



Social Performance Report Q1 2026



eldorado gold



Hellas GOLD



1. Community Investments

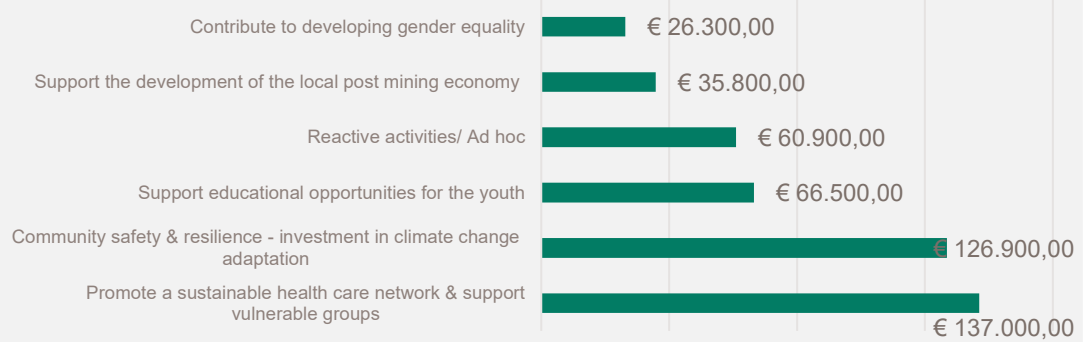
220*

investments/actions approved and/or in progress

453 K €*

from 01/01/2026*

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 – Q1 2026

Ενδεικτικά έργα ή δράσεις:



Provision of telemedicine services for residents and visitors of Olympiada, Municipality of Aristotle, including **medical coverage by an external doctor** supported through the **donation and installation of a CarePOI telemedicine hub**, with services delivered via the telemedicine platform and scheduled in-person availability in Stratoni and Olympiada.



Completion of **Robotics and STEAM educational programs “Mikroi Epistimones”** in the Municipality of Aristotle for the period **2025-2026**. The program included robotics workshops, STEAM and coding activities and participation in competitions (e.g., FIRST LEGO League / FIRST Tech Challenge). **A total of 195 children** from the Municipality of Aristotle participated.



Donation for the procurement and installation of **11 electronic road signage boards** for the communities of Arnaia, Palaiochori, Neochori, and Stanos in the Municipality of Aristotle.



Maintenance works and procurement of equipment for sports facilities in the Municipality of Aristotle. In Q1, the following were implemented: installation of a 200-seat stand at the Stratoni football field, as well as the supply of equipment and maintenance works at the Arnaia indoor sports hall and the Stanos football field



Rehabilitation of the paved areas and replacement of the concrete access ramp at the school entrance at the Junior high school of Palaiochori



3. Stakeholder Engagement & Consultation Activities

89

Communication -
consultation
actions in Q1

Main engagement topics (indicatively):

1. Stakeholder Engagement – Communities: Discussions with community representatives, associations, and vulnerable groups on future CSR priorities aligned with Company pillars, including planning for 2026–2027 projects and feedback on ongoing initiatives.
2. Managed expectations around job opportunities and procurement during SKU construction & onwards. Provided detailed guidance on the application process for roles at Hellas Gold and through contractors.
3. Q1-2026: 12th meeting of Community of Interest Committee. Main topic 2025 Community Investment program.
4. Three (3) Open Community Meetings (Stagira / Stratoniki, Stratoni, Olympiada) to enhance transparency and dialogue on CSR initiatives, communication channels, employment and supplier opportunities, and the grievance mechanism.
5. Stakeholder Engagement – Ierissos: Constructive dialogue with municipal opposition, the Professional Association, and key stakeholders addressed environmental and mining concerns, while strengthening communication, rebuilding relationships, and enhancing trust.
6. Community Health Initiative – Olympias: Presentation of Carepoi telemedical services, alongside the delivery and installation of medical equipment, enhanced local healthcare services through a CSR-funded initiative supporting community needs.



4. Grievance & report management

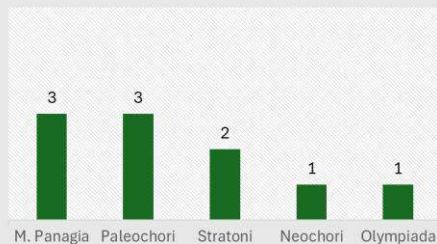
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Grievances in Q1 from our community partners

Main topics (indicatively):

1. Traffic & parking pressures in communities (vehicles, buses, roadside parking near residential & school areas).
2. Mud transport & dust generation affecting road conditions, particularly during adverse weather.
3. Contractor-related issues, including behavior, parking practices, and third-party obligations (e.g. payments, property damages).
4. Local business impacts, including reduced turnover and requests for inclusion in supply chains.
5. Local employment expectations, with formal requests from community representatives.

Number of Reports per location



Reports' Current Status



Inform us about your concerns here: 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 Local Development & Employment

Local Development Indicators

Royalties: €14,4 million paid

(relating to FY2023 royalties and two instalments of FY2024 royalties.)

5146 jobs

According to data of 31/03/2026, Hellas Gold maintains 5146 job positions, 1450 of which are direct and 3696 indirect.

43

New hires during Q1.

14,97%

Rate of female employees.



Training:

33.873 Training Hours (incl. HG employees, Contractors & Visitors), of which 13.833 were dedicated to **Health & Safety** during the period 01/01/2026 to 31/03/2026.

