



## Share Ownership Policy

The Board of Directors (“**Board**”) of Equinox Gold Corp. (“**Company**”) has adopted this share ownership policy (“**Policy**”) in order to set out share ownership guidelines which will enhance alignment of the interests of directors and executive officers of the Company with its shareholders.

### Executive Officers

Executive officers of the Company are required to own common shares of the Company and/or share units equivalent in value, having minimum values as follows:

- Chief Executive Officer, President: Value equal to three times the gross amount of his or her current annual base salary.
- Chief Financial Officer, Chief Operating Officer: Value equal to one time the gross amount of his or her current annual base salary.

Individuals in office as at the effective date of this Policy (“**Effective Date**”) are required to achieve the applicable level of share ownership within five years following the Effective Date. Executive officers hired after the Effective Date must achieve their minimum share ownership level within five years from the date they are appointed an executive officer of the Company.

### Non-Executive Directors

Non-executive directors of the Company are required to own common shares of the Company and/or share units equivalent in value, having a value equal to four times the gross amount of their annual cash director retainer. Individuals who are directors as at the Effective Date are required to achieve this level of share ownership within five years following the Effective Date. Directors appointed after the Effective Date must achieve this share ownership within five years from the date they are elected or appointed a director of the Company.

### Calculating Share Ownership Values

The value of each individual’s share ownership will be calculated as follows:

- (a) for executive officers and directors, as applicable:
- (i) the number of common shares beneficially owned as at the Effective Date multiplied by the close price (the “**Close Price**”) of the Company’s common shares on the Effective Date, or such other price as the Compensation and Nomination Committee may approve;
  - (ii) for restricted share units (“**RSU**”) or deferred share units (“**DSU**”) held by directors as at the Effective Date, the grant date value of such RSU or DSU;

- (iii) for common shares acquired after the Effective Date, the acquisition cost of such shares; and/or
  - (iv) for RSU or DSU acquired by directors after the Effective Date, the grant date value of such RSU or DSU.
- (b) for executive officers and directors appointed or elected after the Effective Date, as applicable:
- (i) the number of common shares beneficially owned as at the date of their appointment or election multiplied by the close price of the Company's common shares on that date;
  - (ii) for RSU or DSU granted to new directors on or after their appointment or election, the grant date value of such RSU or DSU; and/or
  - (iii) for common shares acquired after their appointment or election, the acquisition cost of such shares.

### **Attaining Compliance Levels**

The minimum share ownership requirement for executive officers and non-executive directors will be evaluated annually.

Once an individual has attained the level of share ownership prescribed by this Policy, such individual is not required to increase his or her holdings to reflect subsequent fluctuations in the market price of the Company's common shares which may cause a decrease in the value of such holdings.

If a non-executive director fails to attain the level of share ownership prescribed by this Policy within the applicable five-year timeframe, such non-compliance will be considered by the Compensation and Nomination Committee when determining whether to recommend the relevant director as a nominee for the Board for election by Shareholders at the Company's subsequent annual general meeting.

### **Review of the Policy**

On an annual basis, the Compensation and Nomination Committee will assess the effectiveness of this Policy.

### **Approved by the Board of Directors**

Adopted: October 30, 2019

Updated: March 2021 and January 2022