



Social Performance Report Q2 2026



eldorado gold



hellas gold



1. Community Investments

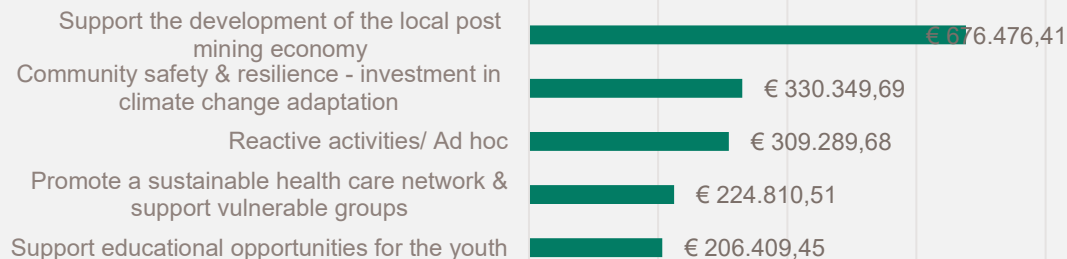
171*

investments/actions approved and/or in progress

2,2 M €*

from 01/01/2026*

Total Community Investment spending (€) per action category YtD



Percentage of total CSR spending per location on Q2



** 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 – Q2 2026

Indicative projects or activities



Restoration of the former home of Alexis Zorbas in Palaiochori and its conversion into a museum and cultural landmark, aiming to preserve and promote the area's historical and cultural heritage



Upgrading, maintenance and development of playgrounds across the Municipality of Aristotle. The project includes interventions in Olympiada, Stageira, Stratoniki, Palaiochori, Ouranoupoli, Ierissos, Neochori, Arnaia, Varvara and Nea Roda, including the installation of new playground equipment, safety flooring and urban furniture, as well as the certification of the facilities by an independent body.



Donation of modern medical equipment to Papageorgiou General Hospital of Thessaloniki to upgrade its Gastroenterology Department. The donated equipment includes a state-of-the-art electrosurgical and argon plasma unit designed for endoscopic procedures.



Support for the “Stratoni Triathlon Legacy 2026” multisport event, held on 6–7 June 2026 in Stratoniki. The event included triathlon races and parallel sports activities, aiming to promote sports participation and showcase the local area.



3. Stakeholder Engagement & Consultation Activities

114

Communication -
consultation
actions in Q2

Main engagement topics (indicatively):

1. Stakeholder Engagement – Communities: Discussed future CSR / Community Investment requests with local communities, associations and vulnerable groups, focusing on alignment with Company pillars, 2026 planning and follow-up on approved projects.
2. Q2-2026: 13th meeting of Community of Interest Committee. Main topic 2025 hiring results, workforce distribution per community.
3. Supported community wellbeing and local participation through the 2nd Stratoni Triathlon and continued coordination with the Municipality of Aristotle for the Megali Panagia cycling event.
4. Engaged employees, families and local stakeholders in a voluntary coastal clean-up at Kouri Beach, supporting environmental awareness and collaboration with local authorities and environmental organizations.
5. Promoted scholarship opportunities for local students through targeted stakeholder outreach and hosted educational site visits for more than 90 students, researchers and educators.
6. Supported knowledge exchange through the PRO-SLO PhD School 2026 and facilitated a primary-sector stakeholder visit to promote first-hand understanding of mining and local economic coexistence.



4. Grievance & report management

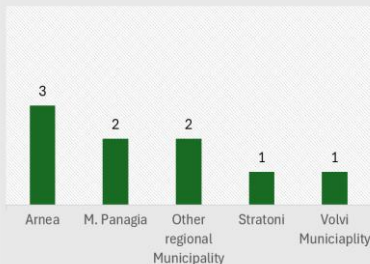
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Grievances in Q2 from our community partners

Main topics (indicatively):

1. Reports were received regarding outstanding invoices owed to local service providers, pending payments to former contractor employees, and social security contribution issues associated with contractor/subcontractor activities.
2. A report was received concerning a verbal altercation involving contractor personnel, along with concerns regarding the off-site conduct of contractor employees within a local community.
3. Employment and recruitment process: An anonymous report was received regarding concerns related to the recruitment process.

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

5279 jobs

According to data of 30/06/2026, Hellas Gold maintains 5279 job positions, 1554 of which are direct and 3725 indirect.

125

New hires during Q2.

15,06%

Rate of female employees.



Training:

61.671 Training Hours (incl. HG employees, Contractors & Visitors), of which 24.394,5 were dedicated to **Health & Safety** during the period 01/01/2026 to 30/06/2026.

