



Social Performance Report Q3 2025



eldorado gold



Hellas G O L D



1. Community Investments

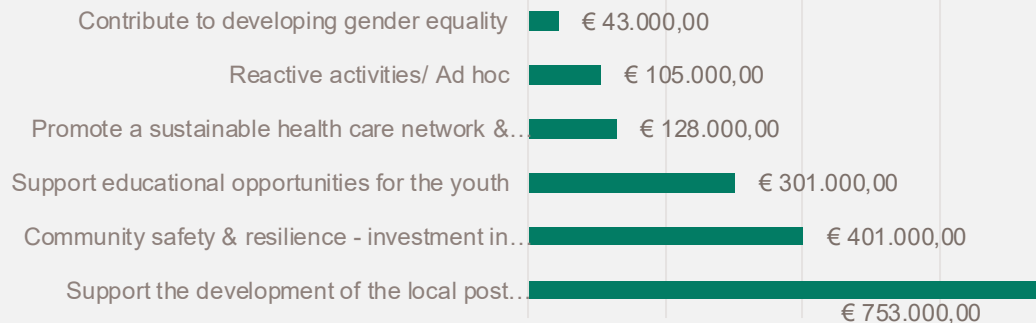
151*

investments/actions approved and/or in progress

1,7 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 – Q3 2025

Indicative investments or actions:



Maintenance works to enhance hiking safety at the Varvara waterfalls.



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



Renovation works carried out in schools across the Municipality (Palaiochori, Megali Panagia, and Gomati). Additional works included the renovation of the old primary school in Stanos, donation of school equipment, and the establishment of new school libraries at the High School and Primary School of Palaiochori.



Comprehensive maintenance and upgrade of the street lighting network in key areas of the Municipality, including the maintenance of the existing network in Amaia, the donation and installation of new street lights in Palaiochori (Medical Center area) and Stratoni, and the installation of street lights at Pyrgadikia port.



Implementation of combined infrastructure upgrades at the ports of Pyrgadikia and Olympiada, including the upgrade of the floating dock at the boats' shelter facility in Pyrgadikia and the installation of water and electricity supply pillars at the port of Olympiada.



Cleaning works at the beaches of Aristotle Municipality



3. Stakeholder Engagement & Consultation Activities

130

Communication -
consultation
actions in Q3

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 2025. 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. Q3-2025: 10th meeting of Community of Interest Committee
4. Organization and participation in the press conference announcing the joint initiative of *The Smile of the Child*, the Municipality of Aristotle, and Hellas Gold, aimed at supporting children in Central Macedonia. The event presented the initiative's objectives, planned actions, and expected impact, with remarks from representatives of all participating organizations.
5. Following the approval of the Environmental Terms for the Stratoni coastal restoration, redevelopment, and erosion protection project, a coordination meeting was held with the Mayor of Aristotle Municipality and Mi.Mel to define the implementation roadmap. The discussion focused on updating technical studies and tender documents, revising the budget, setting the project timeline, preparing the Local Urban Plan submission, securing construction permits, and assessing possible implementation and funding scenarios.



4. Grievance & report management

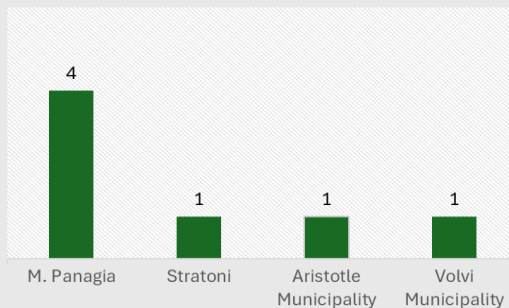
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Reports in Q3 from our community partners

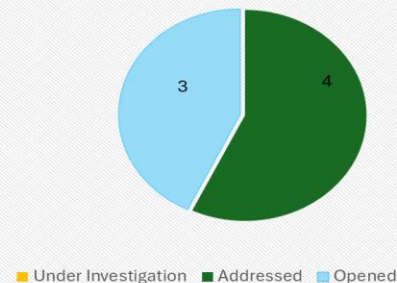
Main topics (indicatively):

1. Grievance concerning Contractors employees misconduct during public event and compliance
2. Noise disturbance and misconduct incident at employee housing facility and compliance measures
3. Access obstruction concern related to environmental monitoring station installation

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

3719 jobs

According to data of 30/09/2025, Hellas Gold maintains 3719 job positions, 1396 of which are direct and 2323 indirect.

153

New hires during Q3.

14,68%

Rate of female employees.

