the words "believe", "will", "ensure", "continue", "develop", "commit", "achieve", "advancing", "strategy", "plans" "expected", "estimated", "on track", "target", "objective" and similar expressions and phrases or statements that certain actions, events or results "may", "could", or "should", or the negative connotation of such terms, are intended to identify forward-looking statements and information. Although the Company believes that the expectations reflected in such forward-looking statements and information are reasonable, undue reliance should not be placed on forward-looking statements since the Company can give no assurance that such expectations will prove to be correct.

The Company has based these forward-looking statements and information on the Company's current expectations and projections about future events and these assumptions include: Equinox Gold's ability to achieve the exploration, production, cost and development expectations for its respective operations and projects; the Company's ability to achieve its objective of becoming an industry leader for responsible mining and sustainable development; the availability of funds for the Company's projects and future cash requirements; the Company's ability to comply with environmental, health and safety laws and other regulatory requirements; prices for gold remaining as estimated; currency exchange rates remaining as estimated; construction of Greenstone being completed and performed in accordance with current expectations; expansion projects at Los Filos, Castle Mountain and Aurizona being completed and performed in accordance with current expectations; tonnage of ore to be mined and processed; ore grades and recoveries; capital, decommissioning and reclamation estimates; Mineral Reserve and Mineral Resource estimates and the assumptions on which they are based; prices for energy inputs, labour, materials, supplies and services; no labour-related disruptions and no unplanned delays or interruptions in scheduled construction, development and production, including by blockade or industrial action; the Company's working history with the workers, unions and communities at Los Filos; and all necessary permits, licenses and regulatory approvals are received in a timely manner. While the Company considers these assumptions to be reasonable based on information currently available, they may prove to be

incorrect. Accordingly, readers are cautioned not to put undue reliance on the forward-looking statements or information contained in this document.

The Company cautions that forward-looking statements and information involve known and unknown risks, uncertainties and other factors that may cause actual results and developments to differ materially from those expressed or implied by such forward-looking statements and information contained in this ESG Report and the Company has made assumptions and estimates based on or related to many of these factors. Such factors include, without limitation: negative or inaccurate publicity with respect to the Company's handling of environmental matters or dealings with community groups and Indigenous populations; fluctuations in gold prices; fluctuations in prices for energy inputs, labour, materials, supplies and services; fluctuations in currency markets; operational risks and hazards inherent with the business of mining (including environmental accidents and hazards, industrial accidents, equipment breakdown, unusual or unexpected geological or structural formations, cave-ins, flooding and severe weather); inadequate insurance, or inability to obtain insurance to cover these risks and hazards; employee relations; relationships with, and claims by, local communities and Indigenous populations; the Company's ability to obtain all necessary permits, licenses and regulatory approvals in a timely manner or at all; changes in laws, regulations and government practices, including environmental, export and import laws and regulations; legal restrictions relating to mining; risks relating to expropriation; increased competition in the mining industry; a successful relationship between the Company and its

joint venture partner; and those factors identified in the section titled "Risks Related to the Business" in the Company's most recently filed Annual Information Form, and those factors identified in the section titled "Risks and Uncertainties" in the Company's Management's Discussion and Analysis dated February 21, 2023, for the year ended December 31, 2022, both of which are available on SEDAR at www.sedar.com and on EDGAR at www.sec.gov/edgar.

Forward-looking statements and information are designed to help readers understand management's views as of that time with respect to future events and speak only as of the date they are made. 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 statement or information contained or incorporated by reference to reflect actual results, future events or developments, changes in assumptions or changes in other factors affecting the forward-looking statements and information. If the Company updates any one or more forward-looking statements, no inference should be drawn that the Company will make additional updates with respect to those or other forward-looking statements. All forward-looking statements and information contained in this document are expressly qualified in their entirety by this cautionary statement.

2022 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT



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