Best Practices in Health & Safety

1. Finalization of Enrichment of Emergency Preparedness and Response Plan to include all existent risks
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



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 at the areas to be logged in case of the presence of any important species of flora and fauna. There was not any critical finding.
- ✓ Monitoring of excavation works / earthworks in case of presence of fauna or important plants in the areas and the quality of topsoil removed from construction activities and transported to temporary topsoil storage area No.2 and No.3.
- ✓ Eleven (11) wild fauna translocations including two important species of insects took place from the mining facilities to outside of the site area. 3 Salamanders (*Salamandra salamandra*), 4 Snakes of which 3 Vipers (*Vipera ammodytes*) and 1 Aesculapian snake (*Zamenis longissimus*), 1 Swallow (*Delichon urbicum*), 1 Turtle (*Testudo hermanni*), 1 Stag Beetle (*Lucanus cervus*) and 1 Rhino Beetle (*Oryctes nasicornis*).



- ✓ Installation of fauna camera traps for fauna monitoring at Topsoil storage area No.2 and open pit area. No fauna species were presented.
- ✓ Biodiversity toolbox talks were conducted at contractors that work at loggings and Topsoil No.1.
- ✓ Haulage of woodchips at Topsoil Storage no.2 from the shredded logging residues (stumps, roots and branches) materials as soil additives.
- ✓ Installation of bird flight diverters on high-voltage power lines to protect birds from collisions with electricity transmission lines.



Biodiversity Offset Strategy

- ✓ The Arnaia Forestry Management Study was submitted to the Forestry Department and it is under approval.
- ✓ The biodiversity enhancement study for the wider area of the mining facilities was submitted and it is currently under review.



6. Environment

Actions in progress:

Olympias Rehabilitation

Old TMF:

- ✓ Removal of old tailings and contaminated soils, with haulage to KTMF. Quantity removed in Q2: 94.567 tones. Total for 2026: 202,045 tones.
- ✓ Final review of the design of the rehabilitation.
- ✓ Vegetation residues generated during cleaning operations will be shredded and reused as a soil amendment in rehabilitation projects.



Olympias Biodiversity actions

- ✓ Yearly vegetation measurements to monitor plant coverage and the success of plantings at rehabilitated areas (old arsenopyrite stockpile and old waste rock stockpile at Fire).

Stratoni Biodiversity actions

- ✓ Cleaning of low vegetation on HG properties in Stratoni and Stratoniki. The residues (269 m³) were shredded and will be reused as soil additive in rehabilitation projects.
- ✓ Yearly vegetation measurements to monitor plant coverage and the success of plantings at rehabilitated areas (+53 and karakoli old disposal areas and +360 slope).
- ✓ Annual recording of invasive alien plant species and cration of map for 2026 in the Madem Lakkos and Stratoni areas.
- ✓ One (1) wild fauna translocation took place from the mining facilities to outside of the site area: Turtle (*Testudo hermanni*), CH - Critical Habitat species.
- ✓ Special training on invasive alien species and plane tree canker stain was provided to contractor loggers involved in vegetation clearing activities within the HG properties.





6. Environment

Environmental Management:

Olympias:

- ✓ Asphalt paving works and the construction of drainage channels extending to the Paste Plant facilities have been completed.
- ✓ The procurement process for the delivery of the equipment required for the WTP#2 is currently in progress

Stratoni:

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

Best Practices:

- 1) **Continued implementation of EHS software (Cority): Cority software implementation:** The Environmental Management System (EMS) module has been launched and is currently in the shaping phase. The Management of Change (MoC) module shaping phase has been completed and the module is currently under User Acceptance Testing (UAT).



6. Environment

Key Actions:



Regulatory compliance monitoring:



Submission of EU Registry for the year 2025 to the Ministry of Environment and Energy.



Audits:



Independent Environmental Auditors: Monthly three-day site visits by six (6) specialized scientists to the Olympiada, Stratoni, Skouries, and Mavres Petres facilities.



SIMS/TSM verification audit: The SIMS/TSM verification audit was successfully completed at the Olympias and Stratoni sites by PwC in June 2026



Participations/ Training / Seminars:



Participation in the PRO-SLO PhD School 2026 training programme, hosted by Hellas Gold. The programme is a European academic initiative involving nine universities and research and technology organisations, with Hellas Gold serving as the sole industrial partner. It focuses on knowledge development related to the “Social Licence to Operate” (SLO).



Participation in EU Green Week 2026 on 12 June, as part of Euromines’ webinar titled “From Land Use to Land Renewal: The Mining Sector’s Role in Nature Restoration,” an international discussion focusing on the mining industry’s contribution to nature restoration and environmental rehabilitation.



