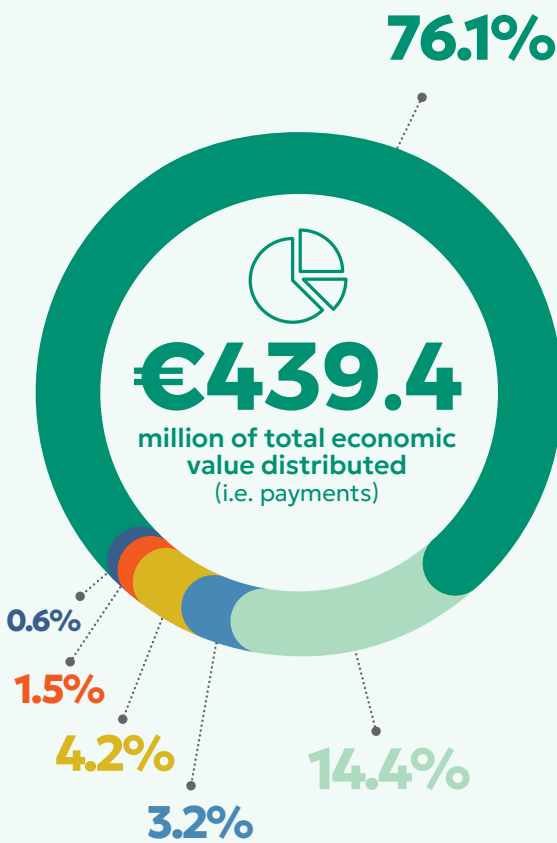


IN 2024 WE CREATED
MEASURABLE
AND MEANINGFUL
VALUE FOR ALL
OUR STAKEHOLDERS



FOR THE LOCAL AND
NATIONAL ECONOMY



¹ Includes costs of training, protective equipment and other directly related to employee's job function; does not include employer social contributions
² Payments to the Greek State were lower in 2024, due to a change in royalty imposition process. Year 2024 mining royalties are expected to be approved and paid by the end of 2025. Future payments are expected to follow the regular annual timeline.
³ Includes income, corporate, employee and other taxes; does not include VAT refunds
⁴ Includes income/expense financial derivatives
⁵ Does not include relevant employee wages and benefits

In 2024:

€334.3
million for Contractors,
Suppliers and other Service
Providers

€63.2
million for Employee Wages
and Benefits ¹

€14.2
million to the Greek State
for royalties and taxes ^{2,3}

€18.5
million to the Capital Providers
▪ **€0** million in Shareholder Dividend
▪ **€18.5** million in Financing
Expenses and Interest Payments ⁴

€6.7
million for Environmental
Investments (i.e. national and local
protection actions and projects) ⁵

€2.5
million for Community Investments
(i.e. national and local support
actions and projects)

FOR THE LOCAL
COMMUNITY



 **137**
community investments
completed or ongoing in
2024

 **€25.2**
million in payments to local
contractors, suppliers & other
service providers in 2024

 **€2.47**
million in community
investments in 2024 (43%
increase compared to 2023)

 **€12.8**
million in royalty payments were
made to the Greek State, of which
€5.1 million was allocated as indirect
revenue to the Aristotle Municipality ¹

¹ Refers to FY2023 royalties, which were imposed in May 2025 and paid by the end of June 2025; 40% of paid royalties go to Aristotle Municipality by Ministerial Decree

FOR THE LOCAL
EMPLOYMENT



 **2,528**
workforce:
1,092
employees and
1,436
contractor personnel

 **14.2%**
women employees
 **84.8%**
of employees and contractor
personnel are from Greece

FOR OUR PEOPLE



 **33,291**
total training hours delivered
to employees, contractor
personnel and visitors
 **€2.6**
million in investments in Health
& Safety equipment
and systems in 2024

 **30%**
reduction in Total Recordable
Incident Frequency Rate
(TRIFR) of employees and
contractor personnel
(per 1,000,000 personnel
hours worked) compared
to 2023

FOR PROTECTING
THE ENVIRONMENT



 **€6.7**
million environmental
investments (i.e. national
and local protection actions
and projects) in 2024 ¹
 **40,000**
hectares of land covered
by our Environmental
Monitoring Program

 **1,115**
trees and plants planted
 **19.8%**
increase in recycled water
compared to 2023
 **288,000**
tonnes of legacy tailings from
Olympias and Stratonis removed
and properly stored in filtered
tailings facility

¹ Does not include relevant employee wages and benefits

