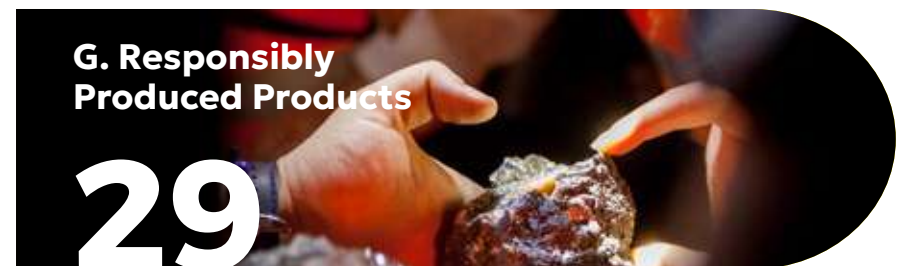




SECURING THE FUTURE

Social Responsibility Performance Report 2024





A. ABOUT US

Building Skouries - Securing the Future

The copper and gold Skouries project, which is under construction, is designed in line with responsible mining principles and will generate economic and social value both locally and nationally. Its construction encompasses a wide range of facilities, which require substantial quantities of materials and services, stimulating local employment and procurement.



May, 2025

Building Skouries

Project features

- **New Investments**
US\$1.3 billion
- **Tailings management**
Filtered tailings facility
- **Expected life of mine**
20 years, based on Proven and Probable Mineral Reserves
- **Contained metal in Proven and Probable Mineral Reserves**
Gold (Au): 3,630 Koz (at 0.77 Au g/t)
Copper (Cu): 740 Kt (at 0.5%)
- **Average Annual Production**
Gold (Au): 140,000 ounces
Copper (Cu): 67 million pounds



Timeline

2021

- Amended Investment Agreement with the Greek state
- EIA approval of modified filtered tailings permit for Skouries

2023

- Approval of updated EIA for the Kassandra Mines

2024

- Phase 2 of Skouries mine construction - 60% completed at year-end

2026

- 1st Quarter: First production expected
- Mid-2026: Commercial production expected

Benefits of Skouries

Strategic

- Will contribute to Europe's supply of copper, a metal considered vital for infrastructure and technologies supporting energy transition
- The project is expected to increase Greece's gold output and position Greece among the leading gold-producing countries in Europe

Environmental

- The use of filtered tailings is expected to reduce the volume of tailings requiring long-term storage by up to 40%
- The project will aim to improve water use efficiency by increasing the rate of water recycling and reducing dependence on freshwater sources where feasible
- Intended to enhance embankment safety during flooding or seismic events
- The increased stability of the tailings is intended to support parallel reclamation of the TMF area

Social

- **Job Positions** (end 2024)
1,201 employees and contractors
- **Job Positions** (31/3/2025)
1,375 employees and contractors, including Operations Readiness personnel (expected to increase, as recruitment and contractor mobilization program has been initiated to support timelines)
- **Local Employment**
12 job fair events in 2024 to cover 500 new job positions
- **Female Representation** (end 2024)
27.3% of 154 Hellas Gold employees in Skouries

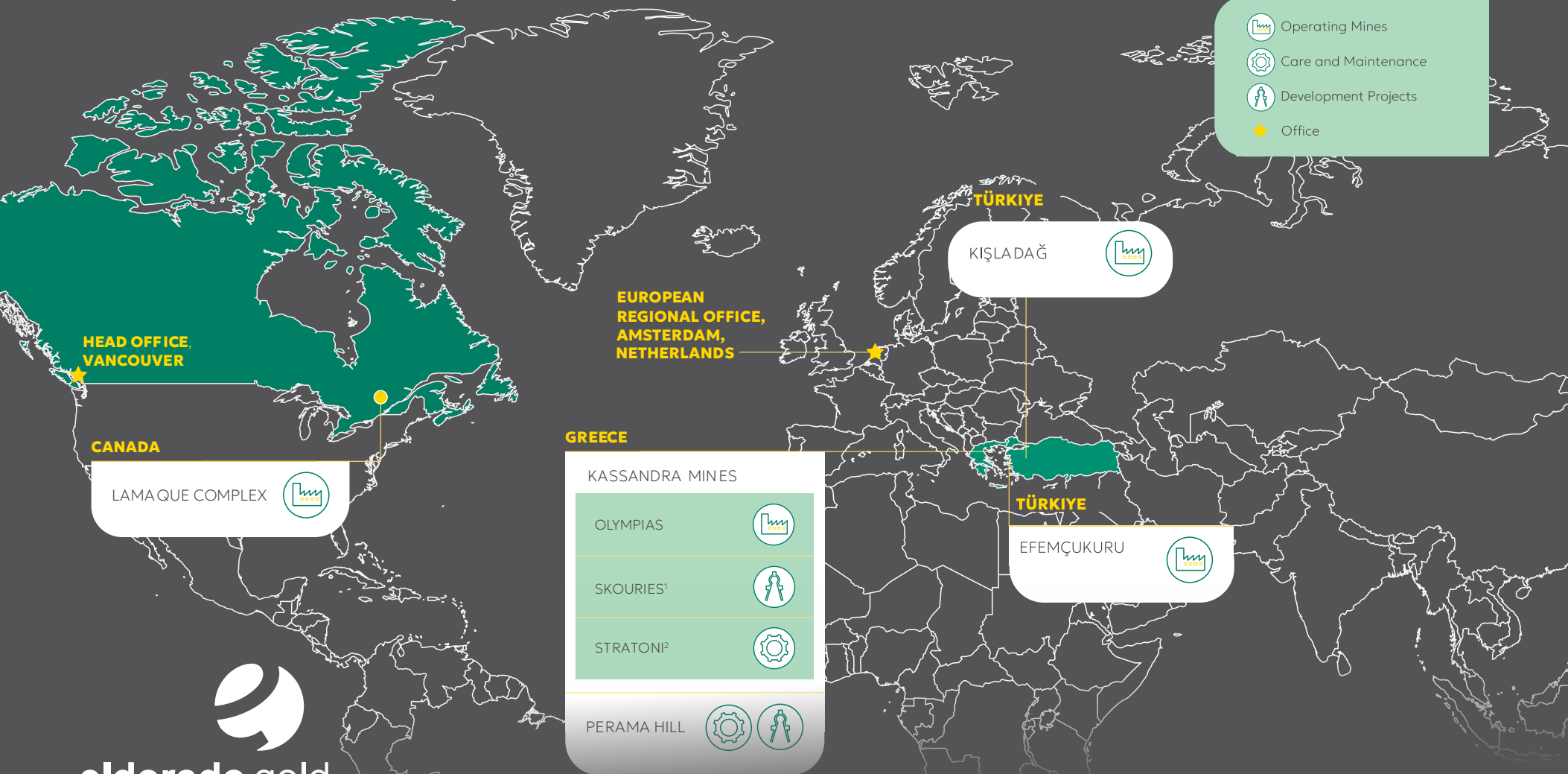
Financial Payments (end 2024)

