



## Social Performance Report Q2 2025



**eldorado** gold



**Hellas G O L D**



# 1. Community Investments

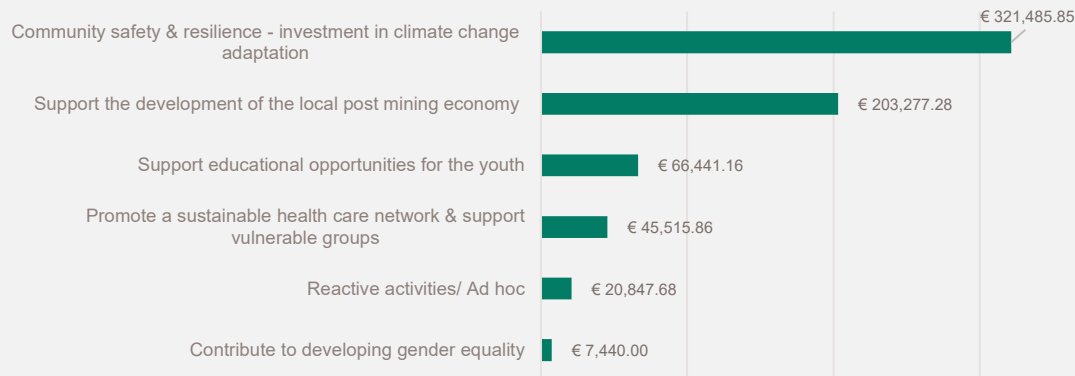
119\*

investments/actions approved and/or in progress

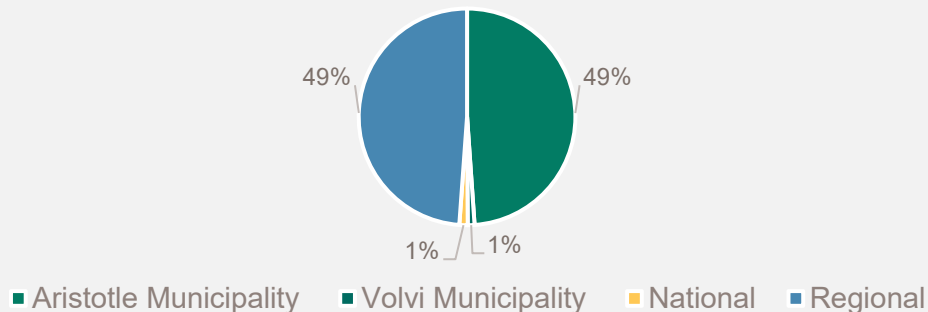
1,02 M €\*

from 01/01/2025\*

## Total Community Investment spending (€) per action category



## Percentage of total CSR spending per location



\*\* expenses related to actions performed during the previous year and were officially recorded in the following year's financial statements or are in progress or ongoing may be included.



## 2. Indicative investments & actions – Q2 2025

---

### Indicative investments or actions:



*Sponsorship of the 1st Stratoni Triathlon 2025, a triathlon event included in the WT Championships. The event combines sporting and touristic elements, aiming to promote Sports Tourism in the region*



*Strategic support of entrepreneurship development in the area of interest, in partnership with Sirolli Institute.*



*Repair and maintenance works at the kindergarten in Arnaia, including thermal insulation, installation of windows, main entrance doors, and other improvements.*



*Maintenance and repair works at the Cultural Centers of the Municipality of Aristotle have been completed in Ierissos and Arnaia, while work is currently in progress in Megali Panagia.*



*Donation of 10 beds to cover the needs of the Nursing Home in Arnaia*





### 3. Stakeholder Engagement & Consultation Activities

148

Communication -  
consultation  
actions in Q2

#### Main engagement topics (indicatively):

1. Extensive discussion with local communities' representatives, various associations & vulnerable groups regarding future CSR requests that align with Company's pillars & can be encapsulated in CSR strategy. Planning of CSR projects for 2025. Feedback on already approved CI projects.
2. Support for the parallel development of local communities with the assistance of external advisors from the Sirolli Institute.
3. Managed expectations around job opportunities and procurement during SKU construction. Provided detailed guidance on the application process for roles at Hellas Gold and through contractors.
4. "Aristevo" Scholarship Program – Public Launch: Joint initiative with the Municipality of Aristotle to support local youth through merit-based scholarships. The Mayor, committee members, and key stakeholders were informed and invited.
5. Local stakeholders were informed about new Hellas Gold information sessions designed to strengthen collaboration with local professionals and businesses. The initiative, held under the auspices of the Municipality and the professional associations of Arnaia, Megali Panagia, and Stratoni, includes seven public meetings to update and share supplier and contractor data with partner contractors.



