

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 where we operate, Indigenous peoples have deep-rooted history and culture in the territory, and invaluable knowledge and experience pertaining to the natural environment. As a company operating within and in proximity to various Indigenous territories, it is important that we build and maintain 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.

RELEVANT POLICIES

- Diversity Policy
- Social Responsibility and Human Rights Policy
- GGM Indigenous Relations Policy

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.

We support the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which calls for free, prior and informed consent of Indigenous peoples for development affecting their lands. The relationships we have with Greenstone Mine’s Indigenous peoples operate under these principles.

Throughout all stages of mining, from exploration through 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. While our efforts to date have been focused mainly in Canada, where we have five Indigenous partners, our commitments extend to all other jurisdictions where we operate including in Mexico, where one of our host communities has recently self-identified as Indigenous.

Celebrating National Indigenous Peoples Day

Equinox Gold recognized National Indigenous Peoples Day on June 21, 2023, by collaborating with Aramark Canada (our catering provider) and Long Lake #58 First Nation to host a culturally-inspired luncheon at the Ga-Be-She-Win Lodge for all Greenstone Mine employees and contractors. Long Lake #58 First Nation Elder Donna Waboose offered a blessing for the meal, followed by a warm welcome from Long Lake #58 First Nation Chief Judy Desmoulin. The event celebrated the distinct achievements, cultures and traditions of Indigenous communities.





Greenstone Collaboration Delivering Benefits

Collaboration and engagement with Indigenous partners is essential to the success of our Greenstone Mine. The lands on which Greenstone operates are the traditional territories of Animiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation and Long Lake #58 First Nation, and home to the citizens of the Métis Nation of Ontario. Greenstone Mine has Long-Term Relationship Agreements in place with all of these groups, 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 working together to make Greenstone Mine a continuing success. To achieve this, we have formed committees with representation from Greenstone Mine and our Indigenous partners dedicated to ensuring compliance with the agreements as we move through the construction phase and commence operations. Many Indigenous people have been hired for permanent operations jobs, and community-based training programs continue so that Indigenous community members can develop the skills needed to join the team during operations, which will provide long-term, meaningful employment.

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.

Accountability

Our CEO, COO, Senior Vice Presidents 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 Mine, 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 2023

26%

of Greenstone employees self-identified as Indigenous

752,636

of total working hours (11%) at Greenstone were provided by our Indigenous employees and contractors

Key Highlights

- Participated in community outreach including powwow celebrations (Indigenous spiritual community celebration) and on-site events
- Continuous dialogue with Indigenous partners through numerous Greenstone Mine Implementation Committees and Subcommittees to address planning and operational issues
- Completed design of Indigenous Cross-Cultural Awareness Training

Summary

Greenstone Mine held regular Implementation Committee meetings with representatives from each Indigenous partner community, covering key operational topics such as project and environmental management, finance, human resources and procurement. Subcommittees, with delegates from Greenstone Mine and our Indigenous partners, also met to address detailed technical matters.

During 2023 we worked with Lakehead University and our First Nations partners to complete the development of a Cross-Cultural Awareness Training program that will help build awareness, understanding and respect for Indigenous culture, history and values throughout our entire Greenstone Mine workforce. The one-day workshop, to be delivered jointly by Greenstone Mine and representatives of each Indigenous community, will be rolled out to all site employees starting in 2024.

In addition, to help us include Indigenous businesses and partnerships in Greenstone Mine development and ensure they are integrated into our supply chain, we collaborated with a number of Indigenous-led organizations to create business opportunities at Greenstone Mine and in the surrounding communities.

We also participated in numerous outreach activities with members of the Indigenous communities surrounding Greenstone Mine, to both support and appreciate important cultural activities and create positive connections between community members and Equinox Gold team members. For example:

- Equinox Gold made a contribution to three Indigenous powwow celebrations and ceremonies in 2023. In addition, Greenstone Mine hosted hospitality booths to engage with community members while sharing information about

Greenstone Mine. In total, more than 1,300 guests visited the Greenstone Mine booths during the Ginoogaming First Nation Annual Traditional Powwow, the Long Lake #58 First Nation Annual Powwow and the Ongonigaming First Nation Powwow held at Aroland First Nation.

- When Long Lake #58 First Nation hosted its July 2023 Annual General Meeting for the nine nations of the Matawa Tribal Council (Aroland First Nation, Constance Lake First Nation, Eabametoong First Nation, Ginoogaming First Nation, Long Lake #58 First Nation, Marten Falls First Nation, Neskantaga First Nation, Nibinamik First Nation and Webequie First Nation), Greenstone Mine welcomed more than 100 delegates for a site tour, presentation and lunch.

Priorities for 2024

- Deliver Indigenous Cross-Cultural Awareness Training to the Greenstone Mine workforce
- Continue supporting Indigenous businesses to be integrated into the mine supply chain
- Ensure alignment of our engagement practices with the self-identified Indigenous community at Los Filos Mine in accordance with Equinox Gold's Indigenous Relationships policies and standards

EMPLOYEE PROFILE

James Nord

Mill Maintenance Senior Supervisor
Greenstone Mine



Over James Nord's 16-year career, he has continuously focused on upgrading his skills to earn new opportunities. Although he began working in the forestry sector, he later applied his Millwright qualifications to join the mining industry and, by attaining countless certifications, he rose through various supervisory roles to become a Reliability Coordinator.

When he lost that position due to economic conditions during the pandemic, James returned home to Geraldton, Ontario. As a proud member of Animbiigoo Zaagi'igan Anishinaabek, a partner community at Greenstone Mine, James found the opportunity to work for Minodahmun Development LP (MDLP) as the Indigenous Workforce Development Manager. In this role, he applied his personal experience to establish numerous training initiatives to prepare the local workforce for future jobs with Greenstone Mine. Over two and a half years, more than 200 participants completed these MDLP training

programs to learn life skills, trades and operations skills, with many obtaining employment at Greenstone Mine.

In 2023, James himself decided to join Equinox Gold as Greenstone's Mill Maintenance Senior Supervisor, where he helped the Mill Mechanical Maintenance, Mill Electrical and Mill Planning departments achieve operational readiness.

Noting that a big part of his job is coaching and mentoring a new generation of miners, James observes that, "My favourite part of the job is the people. Greenstone Mine has done an exceptional job developing the team thus far, providing everyone with the proper training to be successful in our roles and to stay safe in the workplace. I am excited to be part of a new mine in my hometown. Talk of this mine has been in the air all my life and it is nice to see it becoming a reality."