- Percentage of total economic value distributed by Hellas Gold due to the Skouries project: **69%**
- Contractors, suppliers and other service providers: **€264.5 million**
- Employee wages and benefits: **€15.6 million**
- Taxes (income, corporate, employee and other): **€6.6 million**
- Environmental investments (i.e. national and local): **€1.8 million**

About Eldorado Gold Corporation

Eldorado Gold is a Canadian mid-tier gold and base metals producer with mining, development and exploration operations in Türkiye, Canada, and Greece. The Company has a highly skilled and dedicated workforce, safe and responsible operations, a portfolio of high-quality assets, and long-term partnerships with local communities. Eldorado Gold owns 100% of Hellas Gold.

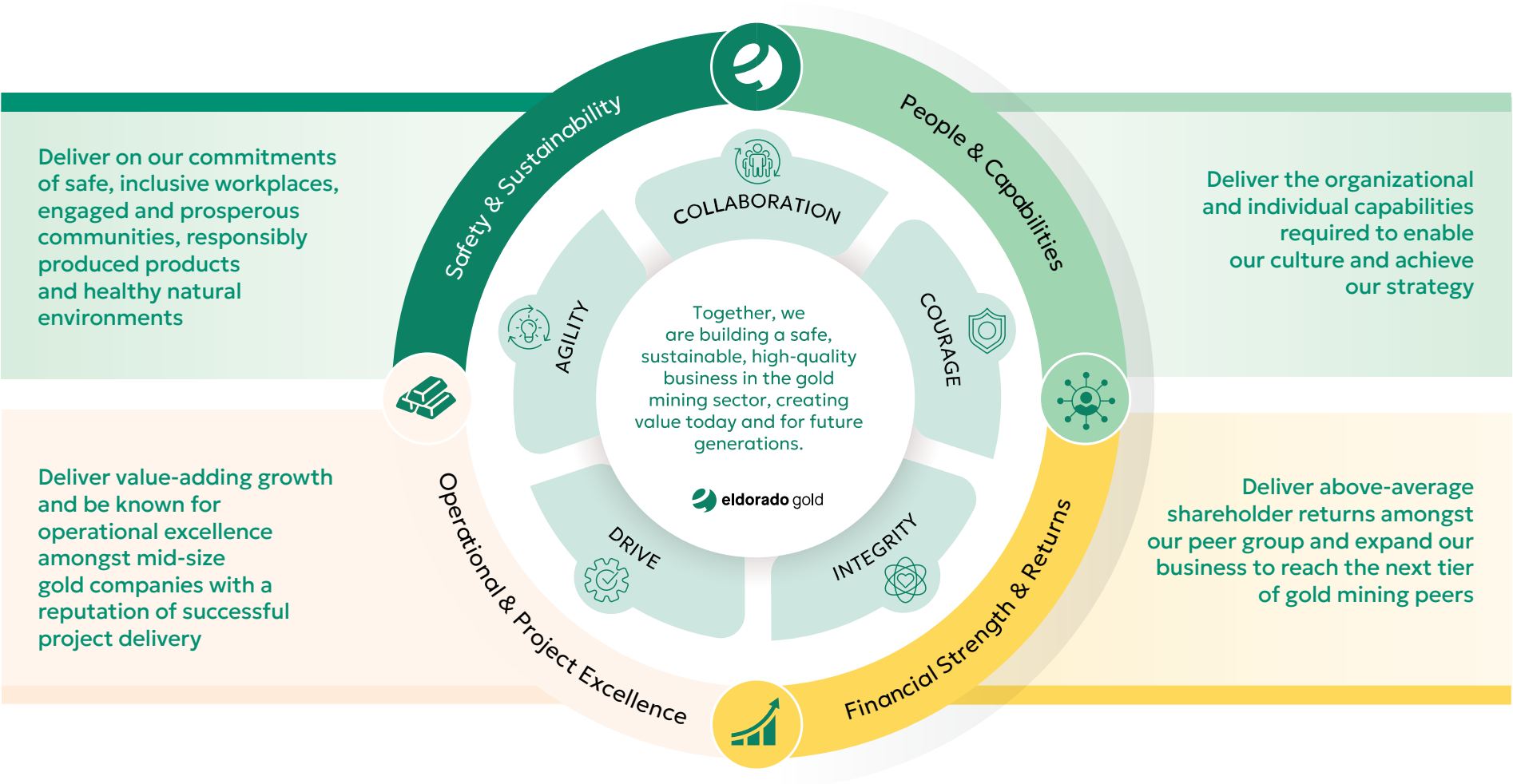
Eldorado Gold Countries of Operations



¹ The Skouries development project resumed construction in 2023, and as of December 31, 2024, phase 2 of construction was 60% complete.

² In this report, references to “Stratoni” or “the Stratoni mine” include the nearby Mavres Petres mine from which ore was historically processed at the Stratoni plant. These sites were in care and maintenance during 2024. Stratoni is also the site of the Stratoni Port Facility for the Kassandra Mines (Olympias, Skouries and Stratoni), which remains operational.

Eldorado Gold Vision & Values



 **Collaboration**
We succeed together

 **Courage**
We embrace the unknown and face challenges head on

 **Integrity**
We are honest and do the right thing

 **Drive**
We persevere through adversity, remaining committed to delivering on our promises

 **Agility**
We continuously assess, adapt and navigate to find solutions

About Hellas Gold

Hellas Gold is a gold, silver, lead and zinc mining company, evolving a 25-century mining history in Halkidiki through the development and operation of the Kassandra Mines. Over the past 20 years, Hellas Gold has been investing in internationally recognized, innovative mining practices in the region. During 2024, production at Olympias increased compared to 2023, while construction progressed at the Skouries Project, which will add copper production in the future.

GREECE

KASSANDRA MINES

OLYMPIAS



SKOURIES



STRATONI



Operating Mines



Care and Maintenance



Development Projects



September, 2025

Hellas Gold Main Facts



Sites

Olympias

Stratoni

Skouries

Development Stage	Operating Mine	In care and maintenance	Growth Project
Location	Halkidiki Peninsula	Halkidiki Peninsula	Halkidiki Peninsula
Proven and Probable Mineral Reserves ¹			
■ Gold (Au)	1,770 Koz (at 5.89 Au g/t)	-	3,630 Koz (at 0.77 Au g/t)
■ Silver (Ag)	35,024 Koz (at 117 Ag g/t)	-	-
