



## Social Performance Report Q4 2025



eldorado gold



Hellas GOLD



# 1. Community Investments

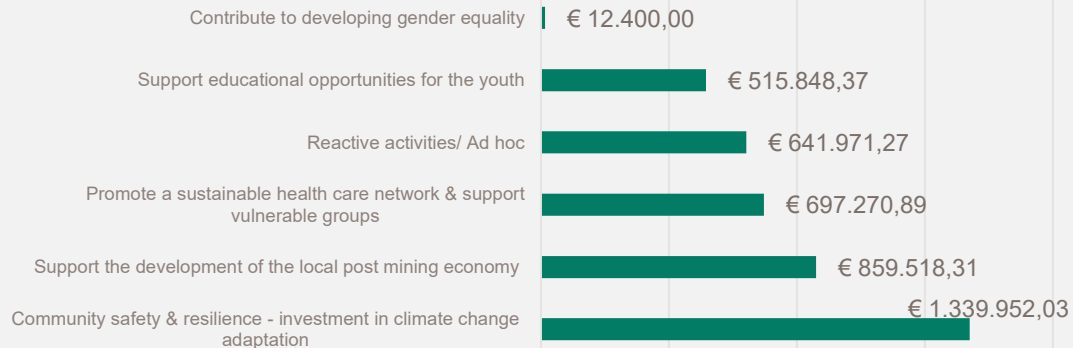
190\*

investments/actions approved and/or in progress

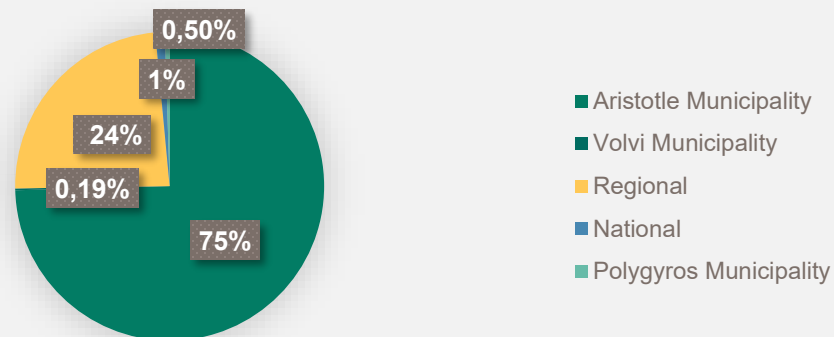
4,1 M €\*

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 – Q4 2025

---

### Ενδεικτικά έργα ή δράσεις:



Maintenance works were implemented in school facilities in Stanos and Ammouliani, along with electrical installation works at Stratoni Primary School, enhancing safety and functionality.



Water well repairs and valve supply were carried out in Olympiada, along with maintenance and expansion works on the water supply network in Ammouliani.



In cooperation with the NGO, “Smile of the Child,” awareness activities on bullying and safe internet use were implemented, with 619 students and 65 adults participating in the Municipality of Aristotle.



### 3. Stakeholder Engagement & Consultation Activities

106

Communication -  
consultation  
actions in Q4

#### 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 2026. Feedback on already approved CI projects.
2. 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.
3. Q4-2025: 11th meeting of Community of Interest Committee
4. Four (4) Open Community Meetings were held in M. Panagia, Arnea, Paleochori and Neochori to enhance transparency and dialogue on CSR initiatives, communication channels, employment and supplier opportunities, and the grievance mechanism.
5. "KIDS SAVE LIVES" Initiative – In partnership with the Municipality of Aristotelis and supported by Hellas Gold, a free CPR & First Aid training program was launched for children and the local community, including a hands-on BLS event in Arnaia. The initiative aims to strengthen community preparedness and participation.
6. School Bullying Prevention Initiative – In collaboration with the Municipality of Aristotelis and "The Smile of the Child", educational seminars, public information events and community training sessions were delivered to promote child protection and prevention across Central Macedonia.



## 4. Grievance & report management

### 2

#### Reports in Q4 from our community partners

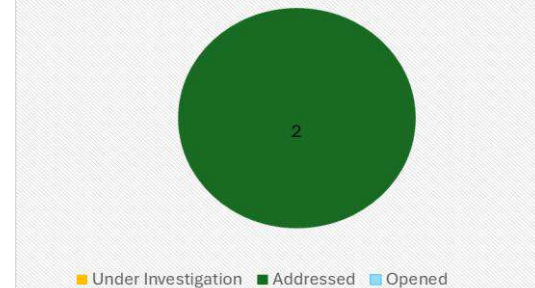
#### Main topics (indicatively):

1. Inquiry regarding the Independent Environmental Auditor  
A request for information was submitted as to whether the mechanism/body provided for under the Environmental Terms Approval Decision (AEPO) has been established and is in operation, whether any meetings have taken place, and whether the relevant reports are available.
2. Local Supplier Concern – A local home textiles business expressed dissatisfaction for not being invited to submit an offer for the curtain supply of the new Hellas Gold Community Office in Palaiochori.

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

**4316** jobs

According to data of 31/12/2025, Hellas Gold maintains 4316 job positions, 1424 of which are direct and 2892 indirect.

**39**

New hires during Q4.

**14,68%**

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

76.562 training hours (incl. HG employees, Contractors & Visitors), of which 40.693 were dedicated to Health & Safety during the period 01/01/2025 to 30/12/2025.

## Best Practices in Health & Safety

1. TSM-SIMS self-assessment
2. Development of LOTOTO procedures aiming to protect personnel, facilities, and equipment from unauthorized access or operation
3. Development of H&S Software, Cority, aiming to optimize the management of Health & Safety, and Environmental (HSE) matters
4. Recertification in accordance with ISO 45001 & ISO 39001 standards



## 6. Environment

### Actions in progress:

#### ***Olympias Rehabilitation & Biodiversity***

##### **Old TMF:**

- ✓ Removal of old tailings and contaminated soils, with haulage to KTMF. Q4 quantity removed: 107,424 tonnes. Total in 2025: 204,890 tonnes.
- ✓ Soil sampling at the area that has been cleaned for the confirmation of the remediation.



