

# 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."