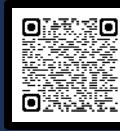
For the submission of your CV visit our webpage here:

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



Regarding cooperation with suppliers see here:

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



Training

40.826,5 training hours (incl. HG employees, Contractors & Visitors), of which 27.420,5 were dedicated to Health & Safety during the period 01/01/2025 to 30/09/2025.

Best Practices in Health & Safety

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



6. Environment

Actions in progress:

- **Old Olympias TMF:**
 - Removal of old tailings residues and contaminated soils and haulage to Kokkinolakkas TMF. Q3 quantity removed: 60,883 tonnes. Total in 2025: 97,466 tonnes.
 - Old concrete & demolition waste from the site was recycled. Total 198 tonnes.
 - Shredding of green waste (total volume: 1,200 m3) collected from the cutting of dry trees and pruning activities.
- **+53 old disposal area:**
 - Continued removal of contaminated soils & haulage from the **pyrite Stockpile No.4** to the Kokkinolakkas TMF: 3,075 tonnes during the Q3 of 2025. Plowing of the remediated area to reduce ground compaction & application of limestone as a soil additive, followed by plowing into the soil.
 - Haulage of healthy soil material from Kokkinolakkas downstream & placement at remediated **Stockpile pyrite No.3** to restore the old landscape. 12,000 tonnes during the Q3 of 2025.
 - Removal of contaminated waste rock materials from **yard of adit 53** and haulage to KTMF ongoing: 9,794 tonnes during the Q3 of 2025.
- **Yearly vegetation measurements** were carried out to monitor plant coverage and the success of plantings at rehabilitated areas in Stratoni – Madem Lakkos & Olympias.
- **Vegetation management:** Cleaning of low vegetation on HG properties in Stratoni and Stratoniki to reduce summer fire risk. The residues were shredded and will be reused as soil additive in rehabilitation projects.
- **Installation of fencing** has started at Olympias existing and new facilities that pose risks to wildlife.





6. Environment

Actions in progress:

- **Repetitive preconstruction searches** in case of the presence of active nests in the areas that will be logged in Skouries. There was not any finding.
- **Installation of fauna camera traps** for biodiversity monitoring in Skouries mining facilities. No PBF (Priority Biodiversity Feature) or CH (Critical Habitat) fauna species were present inside the facility until today.
- **Yearly recording of the alien invasive species** at the Skouries construction site to estimate the spread of the plants inside natural and semi-natural habitats undisturbed by project activities.
- One (1) **fauna translocation** took place from the Skouries mining facilities to outside of the site area. Species: Dormouse (*Glis glis*).
- Biodiversity Offset Strategy (BOS): Preparation of **Forestry Management study (activity 1) & Biodiversity study (activity 2)**:
 - Submission of the redrawing Forestry Maps in digital format, for the Arnaia and Cholomontas Public Forest Complexes in the context of the preparation of Forestry Management study for the Arnaia Forestry department.
 - A' phase 20% of Activity 1 was completed.
 - Sampling surfaces of clusters were taken in Cholomontas forest. This task was completed in 100%.
 - Sampling surfaces of clusters were taken in Arnaia forest. This task was completed in 65%.



6. Environment

Key Actions:

◆ 📄 Approvals / Permits

✔ **Ministry of Environment Approval (ΥΠΕΝ):** Approval of environmental terms for the project “*Restoration, redevelopment, and anti-erosion protection of the coastal front of Stratoni.*”

✔ **Preparation of a Non-material change of the Environmental Impact Assessment (EIA) file** for Olympias, concerning the rearrangement and optimization of the existing temporary waste rock storage area from the location ‘mine entrance at +59’ to the new location ‘Platia Elia’, along with the associated mobile crushing unit. This modification is implemented within the boundaries of the Olympias Mining Facilities and aims to reduce the environmental footprint of the mining activity while optimizing the project’s operations.

◆ 🧑‍🔬 Independent Environmental Inspection Auditors

🕒 Monthly construction site visits: six specialized scientists inspect Olympiada, Stratoni, Skouries, and Mavres Petres (3 days per month).

◆ 🏆 Recognition & Participation

🗣️ **Conference Presentation:** HSGME Conference, July 3–4, 2025.