##### **Fire area (old waste rock deposit area)**

- ✓ Seeding with *Quercus coccifera* species for vegetation restoration (847 seeding plots).



#### ***Stratoni Rehabilitation & Biodiversity***

##### **Area of adit +53:**

- ✓ Haulage of contaminated waste rock materials from +53 area to KTMF. Q4 quantity removed: 30,512 tonnes. Total in 2025: 40,306 tonnes.
- ✓ Shredding of green waste (total volume: 1,158 m<sup>3</sup>) collected from the loggings that carried out as part of rehabilitation works.
- ✓ Soil sampling at the area that has been cleaned for the confirmation of the remediation.





## 6. Environment

### Actions in progress:

#### Skouries Biodiversity



- ✓ Repetitive preconstruction searches in case of the presence of any important species of flora and fauna in the areas that will be logged. There was not any critical finding.
- ✓ Monitoring of excavation works / earthworks in case of presence of fauna or important plants in the areas.
- ✓ Monitoring of the translocated plants *Fritillaria pontica* from the logging areas due to the Priority Biodiversity Feature (PBF) species.
- ✓ Monitoring the quality of topsoil removed from construction activities and transported to temporary topsoil storage area No.2 and No.3.
- ✓ Installation of fauna camera traps for biodiversity monitoring. No PBF (Priority Biodiversity Feature) or CH (Critical Habitat) fauna species were present inside the facility until today.
- ✓ One (1) fauna translocation took place from the mining facilities to outside of the site area: Grass snake (*Natrix natrix*).



- ✓ Hydroseeding was carried out on the slopes that are completed for slope stabilization and landscape improvement.
- ✓ Shredding of the logging residues (stumps, roots and brunches) at the Topsoil storage area 1. The wood crushed materials will be added as soil additives at the topsoil storage areas to be used at the future rehabilitation.





## 6. Environment

---

### Actions in progress:

#### Olympias Biodiversity actions

- ✓ Fencing installation at both existing and new facilities identified as posing potential risks to wildlife, improving fauna protection and movement control.
- ✓ Installation of a camera trap to support fauna monitoring and confirm the presence of wildlife in the rehabilitated areas.
- ✓ Monitoring of vegetation to evaluate restoration success in relation to plant cover and species diversity at the rehabilitated areas.



## 6. Environment

### Actions in progress:

#### Biodiversity Offset Strategy:



The general part of the Forest Management Study for the Arnaia forest complex has been completed. It includes an analysis of land ownership, socio-economic conditions, and physical geography





Completion of the Forest Management Study for the Cholomontas forest complex as part of the Biodiversity Offset Strategy, carried out in collaboration with the Arnaia Forest Service.






## 6. Environment

### Key Actions:




#### Approvals / Permits

-  **Submission of the Final Closure Study** for Permanent Decommissioning and Environmental Restoration for Cassandra Mines.
-  **Submission of a Technical Memo** for the extension and improvement of the already licensed stockpiling area for temporary storage of extractive waste rock of Olympias from the location “Mine Entrance at +59” to the new location “Plateia Ella”, as well as the accompanying mobile crushing unit.

#### Audits:

-  **Independent Environmental Auditors:** Monthly site visits: six (6) specialized scientists checks Olympiada, Stratoni, Skouries, and Mavres Petres (3 days per month).
-  **LRQA:** External audit of HG's management system in accordance with ISO 50001:2018 and ISO 14001:2015 standards.
-  **SIMS Control Team:** Successful completion of SIMS/TSM self assessment within October 2025 for the Olympias and Stratoni facilities.

#### Participations:

-  Presentation and response to inquiries regarding surface and underground water management at the Skouries (***CiC- Minutes of the 11th Ordinary Meeting held in Paleochori on 22 December 2025***).
-  Nontechnical presentation of the European Multiminer Program progress and results at Paleochori. (***CiC - Minutes of the 10th Ordinary Meeting held in Paleochori on 2 October 2025***).
-  Participation in the 6th Progress meeting of the ***European Multiminer Program***.



## 7. Corporate news



## Highlights

- **SEV President visits Skouries:** Hellenic Federation of Enterprises (SEV) President, Mr. Spyros Theodoropoulos, toured the Skouries project together with senior Association executives, seeing first-hand the progress being made on site.
- **Hosting “Business Days” by the Panorama of Entrepreneurship & Career Development:** 25 final-year students and graduates visited Skouries, took part in interactive workshops, and learned more about career opportunities.
- **Bronze award at the Hellenic Responsible Business Awards 2025:** In the “Digital Training & Skills” category, recognizing our innovative VR & AR training program for underground heavy machinery operators.
- **Event launching a First Aid & CPR programme:** Delivered for children, residents, and local associations in the Aristotle Municipality, in partnership with Kids Save Lives organization.
- **Bravo Sustainability Dialogue & Awards 2025:** Awarded for our multi-year Social Investment Plan under the “Strengthening Local Communities” initiative in the Society pillar.
- **Conference participations:** Dr Emmanouil Daftsis, Head of Training, spoke at the **10th Mineral Raw Materials Community Dialogue**; Dimitris Foukas, Trainer, Underground Equipment Operator, and Triada Apostolou, Underground Production Engineer, participated in the **2nd Balkan Conference on Occupational Health & Safety**, and Ioannis Papakostas, Community Relations Supervisor, took part in the **3rd Effective Dialogue Conference**.



## 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/>