■ Lead (Pb)	378 Kt (at 4%)	-	-
■ Zinc (Zn)	474 Kt (at 5.1%)	-	-
■ Copper (Cu)	-	-	740 Kt (at 0.5%)
Ownership	100% Eldorado Gold	100% Eldorado Gold	100% Eldorado Gold
Certifications	ISO 9001 ISO 45001 ISO 39001 ISO 14001 ISO 50001 ISO 14064	ISO 9001 ISO 45001 ISO 39001 ISO 14001 ISO 50001 ISO 14064	ISO 9001 ISO 45001 ISO 39001 ISO 14001 ISO 50001 ISO 14064
Tailings Management	Filtered tailings at Kokkinolakkas TMF	Filtered tailings at Kokkinolakkas TMF	Filtered tailings facility at Karatzas Lakos TMF
Type of Deposit	Polymetallic carbonate replacement	Silver-lead-zinc carbonate replacement	Copper-gold porphyry
Type of Mining/Processing Method	Underground/flotation	-	Open pit and underground/flotation
Expected Life of Mine ²	15 years	- ³	20 years
Workforce 31/12/2024 (i.e. Employees and Contractors)	889	76	1,201
Production 2024	69,532 oz Au payable produced 1,223,473 oz Ag payable produced 11,727 tonnes Pb payable produced 12,102 tonnes Zn payable produced 8.54 g/t Gold grade	- ³	-

¹ Quantities are contained, not payable

² Based on current Proven and Probable Mineral Reserves (as at September 30, 2024)

³ Stratoni was in care and maintenance during 2024, but maintained relevant on-site activities

B. HELLAS GOLD HIGHLIGHTS 2024



Trusted and Responsible Company

3rd

successful SIMS Compliance self-assessment in 2024

100%

of sites with formal stakeholder mapping and social impact assessments

100%

of employees and business partners have been informed of our anti-corruption policies and procedures

100%

of desktop employees completed our Code of Ethics and Business Conduct training¹

¹ Excludes employees on long-term leave, such as medical or parental leave



Engaged & Prosperous Communities

€439.4

million of total economic value distributed in 2024 (i.e. payments)

€2.47

million in **137** community investments (43% increase compared to 2023), of which

€2.2 million in the Aristotle Municipality (all communities + Municipality entity)

€440

million in payments to contractors and suppliers, out of which over **78%** to Greek businesses

368

stakeholder engagement meetings:

89% with local stakeholders

15% with representatives of vulnerable groups (e.g. persons with disabilities, elderly)



Safe, Inclusive and Innovative Operations

2,528

workforce:

1,092 employees and

1,436 contractor personnel

19,605

training hours on Health & Safety issues (59% of total training hours):

8,379 to employees,

10,593 to contractor personnel and

633 to visitors

30%

reduction in Total Recordable Incident Frequency Rate (TRIFR) of employees and contractor personnel compared to 2023 (per 1,000,000 personnel hours worked)

