

ESG Material Topics

Listening to Our Stakeholders

Our ESG strategy is focused on the issues of greatest importance to our internal and external stakeholders. Our key stakeholders are our employees, unions, contractors, suppliers, local governments and regulators, our community and Indigenous partners, community organizations and our investors.

We work hard 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 through face-to-face meetings, calls, consultations, focus groups, surveys, and by participating in industry forums and events so we can solicit feedback, better understand their perspectives and address any concerns.

Materiality Assessment Process

To ensure we act and report on the ESG topics that matter most, we regularly assess stakeholder feedback, the potential impacts to our business and potential impacts of our activities. Our materiality assessment process continues to evolve as our business grows and stakeholder expectations change.

- In 2021, we started with a formal materiality assessment survey wherein we surveyed more than 3,500 external and internal stakeholders 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.
- In 2022, we conducted a desk-top review of topics considered material to our industry and held workshops with team members

across our sites to rate the relevance of each material topic to our mine sites and to external stakeholders.

- In 2023, we conducted a double materiality assessment to assist in identifying and prioritizing the most significant ESG issues according to the likelihood and severity of their potential impacts on the Company's financial value, as well as the Company's impacts on the environment, local economies and the communities in which we operate. In this assessment, we identified the ESG issues with higher potential financial impacts on the Company following the criteria defined in our enterprise risk management methodology. We also identified the Company's potential impacts on people and the environment using the guidelines in our environmental, health and safety, and social risk classifications.



The results of our 2023 materiality exercise were consistent with the material topics previously identified. As such, we have maintained the 2022 Materiality Matrix (see accompanying graphic). For this report, we have grouped similar

topics together to avoid overlap and bring focus to the most significant issues - 14 in total. This year's ESG report is structured around those topics, based on the three focus pillars of our ESG strategy:

ENVIRONMENT	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> • <u>Environmental Compliance and Incident Management</u> • <u>Climate Action</u> • <u>Tailings and Waste Management</u> • <u>Water Stewardship</u> • <u>Biodiversity</u> 	<ul style="list-style-type: none"> • <u>Occupational Health and Safety</u> • <u>People and Organizational Culture</u> • <u>Relationships with Indigenous Peoples</u> • <u>Community Engagement and Development</u> 	<ul style="list-style-type: none"> • <u>Corporate Governance and ESG Oversight</u> • <u>Business Ethics</u> • <u>Human Rights</u> • <u>Risk Management</u> • <u>Supply Chain Management</u>

EQUINOX GOLD MATERIALITY MATRIX

