



Social Performance Report Q1 2025



eldorado gold



Hellas G O L D



1. Community Investments

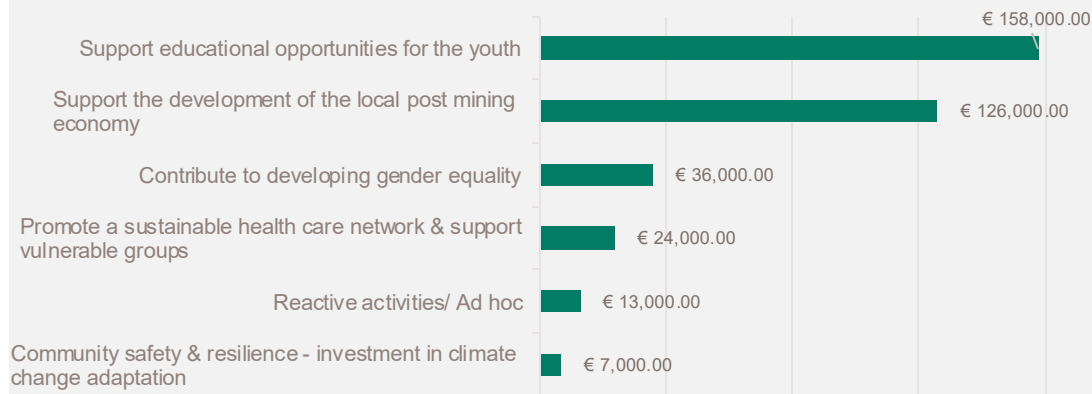
89

investments/actions approved and/or in progress

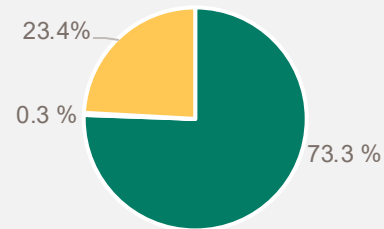
364 k €

Spent from 01/01/2025*

Total Community Investment spending (€) per action category



Percentage of total CSR spending per location



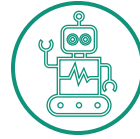
■ Aristotle Municipality ■ Volvi Municipality ■ Regional

*** 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 2025

Indicative investments or actions:



The “Mikroi Epistimones” program, offering robotics and STEAM lessons to Aristotle Municipality pupils run by EduAct for the 7th consecutive academic year



Interventions to the archaeological sites in ancient Olynthos and ancient Akanthos, in collaboration with the Ephorate of Antiquities of Halkidiki.



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



Strategic Scholarship Program for Students of Aristotele Municipality (under the academic supervision of Eduact). To be launched in Q2.



Donation of equipment to the medical center of Palaiochori.



3. Stakeholder Engagement & Consultation Activities

148

Communication -
consultation
actions in Q1

Main engagement topics (indicatively):

1. Extensive discussions with the Mayor, representatives of the local community, various associations, and vulnerable groups regarding future Corporate Social Responsibility (CSR) requests that align with the Company's core pillars and can be integrated into the CSR strategy. Planning of CSR projects for 2025.
2. Support for the parallel development of local communities with the assistance of external advisors from the Sirolli Institute.
3. Dialogue with local communities on the issue of housing for employees and contractors involved in mining activities. The discussion focused on the increase in the number of workers, the availability of housing, and the range of rental prices.
4. Collaboration with representatives of the Municipal Authority to promote initiatives aimed at strengthening the tourism sector.



4. Grievance & report management

14

Reports in Q1 from our community partners

Main topics (indicatively):

Grievance regarding road damage in Paleochori

Grievance regarding an assault related to traffic in Arnaia

Grievance regarding unpaid contractor invoices to local vendor.

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 Employment and local development

2932 jobs

According to data of 31/03/2025, Hellas Gold maintains 2932 job positions, 1195 of which are direct and 1737 indirect.

117

New hires during Q1.

14,06%

Rate of female employees.

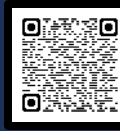
For the submission of your CV visit our webpage here:

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



Regarding cooperation with suppliers see here:

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



Training Q1 2025

11,563 training hours (incl. HG employees, Contractors & Visitors), of which 8,603 were dedicated to **Health & Safety**.

Best Practices in Health & Safety

1. Implementation of the international ICAM methodology for incident investigation.
2. Revision of the Emergency Preparedness and Response Plan.



6. Environment

Actions in progress:



- Ongoing transfer of old materials from the area of Olympias area to the modern dry landfill site at Kokkinolakkas: 29,849 tones within the Q1 of 2025.



- Continued transfer of overburdened soils from the area of Stoa +53 to the modern disposal site at Kokkinolakkas: 20,496 tons within the Q1 of 2025.



- Creation of a database in the GIS program and mapping of reports of the presence of flora and fauna species to monitor biodiversity within the construction sites.
- Kick of meeting and on-site visit to the old Olympias TMF with the Doxiadis+ architectural office for the implementation of the area's restoration study.
- 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.



6. Environment

Key Environmental Actions:

- ◆ 📄 **Regulatory Approvals**
 - ✅ *MoE approval*: Non-material EIA modification & technical study for Olympias expansion (650 ktpa).
 - ✅ *Stakeholder Committee*: Activated per EIA terms 4.1.49–4.1.51.
- ◆ 🧑‍🔬 **Independent Monitoring**
 - 🔍 *Monthly site inspections*: 6 experts auditing Olympias, Stratoni, Skouries & Mavres Petres (3 days/month).
- ◆ 📊 **Environmental Reporting**
 - 📁 *Annual reports submitted (2024)*:
 - Extractive waste
 - Environmental monitoring
 - Non-mineral waste
 - Refrigerant fluids (FGASES & ODS platform)
- ◆ 🏆 **Recognition & Engagement**
 - 🏆 *TSM Environmental Excellence Award*: Runner-up for Olympias Old TMF Restoration.
 - 🎤 *Conference presentation*: EIT Raw Materials – “ESMS & Kassandra Mines” by Emmy Gazea.
 - 🌐 *EU Capacity Building*: Participation in **PRO SLO** (EC-funded project).



7. Corporate News



IOBE Study Presentation: The Foundation for Economic and Industrial Research (IOBE) presented on the 20th of March, the Socioeconomic Impact Study of Hellas Gold's investment in the Kassandra Mines. The study captures the investment's multifaceted positive impact from 2012 to the present, as well as its projected effects over the next 25 years.

Read the Summary of the Study [here](#).



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/>