Participation of **Emmy Gazea** in the panel discussion “*Innovative Technologies for Research and Sustainable Mining of Critical Raw Materials.*”

🌐 Participations:

◆ Participation in the inaugural meeting of the technical working groups on Environmental Impact Assessments (EIA) – Licensing and Mining Policy – Spatial Planning – NATURA Areas. (**Hellenic Mining Enterprises Association – SME Hellas**)

◆ Participation in the conference “*Implementation of the National Climate Law in the Enterprises of Article 19.*” (**Ministry of Environment – YPEN**)

◆ Briefing and discussion on the progress of the Kassandra Mines project and related topics, such as: provision of free water by the local community for exploration drilling, the company’s plans to upgrade the water treatment plant, progress in the restoration works of the old tailings pond, and the implementation plan for flood protection works at the Basdeki stream. (**Local Council of Olympiada Community**)

◆ Participation in the **online consortium meeting** with discussions on organizing the 2nd PhD School at the Kassandra Mines facilities. (**PRO-SLO project**)

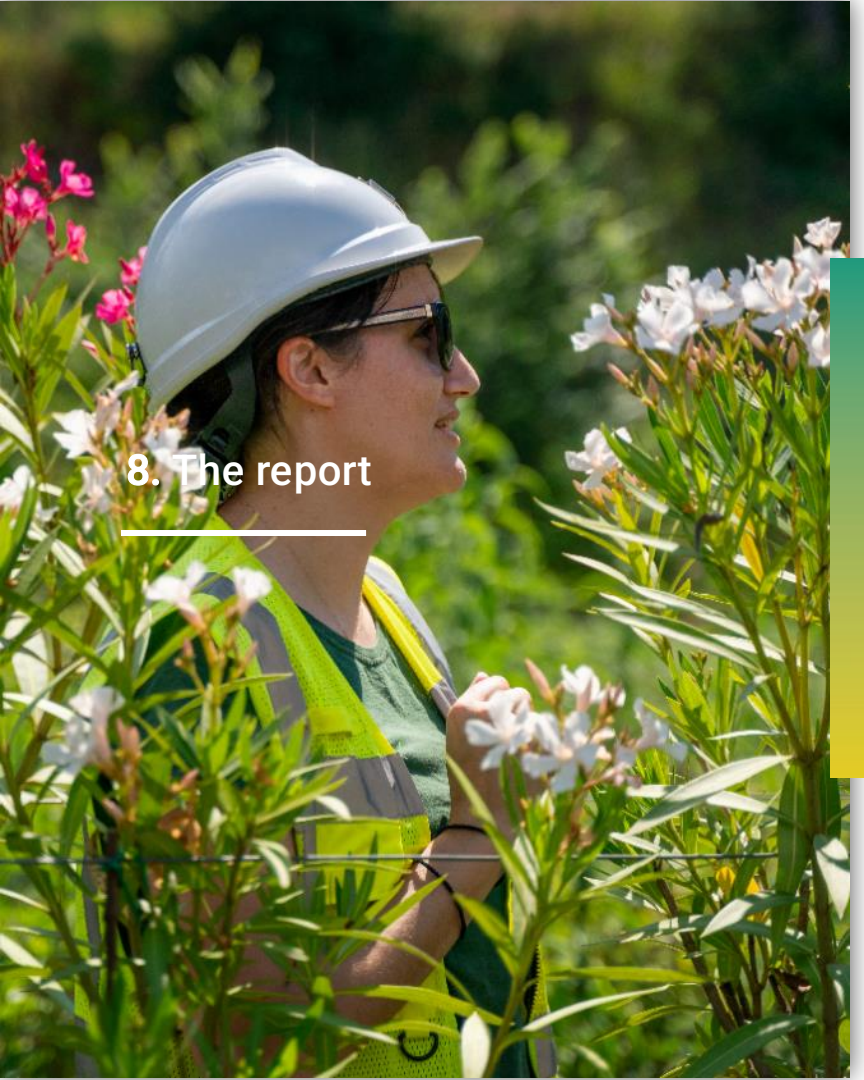
◆ Continuous presence at the **Hellas Gold booth** for environmental and public communication topics. (**89th Thessaloniki International Fair – TIF**)



7. Corporate news



- **"Aristevo" Press Conference:** Presentation of the new joint initiative by the Municipality of Aristotle and Hellas Gold to support high-achieving high school graduates from the municipality.
- **Annual HSGME Conference:** Participation of Christos Balaskas, Vice President, Commercial, Growth & External Relations, President, Hellas Gold, and Emmy Gazea, Environmental Manager, as speakers in a panel discussion.
- **8th Invest GR Forum:** Participation of Christos Balaskas in the discussion on the findings of EY's *"Attractiveness Survey: Greece 2025"*, focusing on Greece's attractiveness as an investment destination.
- **The Most Sustainable Companies in Greece:** Hellas Gold once again receives the highest distinction for Sustainable Development in Greece.
- **Thessaloniki International Fair:** Eldorado Gold's subsidiaries in Greece, Hellas Gold and Thracean Mines, jointly participate in the 89th Thessaloniki International Fair, as part of the unified presentation of the Group's development projects in the country.



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/>