

Fighting Against Forced Labour and Child Labour in Supply Chains
Annual Report for year ending December 31, 2024

About this Report

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

The Report describes the steps that the Reporting Entities took during the financial year ended December 31, 2024, to prevent and reduce the risk of forced labour or child labour in their operations.

Reporting Entity ¹	Jurisdiction	Principle Business
Equinox Gold Corp.	British Columbia, Canada	Parent of the Equinox Gold group of companies, listed on TSX and NYSE American
Leagold Mining Corporation	British Columbia, Canada	Holding company
Premier Gold Mines Hardrock Inc.	Ontario, Canada	Limited partner holding 60% interest in Greenstone Gold Mines LP
Greenstone Gold Mines GP Inc.	Ontario, Canada	Managing partner of Greenstone Gold Mines LP
Greenstone Gold Mines LP	Manitoba, Canada	Operator of the Greenstone Mine

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

About Equinox Gold

Equinox Gold is a growth-focused mining company delivering on its strategy of creating a diversified, Americas focused gold company that will responsibly and safely produce more than one million ounces of gold annually, bring long-term social and economic benefits to its host communities, create a safe and rewarding workplace for its employees and contractors, and provide above-average investment returns to its shareholders.

Equinox Gold is principally engaged in the operation, development and exploration of gold and has a multi-million-ounce gold reserve base with a strong growth profile from a pipeline of development and expansion projects. The Company's operating gold mines are the Greenstone Mine in Canada, the Mesquite Mine in the United States, and the Aurizona Mine, RDM Mine and Bahia Complex (comprising the Santa Luz and Fazenda Mines) in Brazil. The Company's common shares are listed on the Toronto Stock Exchange (**TSX**) and the NYSE American Stock Exchange (**NYSE American**) under the trading symbol EQX.



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

Equinox Gold’s principal product is gold doré. The principal buyers of gold doré produced from Equinox Gold’s mines, once refined, are international bullion banks, traders and refiners.

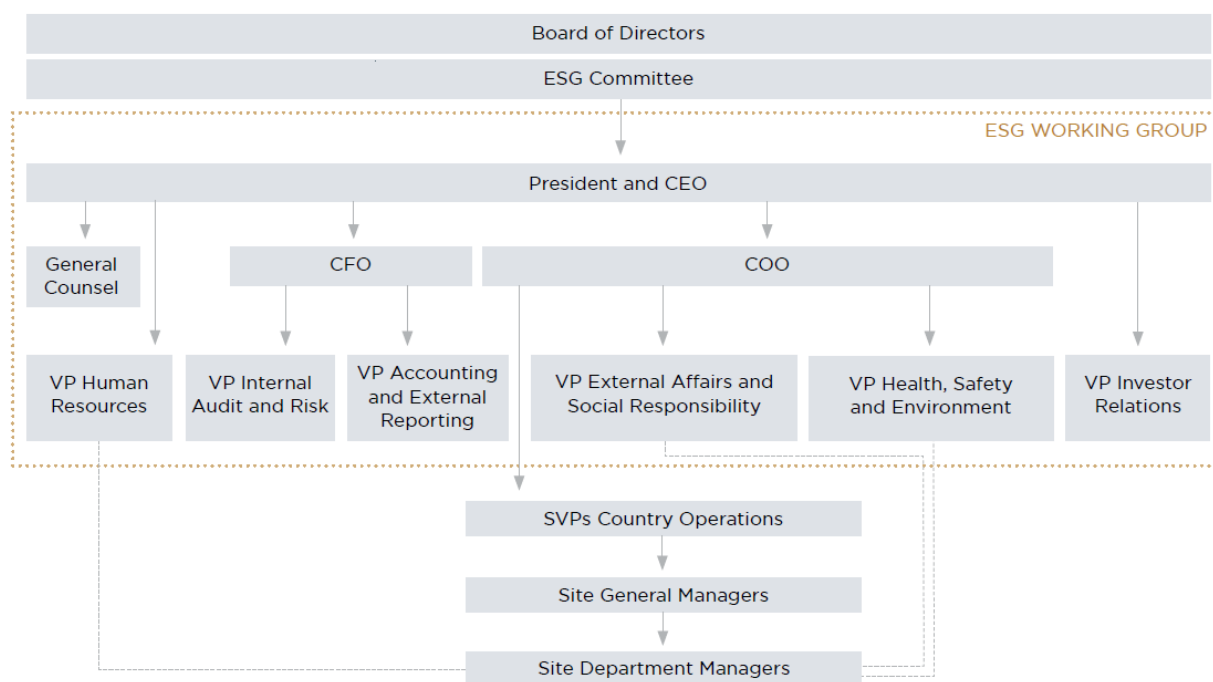
Our ESG Governance Structure

Equinox Gold’s success in both the public markets and the communities in which we operate is based on sound management of the Company. Responsible mining is our core focus, and responsible environmental, social and governance (**ESG**) practices are key elements of our business strategy.