14.2%

women employees



Responsibly Produced Products

100%

of products with communicated safety data sheets, declarations and labeling on product hazards

100%

of suppliers and contractors informed on our Supplier Code of Conduct

0

proven or probable mineral reserves in or near armed conflict areas (e.g. insurgencies, civil wars)



Healthy Environments, Now and for the Future

€6.7

million environmental investments in 2024² (i.e. national and local protection actions and projects)

19.8%

increase in recycled water compared to 2023

288,000

tonnes of legacy tailings from Olympias and Stratoni removed and properly stored in filtered tailings facility

40,000

hectares of land covered by our Environmental Monitoring Program

² Does not include relevant employee wages and benefits

C. MESSAGE FROM LEADERSHIP

Dear Readers,

As we navigate an increasingly complex global landscape, companies like ours are called upon to adapt and build resilience for the future – not only for our own benefit, but also for the generations that will follow. The mining sector faces a range of important challenges, from adapting to stricter environmental regulations and managing operational costs, to maintaining employment, addressing climate change and water scarcity, and promoting responsible practices across our operations and supply chain.

At Hellas Gold, we recognize the significant role we play in meeting these challenges. Our approach is grounded in the principles of responsible mining, which guide us to operate professionally and in line with internationally recognized standards, while also considering our broader responsibilities as members of the community.

This Social Responsibility Performance Report outlines our stated commitments and key achievements over the past year. Through this report, we aim to strengthen our engagement with stakeholders and provide a transparent overview of our performance, supported by measurable indicators.

Over the past year, we have implemented a variety of programs and initiatives as part of our ongoing commitment to responsible mining, while working collaboratively with our stakeholders to support local development and actively enhance our environmental and social performance.

I would like to express my sincere appreciation to all our employees and contractors, whose dedication and professionalism continue a 25-year mining tradition. Looking ahead, we aim to work together to address future challenges and support efforts toward the sustainable development of the Greek mining sector, for the benefit of both local communities and the national economy.

Wishing you a pleasant read,

Louw Smith

Executive Vice President, Development Greece

“Our approach
is grounded
in the principles
of responsible
mining”



D. TRUSTED AND RESPONSIBLE COMPANY

Managing Sustainability

We aim to deliver value to our stakeholders by integrating sustainability into every aspect of our operations - from exploration to closure - and in all our stakeholder relationships. Our Sustainability Framework outlines our approach to managing health and safety, environmental, social and governance (ESG) indicators, including our policies and procedures.



July, 2025



Sustainability Framework

Sustainability Framework

Our corporate vision and management systems are designed to support responsible mining practices, which form the foundations of our business. Our Sustainability Framework is supported by the Sustainability Integrated Management System (SIMS).



SIMS Alignment

SIMS is aligned with internationally recognized standards, including the World Gold Council's (WGC) Responsible Gold Mining Principles (RGMPs), the Mining Association of Canada's Towards Sustainable Mining (MAC-TSM), the International Cyanide Management Code (ICMC), the Copper Mark and the Voluntary Principles on Security and Human Rights (VPSHR)

SIMS Management

Standards

SIMS provides mandatory performance-based minimum standards for all Eldorado Gold sites in five areas:



Where do they apply

SIMS Standards apply to all mining lifecycle stages (from property acquisition and exploration, to operations, closure and post-closure)

Maintaining Compliance



SIMS Compliance

As part of adopting responsible policies and practices, all our operational sites successfully completed the third SIMS Compliance self-assessment in 2024, to identify existing gaps or delays and develop an action plan to improve our performance continuously.

Furthermore, our sites undergo a SIMS Compliance Verification every three years, with the most recent assessment conducted in 2023, where a multi-disciplinary verification team from Eldorado Gold conducted the first SIMS Compliance Verification at the Olympias mine and associated facilities (including the Kokkinolakkas Tailings Management Facility), in accordance with the WGC's RGMPs and MAC-TSM framework.

EBRD Environmental & Social Monitoring Visits

As part of the 2023 agreement with the European Bank for Reconstruction and Development (EBRD) for its strategic investment at the Skouries Project, a team of external consultants conducts Environmental and Social Monitoring (ESMC) visits every 4 months, on behalf of EBRD.



3rd

successful SIMS Compliance self-assessment in 2024



100%

of sites with formal stakeholder mapping and social impact assessments

Embedding Responsibility into the Way We Operate

We have adopted Eldorado Gold's Code of Ethics and Business Conduct, which defines the expected behavior from all employees, contractor personnel, and suppliers.

Our Policies include:

- Anti-Bribery and Corruption Policy
- Respectful Workplace Policy
- Environmental Policy
- Human Rights Policy
- Social Performance Policy
- Health and Safety Policy
- Diversity Policy
- Policy to Prevent and Combat Violence and Harassment / Policy to Promote Equal Opportunities and Combat Discrimination.



100%

of desktop employees completed our Code of Ethics and Business Conduct training¹



100%

of employees and business partners have been informed of our anti-corruption policies and procedures



0

donations to political parties



0

legal or regulatory actions related to bribery, corruption, anti-competitive behaviour or anti-trust practices

¹ Excludes employees on long-term leave, such as medical or parental leave

Reporting Mechanisms for Ethical Behaviour

We have established mechanisms to report potential violations of our Code of Ethics and Business Conduct and Policies, either by name or anonymously.