Volunteering:



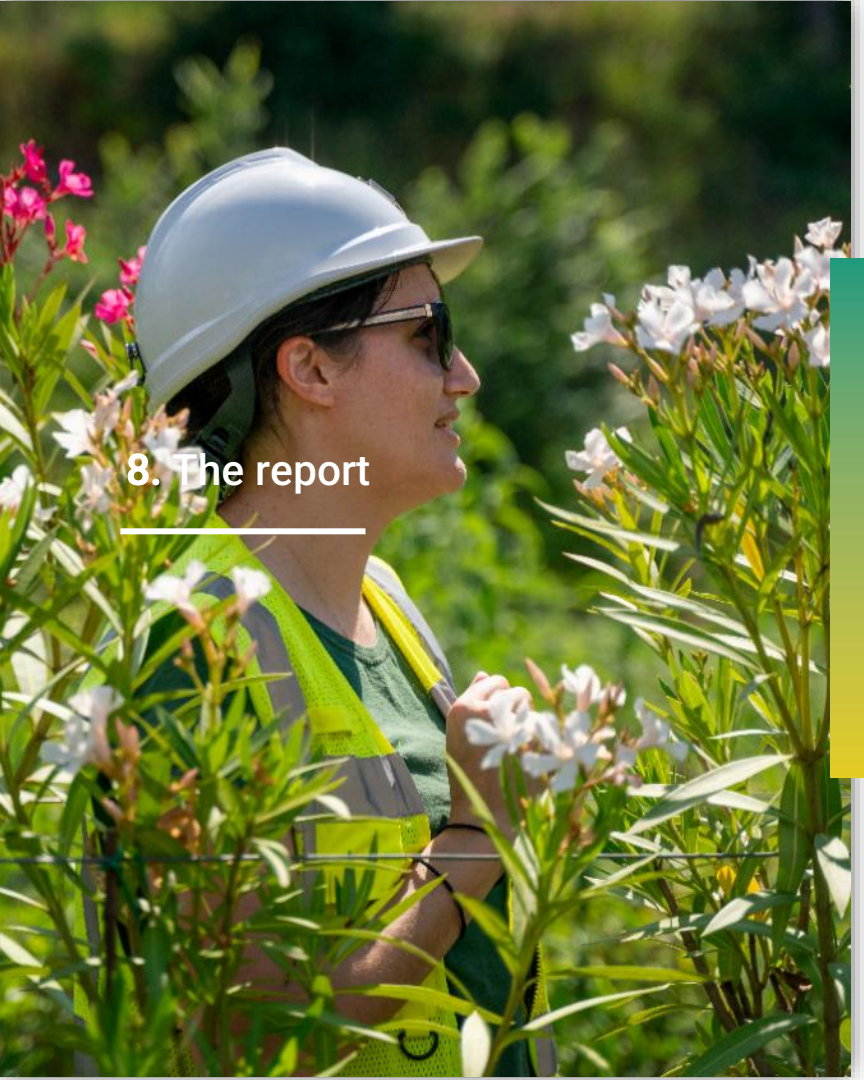
Biodiversity Protection Initiative - Hellas Gold actively Supports the Protection of Biodiversity: Successful Beach Cleanup Initiative at Kouri Beach



7. Corporate news



- Presentation of the **funding for the new Master's Programme, "Exploration and Sustainable Development of Mineral Resources,"** offered by the Department of Geology and Geoenvironment of the National and Kapodistrian University of Athens.
- **Christos Balaskas**, President of Hellas Gold, participated in the **11th Delphi Economic Forum**, contributing to discussions on energy security and the major investments shaping the future of Greece's heavy industry in Europe. On the sidelines of the Forum, Hellas Gold executives also gave 15 interviews to national and local media outlets.
- Hellas Gold hosted the **PRO-SLO PhD School 2026** at the Kassandra Mines, a European academic initiative involving nine universities and research and technology organisations, focused on advancing knowledge around the concept of the Social Licence to Operate.
- For the first time in Greece, Hellas Gold introduces **electric mobility to heavy ore transportation**, in collaboration with leading international and domestic partners.
- Hellas Gold was once again a **Major Sponsor** of the second **Stratoni Triathlon powered by Hellas Gold**.
- A series of visits to the **Skouries** project were organised for representatives of national and local **media**, senior **executives from institutional, scientific, business and industry bodies**, as well as the leadership of **Euromines**, the European Association of Mining Industries.
- Hellas Gold received the **Gold Award** at the **Internal Communication & Employee Engagement Awards 2026**.
- **Conference participations:**
 - Natalie Kedikoglou**, General Counsel, Greece, Eldorado Gold: **10th Annual Conference of the World Association of Mining Lawyers**.
 - Eleftheria Vagli**, Technical Services Manager at Skouries, and **Michalis Papisotiriou**, Olympias Deputy General Manager and Head of Operations, at the **88th Council Meeting of the European Federation of Geologists**.
 - Panagiotis Daoutzis**, Exploration Manager, at the **MultiMiner Results and Impact Summit**.
 - Maria Meimaroglou**, HR Manager Skouries: **2nd Scientific Conference of the Hellenic Academy of Human Resources Management**.
 - Anastasia Galatsianou**, Biodiversity & Rehabilitation Superintendent, at the **Euromines webinar, "From Land Use to Land Renewal: The Mining Sector's Role in Nature Restoration"**.
 - Eirini Psychari**, Olympias Paste Plant Superintendent, **Ourania Mousli**, Quality Assurance Engineer, and **Dimosthenis Koskiniotis**, Junior Engineer, at the **15th International Minefill Symposium**.



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/>