The Company’s board of directors (**Board**) and its ESG Committee are responsible for overseeing and monitoring the Company’s policies, programs and activities relating to ESG matters, including human rights. The Company’s multi-disciplinary ESG working group, composed of the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, General Counsel and Vice Presidents of relevant departments, has a mandate to oversee Company policies, standards, accountabilities, and programs for ESG-related matters, including human rights, to ensure best practices are applied and the Company meets its objectives and obligations.

Our Vice President External Affairs and Social Responsibility leads Equinox Gold’s human rights program, and the executives leading each of the Company’s regions are responsible for ensuring our commitments are met and ESG-related risks and opportunities, including human rights, are adequately managed. The departments and teams across Equinox Gold are responsible for incorporating ESG programs and practices into their daily activities.

ESG Governance Structure



Risk of Forced Labour and Child Labour in our Supply Chain

Equinox Gold recognizes our responsibility to help ensure our supply chain mirrors our own strong values and principles, with the goal of bringing positive outcomes to the communities our supply chain reaches. In 2024, we procured goods and services from approximately 4,000 suppliers. The Company's top 20 suppliers, representing approximately 60% of all procurement spending in 2024, were in the category of mining operations and consumables (cyanide, lime, tires, diesel, explosives, and exploration).

Equinox Gold is committed to working with responsible suppliers and building a global supply chain that is efficient, resilient and responsive to both Company requirements and the priorities of our communities. Where possible, we seek to procure goods and services from the communities in which we operate.

During 2024, we spent US\$1.37 billion on in-country procurement (Canada, United States, Mexico and Brazil), representing 96% of our total annual procurement spending and reflecting our commitment to procuring goods and services from the communities in which we operate. During 2024, we did not procure any services from the countries reported to have the highest incidences of modern slavery.¹

In 2023, we introduced Equinox Gold's Supplier Code of Conduct (**Supplier Code**). The Supplier Code sets Equinox Gold's expectations for suppliers in their business dealings with, or on behalf of, Equinox Gold, including compliance with applicable laws, our Code of Conduct and Business Ethics (**Code**) and our Social Responsibility and Human Rights Policy. All new suppliers are required to affirm their commitment to the Supplier Code. In addition, starting in 2023 our Procurement team distributed the Supplier Code to Equinox Gold's existing roster of more than 6,000 suppliers in four countries and achieved acknowledgment of the Supplier Code from all of our suppliers during 2024.

While the measures described above help to reduce the risk of forced labour or child labour being used in our supply chain, we have not yet conducted a detailed assessment of our supply chain to identify which suppliers of goods and services carry a heightened risk of forced labour or child labour being used.

Risk of Forced Labour and Child Labour in our Business

With more than 8,200 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 help ensure we achieve this objective, we seek to hire people who reflect our values, we enforce corporate policies and we maintain a complaint-reporting process. We also implement specific training to address behaviour not in accordance with our Code and other policies. Our corporate policies prohibit child labour and all forms of modern slavery, including forced labour and human trafficking.

Given the specialized skills and experience required by our workforce, combined with our hiring practices, Equinox Gold considers there is a low risk of forced labour and child labour in our workforce. In addition, we operate in jurisdictions (Canada, United States, Mexico, and Brazil) that have lower risks of forced labour and child labour.¹

Reducing the Risk of Forced Labour and Child Labour in our Business and Supply Chain

Equinox Gold is committed to upholding internationally recognized human rights in the workplace, in our supply chain and in the communities in which we operate. During 2024, we took the following actions to prevent and reduce the risk that forced labour or child labour is used in any part of our business or supply chain:

- Achieved 100% acknowledgment from existing suppliers of the Company's Supplier Code. The Supplier Code describes Equinox Gold's expectations for suppliers in their business dealings with and on behalf of

¹ See the Global Slavery Index 2024 published by www.walkfree.org/global-slavery-index/

Equinox Gold, including prohibiting the use of child labour and all forms of modern slavery, including forced labour and human trafficking.

- Developed and delivered mandatory training to Equinox Gold's workforce regarding their obligation to report any suspected human rights violations, including forced labour or child labour, directly associated with Equinox Gold's business activities or through our supply chain.
- Completed annual high-level human rights risk assessments of the countries where we operate. This annual assessment is used to identify any changes in jurisdictions where our sites are located, and to update our risk register accordingly. This human rights country-based risk assessment helps the Company determine our priorities for human rights due diligence and whether site or issue-specific assessments are necessary.
- Conducted a comprehensive review of 227 suppliers in Brazil, including an assessment of human rights compliance and risks. No human rights compliance risks were identified.

