

DECLARATION OF COMPLIANCE WITH COMPANY POLICIES

(Policies, Regulations, Procedures & Standards – on site)

_____ [insert legal entity name], as legally represented by the undersigned _____ [full name], in his/her capacity as _____ [position/title] and legal representative (the “Legal Entity”), declares that it has taken knowledge of, understood and accepts the policies, regulations, procedures and standards of “Hellas Gold Single Member S.A.” (the “Company”), as in force from time to time and applicable to the Projects of the Cassandra Mines, as well as the Golden Rules of Eldorado Gold Corporation (collectively, the “Company Policies”), as these are posted on the website <https://www.hellas-gold.com/en/company/corporate-governance/regulatory-compliance> and/or have been communicated to the Legal Entity and/or the Legal Entity ought reasonably to have taken knowledge thereof.

The Legal Entity expressly declares that it is obliged to observe and comply with all applicable legislation and regulations, including the Environmental Terms of the Cassandra Mines, as well as with the Company Policies and the Golden Rules of Eldorado Gold Corporation, and to remain, throughout the duration of the contractual relationship, informed of any amendments thereto, as posted and/or communicated by the Company.

The Legal Entity is obliged to duly inform and ensure the compliance of all its employees, collaborators, subcontractors, assistants in performance and, in general, its agents, engaged in the context of or in connection with the agreement, with the Company Policies and the Golden Rules of Eldorado Gold Corporation. Any breach of applicable legislation, Sustainability requirements, the Company Policies or the Golden Rules of Eldorado Gold Corporation by the Legal Entity or by any of the aforementioned persons shall constitute a material breach, granting the Company the right to terminate the agreement without liability, without prejudice to any other right or claim for compensation for any damage or loss (direct or indirect, material or moral).

The Legal Entity acknowledges that, throughout the execution of the agreement, the Company reserves the right to verify compliance with the Company Policies, inter alia through on-site visits and inspections by its authorized representatives, as well as through requests for the provision of relevant information and documentation. Furthermore, the Legal Entity is obliged to report to the Company any incident or indication of non-compliance, including any related investigation. For this purpose, the Legal Entity appoints _____ [full name & title] as the responsible representative for Sustainability and Compliance matters, who shall be obliged to notify the Company promptly in writing of:

1. any non-compliance with applicable laws, regulations, the Company Policies or the Golden Rules of Eldorado Gold Corporation,
2. any notice or act of non-compliance issued by a competent public or administrative authority in relation to activities connected with the project,
3. incidents or practices of child or forced labour, violations of human rights, modern slavery, non-compliance with remuneration practices or international sanctions, and
4. any chance archaeological finding or item of cultural heritage identified during the execution of works.

Date: _____
 Signature: _____
 Name: _____
 Position/Title: _____

Hellas Gold Single Member S.A.

Head Office: 23A Vasilissis Sofias Ave., 10674 Athens, Greece | **G.C.R.:** 005552301000
T: +30 214 687 0000 | **F:** +30 214 687 0095

Branch Office: Stratoni, 63074 Halkidiki, Greece | **T:** +30 23760 25000 | **F:** +30 23760 21081
E: GR-info@eldoradogold.com | **W:** hellas-gold.com



Legal Entity: _____
Seal (if applicable): _____

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