Best Practices in Health & Safety

1. TSM-SIMS external verification preparation
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



For the submission of your CV visit our webpage here:

hellas-gold.com/human-resources/cv-submit





6. Environment

Actions in progress:

Skouries Biodiversity

- ✓ Repetitive preconstruction searches in case of the presence of any important species of flora and fauna to be logged for the 150kV Power line. 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 at 150 kV power line logging polygons. No fauna species were present.
- ✓ Two (2) fauna translocations took place from the mining facilities to outside of the site area.
 - 2 Salamanders (*Salamandra*).
- ✓ GIS geodatabase for fauna and flora species for 2025 has been completed and next step is mapping generation for monitoring flora and fauna species.
- ✓ Biodiversity toolbox talks were conducted for contractors that work at the 150kV Power line area.
- ✓ Haulage of woodchips at Topsoil Storage No.2 from the shredded logging residues (stumps, roots and brunches) materials as soil additives.





6. Environment

Actions in progress:

Olympias Rehabilitation

Old TMF:



- ✓ Removal of old tailings and contaminated soils, with haulage to KTMF. Quantity removed in Q1: 107,424 tones. Total for 2026: 107,424 tones.

Olympias Biodiversity actions

- ✓ Installation of specialized metal fence at the entrance of the bat caves, to protect the bat colony.
 - ✓ Installation of warning signs indicating the presence of bat caves at the entrances of caves located in forest areas near the Olympias Mining Facilities.
-

Biodiveristy Offset Strategy



- ✓ The Arnaia Forestry Management Study is currently in its final stage and pending submission to the Forestry Department.
- ✓ The biodiversity enhancement study for the wider area of the mining facilities is currently under preparation.
- ✓ Approval of the Forest Management Study for the Cholomontas forest complex by the Arnaia Forestry department is completed.



6. Environment

Environmental Management:

Olympias:

- ✓ Asphalt paving works up to the Paste Plant entrance have been completed, construction of the contact water collection channel is in progress.
- ✓ Procurement processes are underway for the delivery of equipment required for the process water treatment unit (WTP#2).

Stratoni:

- ✓ General cleaning and equipment restoration works at the Stratoni flotation plant are ongoing.
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Best Practices:

1. Preparation of **SIMS & TSM external verification**.
2. **Continued implementation of EHS software (Cority):** Development and deployment of software aimed at optimizing the management of Environmental, Health, and Safety issues.



6. Environment

Key Actions:

Approvals / Permits

- ✓ **Environmental Monitoring Program:** Two-years extension of the lease agreement with the Municipality of Aristotelis for municipal sites hosting atmospheric monitoring stations.
- ✓ **Skouries permitting:** Submission of a non-material change of the EIA Approval Decision, for the design optimization of the Skouries mining facilities.







Regulatory compliance monitoring

- ✓ Submission of the annual environmental monitoring report for the year 2025 to the competent authorities and the interested parties.
- ✓ Submission of data to the FGASES & ODS platform for the year 2025.
- ✓ Submission of the annual extractive waste report for the year 2025 to the competent authorities (MoE, Division of Environmental Permitting & Division of Waste Management)"
- ✓ Upload of the annual composite environmental data to the corporate sustainability reporting platform, Metrio.

Audits:

-  **Independent Environmental Auditors:** Monthly site visits: six (6) specialized scientists checks Olympiada, Stratoni, Skouries, and Mavres Petres (3 days per month).

Participations/ Training / Seminars:

-  Participation in the online course for PRO SLO (building PROfessional SLO Competence - EC funded project)
-  Participation in the "Fundamentals of mining Training Course"
-  Completion of on-site "Train-the-Trainer" program for the Cority platform.
-  Participation in the seminar "Environmental Permitting: Recent Developments in the Regulatory Framework."
-  Participation in the "Progress" meeting of the European Multiminer program, focusing on the demonstration project "Monitoring of water quality and dust in Chalkidiki".
-  Participation in the "CQI & IRCA Approved ISO 14001 Lead Auditor Training for Environmental Management Systems".

Certifications

- ✓ New ISO 14001 [Environmental Management System] and ISO 50001 [Energy Management System] certifications have been successfully obtained.



7. Corporate news



Highlights

- **Presentation of the Local Entrepreneurship Network initiative**, aimed at supporting existing and aspiring entrepreneurs in the Aristotle Municipality.
- **Ria Vagkli**, Technical Services Manager, Skouries, at the **SEV Women Forward Summit**, highlighted how profoundly the mining sector has changed over the past 30 years.
- **Christos Balaskas**, President of Hellas Gold, at the **1st Blue Heritage Summit Thessaloniki**, joined a discussion on “Environmental protection and local value creation in Northern Greece: the role of responsible industrial investments.”.
- **Apostolos Foteinos**, Senior Legal Counsel at Hellas Gold, at the **18th Business Integrity Forum (BIF) Round Table**, joined a discussion on “ES(G) tomorrow: priorities, choices and directions for Greek businesses.”
- **Angeliki Kyritsi**, Social Projects Coordinator, and **Gerasimos Monokrousos**, Senior Communications & Regional Affairs Manager at Hellas Gold, took part in the conference “**CSR in Action**” in a discussion with Stella Kasdagli, author & co-founder of WHEN.org.gr, on “**Women’s empowerment initiatives in the Aristotle Municipality, Halkidiki.**”
- At a Voria.gr event titled “**The mineral wealth of Northern Greece: challenges and prospects,**” **Christos Balaskas** presented the progress of the Skouries Project, its importance for Greece and Europe, and the broader socio-economic impact of the Cassandra Mines investment at both local and national level.
- **Emmy Gazea**, Environmental Manager, **Panos Kakionis**, Deputy Environmental Manager, **Gerasimos Monokrousos**, Senior Communications & Regional Affairs Manager and **Ioannis Papakostas**, Community Relations Supervisor, presented Cassandra Mines and our approach to sustainability to the European educational program “**PRO SLO (building PROfessional SLO Competence) PhD School 2026**”.



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/>