Reporting Mechanisms

	 Third-Party Grievance Mechanism	 Workers Grievance Mechanism	 Whistleblowing Mechanism
FOR	Anyone to report incidents directly to us	Contractors, Subcontractors and External Partners who provide workforce	Everyone
ACCESSIBILITY	Mail, phone, dedicated e-mail address, grievance boxes, online form	Mail, phone, dedicated e-mail address, grievance boxes, online form	Phone, online form
LINK	www.hellas-gold.com/viwsimothta/koinonia-kai-oikonomia/mixanismos-ypovolis-anaforas	www.hellas-gold.com/anthrwpino-dynamiko/ypovoli-anaforas-ergazomenon-ergolavon	www.eldorado.ethicspoint.com
	Applicable to all sites, with the necessary measures to protect privacy and personal data	We respect and treat individuals fairly, in accordance with our Human Rights Policy, Code of Ethics & Business Conduct, Respectful Workplace Policy & Policy to Prevent and Combat Violence and Harassment	Implemented by Eldorado Gold as an anonymous/ confidential reporting system to report illegal, unethical or criminal activities, related to the Code of Ethics & Business Conduct and the Anti-Bribery & Corruption Policy

2024 Awards and Distinctions

Event/Authority	Type	Category	Reason
Sustainable Greece 2024 (QualityNet Foundation)	Distinction	-	Being one of the most sustainable companies in Greece
Leading Employers in Greece 2024 (ICAP CRIF)	Distinction	-	Being one of the companies in Greece with strong emphasis on human resources management and development
Bravo Sustainability Dialogue & Awards 2024 (QualityNet Foundation)	Distinction	Governance	Continuous consultation and inclusive communication with stakeholders
Euromines Safety Awards 2024 (Euromines)	Silver Award	-	Experiential training program with simulators
Health & Safety Awards 2024 (Boussias Communications)	Silver Award	Provision of Health & Safety Services at Work / Involvement in Safety & Health	Periodic preventive health screening program for employees
	Selection as national nomination to the European Organization EU-OSHA	-	Training the jumbo drill and underground truck haul operators with VR and AR technology
Internal Communication & Employee Engagement Awards 2024 (Boussias Communications)	Bronze Award	Best Intranet	Insight intranet

E. ENGAGED AND PROSPEROUS COMMUNITIES

Contribution to Local Communities

We recognize that mining can be a powerful source of long-term value for local economies. At the same time, we also recognize our ongoing role managing environmental impacts and engaging with local communities to support their well-being.



Boosting Employment & Capacity

Employment

45% increase in the number of employees and contractor personnel compared to 2023

14.2% of Hellas Gold employees are women as of year-end 2024

Training

33,291 total training hours delivered to employees, contractor personnel and visitors

25.9% increase in total training hours compared to 2023

€2.6 million in investments in Health & Safety equipment and systems in 2024

Local Employment

12 job fair events hosted in 2024, with 6 additional events scheduled for early 2025, to support recruitment for approximately 500 new positions at Skouries

Generating Income

Royalties ¹

€12.8 million in royalty payments were made to the Greek State, of which **€5.1** million was allocated as indirect revenue to the Aristotle Municipality ²

€17.7 million in royalty payments expected to be made to the Greek State, with **€7.1** million anticipated to be allocated as indirect revenue to the Aristotle Municipality ³

Suppliers and Contractors

€25.2 million in payments to local contractors, suppliers & other service providers

€440 million in payments to contractors and suppliers, with **78%** directed to Greek businesses

Community Investments

US\$80 million committed for community investments across local communities over a 25-year period (2023-2048)

€2.47 million invested in community initiatives during 2024

¹ The process for determining and paying annual mining fees was modified in 2024

² Refers to FY2023 royalties, which were imposed in May 2025 and paid by the end of June 2025; 40% of paid royalties go to Aristotle Municipality by Ministerial Decree

³ Until Report publication, the amount of FY2024 royalties is expected to be approved by the Ministry of Environment and Energy, which will be imposed and paid by the end 2025; the amount considers a Ministerial Decree that will authorize the redistribution of 40% of the royalties to the Aristotle Municipality

Accelerating National Economy

Holding a leading position in the Greek mining sector, we achieved solid financial results in 2024 that benefit both the local and national economy, returning considerable economic value to our stakeholders. According to the 'Socio-economic impact study of the Hellas Gold investment in the Cassandra Mines, Halkidiki, Greece', conducted by the Foundation for Economic and Industrial Research (IOBE) and presented in 2025 (available at www.hellas-gold.com/etaireia/h-ependush/seis-iobe), our activities contribute substantially to the local and national economic development, particularly in Central Macedonia and the Aristotle Municipality.

In 2024:

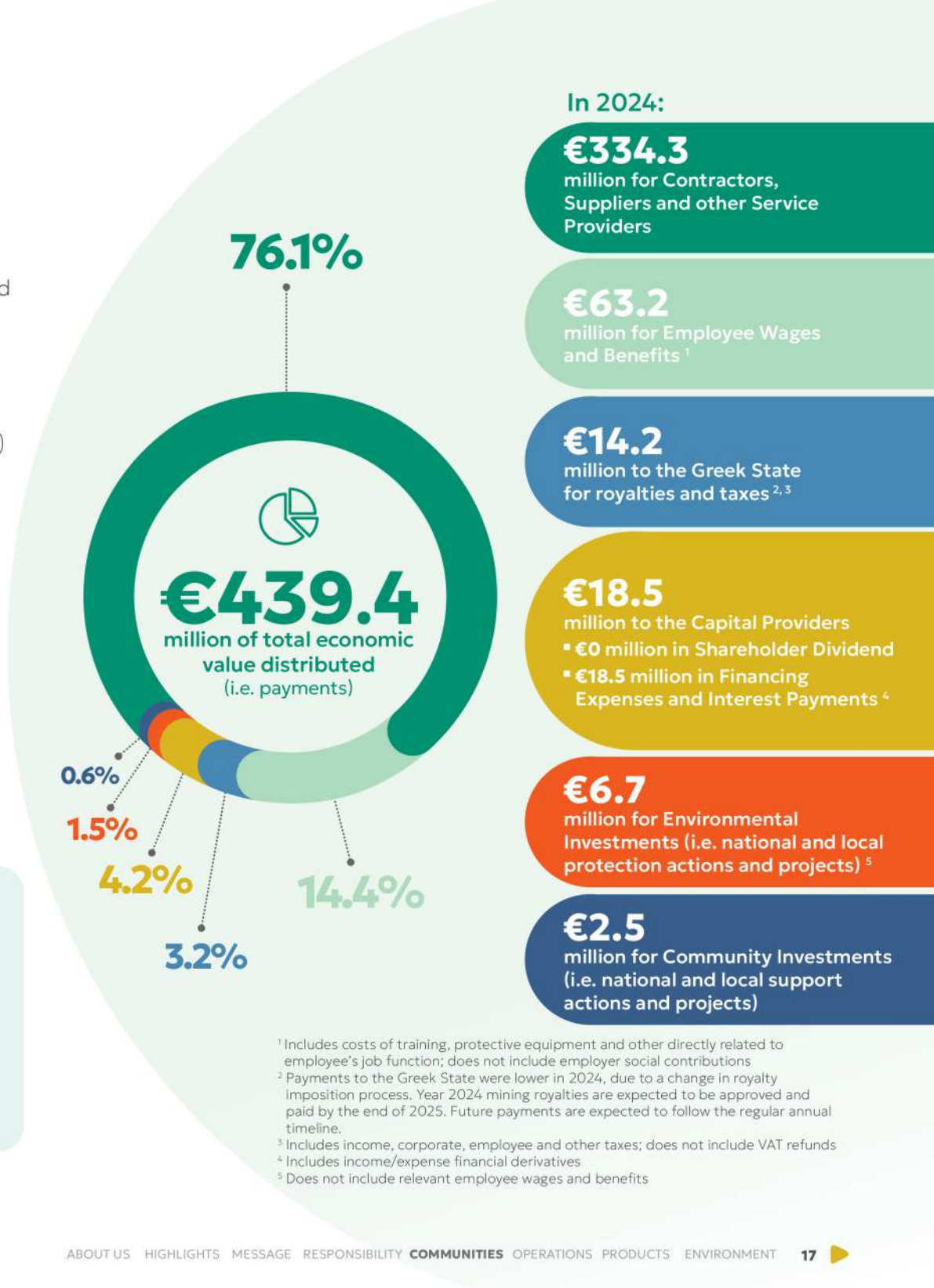
€208.9
million of economic value generated (i.e. revenues)

€339.3
million of capitalized expenditures/reinvestments ¹

¹ Includes investments capitalized in our mining projects (e.g. new infrastructure, equipment)

The study:

- Highlights the impact of our investment in its full development, following the Investment Agreement signed with the Greek Government in 2021
- Presents historical data from 2012 (when Eldorado Gold's investment plan commenced) through 2023, along with projections over a 25-year period, based on the Investment Agreement parameters
- Demonstrates that responsible mining enables the responsible extraction of domestic raw materials, fostering economic growth and social well-being.



Fostering Dialogue and Transparency

Stakeholder Engagement Plan

We have developed an overarching Plan (available on our website) for all sites, which:

- Identifies stakeholders who are directly or indirectly affected or are likely to be affected by our operations
- Describes the process to provide comments and opinions, ask questions, express concerns or submit grievances
- Establishes mechanisms to respond to stakeholder concerns and ensure that their views are taken into consideration.

To facilitate stakeholder engagement, we have established a Community Office in Paleochori, through which affected communities and interested stakeholders can ask questions, submit grievances and access other information.



368

stakeholder engagement meetings

89%

with local stakeholders

15%

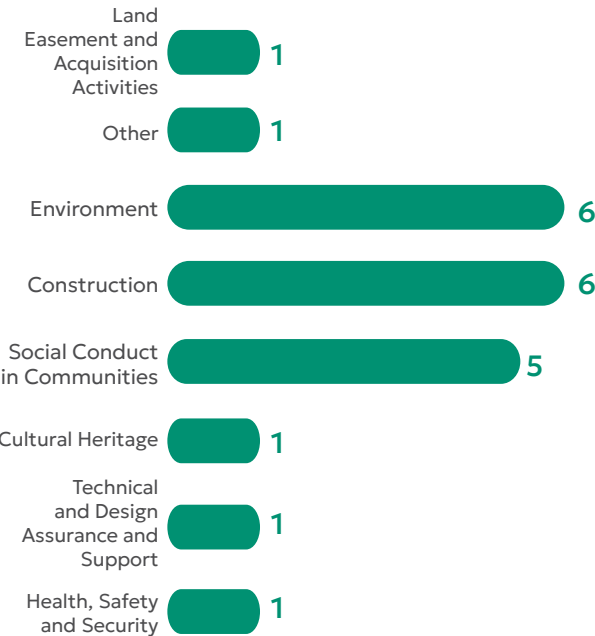
with representatives of vulnerable groups (e.g. persons with disabilities, elderly)



34%

women participants in stakeholder engagement meetings

Grievances received through the Third-Party Grievance Mechanism in 2024 per category (number)





20 out of 22

grievances received through the Third-Party Grievance Mechanism in 2024 were resolved successfully (with 2 being under investigation)



Social Performance Reports

We publish quarterly Reports (www.hellas-gold.com/viwsimothta/etairiki-koinoniki-efthyni/apologismos-kai-ektheseis) to inform our stakeholders on issues, such as:

- Allocation of community investment spending and indicative activities
- Employment and training
- Environmental initiatives
- Grievances and reports received and their status
- Any additional information deemed critical for transparent communication.