Our Policies and Due Diligence Processes

Equinox Gold strictly adheres to labour laws and standards in all the countries in which we operate. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact and the Voluntary Principles on Security and Human Rights, which provide guidelines for embedding human rights due diligence processes in the Company's policies and procedures, and address potential issues including the prohibition of forced and child labour.

Our policies relevant to the prohibition of forced and child labour are described below, and copies are available on our website at www.equinoxgold.com/corporate-governance.

- **Code of Conduct and Business Ethics (Code).** The Code sets the standards of business conduct and ethics that guide the affairs of the Company. The Code applies to all directors, officers, and employees of Equinox Gold, as well as third parties working or acting on the Company's behalf. The Code prohibits the use of child labour and all forms of modern slavery in our business, including forced labour and human trafficking. It commits the Company to assessing and managing such risks in our operations and supply chain, including conducting human rights due diligence, risk assessments and audits.
- **Social Responsibility and Human Rights Policy.** This policy describes the Company's commitment to working ethically and with integrity, and the ways we seek to uphold human rights so we neither cause, nor are complicit in, human rights violations or abuses, either directly or through our business relationships.
- **Supplier Code of Conduct.** The Supplier Code of Conduct sets Equinox Gold's expectations for suppliers in their business dealings with, or on behalf of, Equinox Gold, including compliance with applicable laws, our Code and our Social Responsibility and Human Rights Policy.
- **Whistleblower Policy.** The policy describes how to report concerns regarding any known or suspected conduct relating to Equinox Gold that may be improper, illegal or unethical, any safety concerns, or any breach of the Code. Concerns can be reported at any time, either online, by phone or by email, using our independent anonymous reporting service at www.integritycounts.ca/org/equinoxgold.

Our due diligence and other processes relevant to the prohibition of forced and child labour are:

- **Human Rights Management Standard (Standard).** Our Standard is aligned with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council's Responsible Gold Mining Principles. The Standard helps ensure we have systems in place to address potential human rights risks and includes guidelines for business conduct and provisions for regular assessments and internal training, so our workforce understands our expectations and how to apply these in their everyday roles.
- **Human Rights Impact Assessments.** We have engaged third-party consultants to conduct site-specific human rights assessments at certain of our sites. The findings of the assessments were used to develop a

country-wide human rights action plan for our mines in Brazil and to update the human rights risks in our corporate risks register.

- **Training.** We educate our workforce and suppliers, including security personnel, on our expectations and their human rights responsibilities
- **Company culture.** We promote a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices. We recognize that fairness and inclusion are the foundation of a diverse workforce that harnesses the benefits of diverse perspectives and that promotes the engagement and wellness that help our teams do their best work.
- **Audits.** We conduct regular audits to assess any potential adverse human rights impacts.
- **Feedback.** We maintain accessible community grievance channels at each site, as well as a Company-wide independent whistleblower reporting service, to allow for anonymous reporting of concerns and problems.

Our Risk Identification and Management Process

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

To 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. Significant risks at each operation, region and office, and risk response strategies, are recorded in our risk register.

Our 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 Health, Safety 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.

Remediation

The Company is not aware of any incidents of forced labour or child labour occurring during 2024 either within Equinox Gold's operations or in our supply chain. Consequently, we did not take any measures to remediate any forced labour or child labour during the year.

Training

As part of the Company's 2024 annual compliance training, Equinox Gold developed and delivered mandatory training to Equinox Gold's entire workforce, including directors, on their obligation to report any suspected human rights violations associated with Equinox Gold's business activities or through our supply chain, including forced labour or child labour.

The training was delivered either online or in a classroom environment, depending on the individual's role with Equinox Gold. Individuals were required to consider a procurement scenario involving an allegation regarding the use of child labour by a supplier and then select one of three multiple choice answers describing the best course of action. The correct answer required the individual to report the concern via the Company's anonymous hotline. Individuals who answered incorrectly received coaching on the correct response and all individuals were required to review a summary of Equinox Gold's expectations regarding compliance with human rights standards and laws, including forced labour and child labour and the obligation of all members of our workforce to report any suspected violations within Equinox Gold's business or our supply chain.

Assessing Effectiveness

Equinox Gold currently relies on our independent anonymous whistleblower reporting service, human rights impact assessments, our community grievance mechanisms at mine sites, and internal audits to identify any instances of forced labour and child labour in our business and supply chain. To date, no such instances have been reported or identified.

Attestation

This Report was approved by the Board of Equinox Gold on May 7, 2025, on behalf of the Company and the other Reporting Entities.

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

/s/ Ross Beaty

Ross Beaty, Chair of the Board of Equinox Gold

May 7, 2025

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