## 4. Grievance & report management

4

Reports in Q2 from our community partners

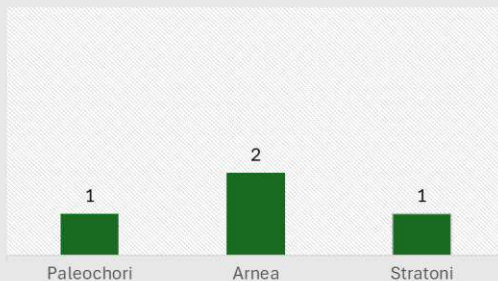
### Main topics (indicatively):

Disturbance from truck parking outside local hotel

Traffic impact caused by the haulage of industrial vehicles

Unpaid Contractor Invoices to local vendor.

Number of Reports per location



Reports' Current Status



Inform us about your concerns here: [GR-Grievances@eldoradogold.com](mailto:GR-Grievances@eldoradogold.com) and learn more about the grievance mechanism here: <https://www.hellas-gold.com/grievance/>, or visit the Community of Interest Information Office in Palaiochori.



SCAN ME



## 5. Contribution to Employment and local development

### 3311 jobs

According to data of 30/06/2025, Hellas Gold maintains 3311 job positions, 1257 of which are direct and 2054 indirect.

### 73

New hires during Q1.

### 14,4%

Rate of female employees.

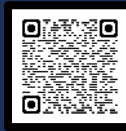
For the submission of your CV visit our webpage here:

[hellas-gold.com/human-resources/cv-submit](https://hellas-gold.com/human-resources/cv-submit)



Regarding cooperation with suppliers see here:

<https://www.hellas-gold.com/viwsimothta/synergasi-a-me-promitheytes>



### Training

26.622 training hours (incl. HG employees, Contractors & Visitors), of which 18.633 were dedicated to Health & Safety during the period 01/01/2025 to 30/06/2025.

### Best Practices in Health & Safety

1. Initiation of Positive Recognition Program.
2. TSM-SIMS self-assessment.
3. Courageous Safety Leadership program implementation.
4. Gold Award by the established H&S Awards for the Comprehensive Emergency Health Incident Management Plan at Kassandra Mines





## 6. Environment

### Actions in progress:



- Ongoing transfer of old tailings from the area of Olympias area to the modern dry landfill site at Kokkinolakkas: 6.733 tones within the Q2 of 2025. Haulage was stopped from 25/07/2025 to 20/08/2025 due to the tourist season and increased traffic on the road.



- Continued haulage of contaminated soils from the area of +53 adit to the Kokkinolakkas TMF: 12.063 tones within the Q2 of 2025. Plowing of the surface that has been remediated and laying of the soil additive limestone.

- Installation of signs for drivers on internal roads of mining facilities to protect wildlife.



- Repeated pre-construction searches for the presence of active nests and the creation of a nest protection zone in areas that will be logged due to the breeding season. There was not any findings.
- Translocation of five (5) species of fauna from construction site to a forest area outside the boundaries of the Skouries Mining Facilities.



## 6. Environment

### Key Actions:

#### Environmental Achievements

- ◆ 📄 **Regulatory Approvals**
  - ✅ *MoE approval*: Approval of 11 months extension to the Metallurgist's Committee for the submission of results.
  - ✅ *MoE*: EIA small scale modification for the construction of water treatment plant in Skouries.
- ◆ 🧑‍🔬 **Independent Environmental Auditor**
  - 🔍 *Monthly site inspections*: 6 experts auditing Olympias, Stratoni, Skouries & Mavres Petres (3 days/month).
- ◆ 📊 **Environmental Reporting**
  - Submission of EU Registry for the year 2024
- ◆ 🏆 **Recognition & Engagement**
  - 🎤 *Conference presentation*: **8th International Conference on Industrial and Hazardous Waste Management – CRETE 2025** by Emmy Gazea.
  - 🌐 Participation in **European MultiMiner Program** (Fieldwork has taken place at Olympias, Mantem Lakkos and Skouries to gather the additional data required for the research of cutting-edge technologies for environmental monitoring of mining areas.)





## 7. Distinctions & Awards



### Hellas Gold's National & International Distinctions:

- **Health & Safety Awards 2025:** Gold Award for the Comprehensive Health Emergency Management Plan implemented at the Kassandra Mines.
- **TSM Excellence Awards 2025:** Runner-Up Distinction for the Restoration of the Olympias Old Tailings Management Facility.
- **Leading Employers in Greece:** Recognition as one of the top employers in Greece.
- **8th CSIT World Sports Games:** 4th place for Hellas Gold basketball team.



## 8. The report

---



### *The Report:*

This report is prepared and published on a regular basis to inform stakeholders and the local community about the social performance of Hellas Gold.

Learn more about our operation here:  
<https://www.hellas-gold.com/>