Environmental and Social Impact Assessment

Following the submission of our regulatory Environmental Impact Assessment (EIA) for the Kassandra Mines, we additionally conducted an Environmental and Social Impact Assessment (ESIA) in 2022. In 2025, we plan to update the ESIA with a new baseline socio-economic impact study.

Engaging with Local Communities

We maintain regular dialogue and collaborate with local communities, investing in programs designed to foster strong, lasting relationships.



CSR Surveys

In 2024, we conducted:

- A CSR Survey to identify views of local community members regarding our stakeholder engagement activities, as well as our community investments within the Area of Interest
- A CSR Employee Perception Survey to evaluate our implemented community investments.

9

Local Communities

Arnaia, Varvara, Megali Panagia, Neochori, Olympiada, Paleochori, Stagira, Stratoniki, Stratoni



2-4

Visits

Conducted in each community



310

Answers

Gathered from both visits and electronic questionnaire to local community members



247

Employees

Completed the electronic questionnaire



Community of Interest Committee (CIC)

Since 2023, we have established an independent committee with representatives from local communities, who share common interests, concerns and best practices, with four open meetings conducted in 2024. This initiative has strengthened trust with local communities and encouraged our stakeholders to voice their concerns about our operations, supporting better integration within the community.

Supporting our Communities



Your view

CSR Program Impact



62%

believe that the impact of our CSR program on the local communities is enough or very significant, according to a 2024 survey of 310 local community members.

CSR Program Pillars



No1, No2 and No3

important pillars for our CSR program are Healthcare Services, Local Economy and Educational Opportunities for Youth respectively, according to a 2024 survey of 310 local community members.

Employee Participation in Volunteer Activities



80%

would like to participate in our future volunteer activities, according to a 2024 survey of 247 employees.

Community Investments

We have developed a Corporate Social Responsibility Framework, Corporate Social Responsibility Process, Community Investment Plan and Community Development Plan (www.hellas-gold.com/viwsimothta/etairiki-koinoniki-efthyni), which describe our approach for community investments (e.g. principles, allocation, selection criteria). During the past years, we have steadily increased our spending on community investments for local communities.

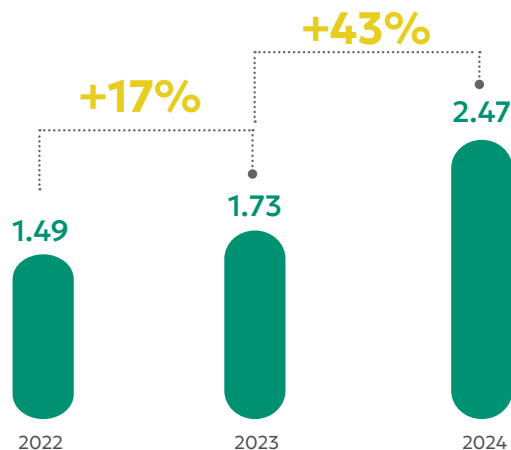
€ \$ **US\$80**
million committed for community investments across local communities in a 25-year period

 **137**
community investments completed or ongoing in 2024

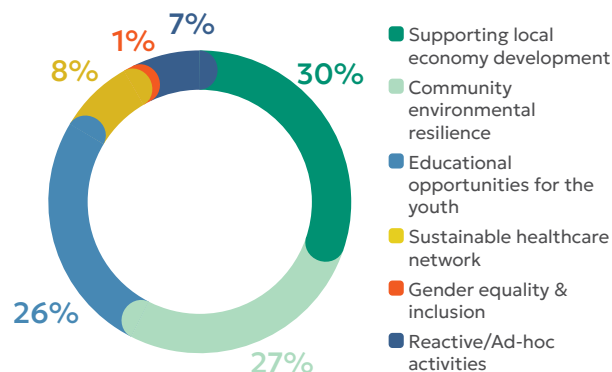
 **€2.47**
million in community investments in 2024 (43% increase compared to 2023)

 **€2.2**
million in community investments in the Aristotle Municipality (all communities + Municipality entity) in 2024 (89% of total community investments)

Community Investment Spending per Year 2022-2024 (million €)



Total Community Investment Spending per Pillar in 2024



 **80%**
of our employees are from local communities (closing in towards our 90% target)

 **84.8%**
of employees and contractor personnel are from Greece

 **6**
students in internship programs

 **110**
new hires of full-time Hellas Gold employees under both permanent and fixed-term employment contracts in 2024

 **10**
site visits conducted at our facilities, welcoming **174** participants

Access to Water

We invested €660,000 in our Water Management Program to facilitate community adaptation to climate change impacts, by completing drilling interventions (Megali Panagia, Kryoneri), further developing drilling (Neochori) and completing repair activities and equipment replacement at the Gomati biological treatment plant.

Prioritizing and Supporting Local Suppliers

We aim to generate additional income for local suppliers and contractors (i.e. based in and operating within the Aristotle Municipality):

- We have developed a Local Procurement Strategy to prioritize local suppliers
- We defined preferential payment terms for local suppliers in our Procurement Policy (30 days after the end of the invoicing month, compared to 60 days for all other suppliers).

 **€440**
million in payments to contractors and suppliers, out of which over **78%** to Greek businesses

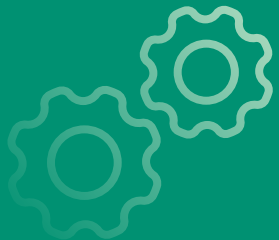
 **€99**
million in payments to local and regional suppliers, supporting **388** businesses in the Area of Interest



F. SAFE, INCLUSIVE AND INNOVATIVE OPERATIONS

Creating New Job Positions

Despite continuous efforts related to the digitization of operations and the introduction of new technologies, mining remains a labour-intensive sector that relies on both unskilled workforce and scientific professionals to support its mining projects.



Informative Events

Job Fairs

The construction of the Skouries Project creates new job opportunities, regardless of prior work experience, education, age or gender. In 2024, we hosted 12 job fair events along with key contractors within the Aristotle Municipality and nearby areas, such as Stavros and Polygyros (with six additional events scheduled early 2025), to support recruitment for approximately 500 new positions.

Virtual Open Day Event

We organized a specialized online event (2/2024) for candidates, during which we informed over 130 participants on:

- Our corporate culture
- Employee development strategy and initiatives
- The Skouries Project
- Employment opportunities

Additional Activities (to attract talent)

Being the largest employer in the Aristotle Municipality, we:

- Provide internships to students who work in our premises and familiarize themselves with our operations and workplace
- Are part of Eldorado Gold's global 'Minds in Mining' program for students who aspire to start an impactful career in the mining industry

Stakeholder Engagement Department

At the same time, we:

- Continuously informed the Mayor's Office, Community of Interest Committee members, and various stakeholders of the job openings (both for Hellas Gold and Contractors)
- Posted all job openings on the Community Office's notice board in Paleochori

Communication and Results

Communication Campaign

We created a 360° campaign titled 'At Skouries, every hand matters!' to promote our informative events locally and nationally, using the following communication channels:

1. Hellas Gold dedicated webpage
2. Social Media (Facebook, Instagram, YouTube)
3. Google ads
4. 67 Online media publishers used in total (storytelling and video)
5. 25 Traditional media publishers used in total (TV, Radio, Newspapers)

Digital formats (1,2,3,4) resulted:

- Impressions (content appearances): 26.1 million
- Clicks (of our ads): 104,000
- Total audience approached (across all media): 4.3 million

Equality and Inclusion

32.5% of interested candidates during the 2024 job fairs were women, highlighting the growing interest of women in the mining industry and aligning with our strategic commitment to fostering a culture of equality and inclusion

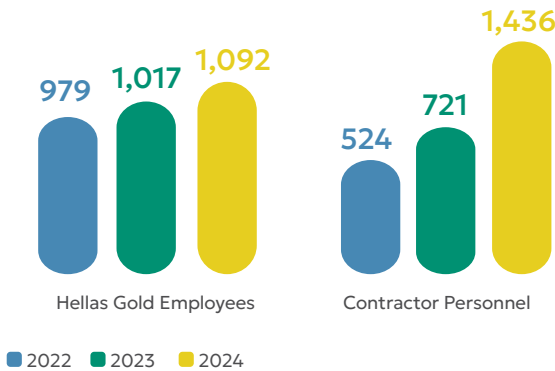
Training and Development

All new employees receive training at our Training Center using advanced methods to ensure they are fully prepared for their new roles

Establishing Work Positions

We create direct employment opportunities, while our activities also indirectly support thousands of jobs across the country.

Workforce employed (number)



2,528

workforce:

1,092

employees and

1,436

contractor personnel

14.2%

women employees

100%

of our employees are full-time

Human Resources^{1, 2, 3}

Workforce		2024				
Employees	Female	Male	National	Expatriates		
Employees (number)	155	937	1,061	31		
Contractor personnel	Female	Male	National	Expatriates		
Contractor personnel (number)	184	1,252	1,082	354		
Employment type	Permanent	Fixed Term	Full time	Part time	Non-guaranteed hours work	
Employees (number)	1,018 (13.5% women)	74 (24.3% women)	1,092	0	0	
Age group	<30	30-50	>50			
Employees (%)	6	65.5	28.5			
Location	Kassandra Mines	Olympias	Skouries	Stratoni	Athens	
Employees + Contractor personnel (number)	119 + 193	705 + 184	154 + 1,047	72 + 4	42 + 8	
New employee hire rate	Female	Male	<30	30-50	>50	Total
Rate (%)	3.3 (36 new hires)	6.8 (74 new hires)	3.1 (34 new hires)	5.1 (56 new hires)	1.8 (20 new hires)	10.1 (110 new hires)
Employee turnover rate	Female	Male	<30	30-50	>50	Total
Rate (%)	0.5 (6 employees)	2.1 (23 employees)	0.3 (3 employees)	1.7 (19 employees)	0.6 (7 employees)	2.6 (29 employees)

¹ Data refer to 31/12/2024
² Employees are Workforce who are Hellas Gold employees
³ Contractor Personnel are Workforce who are not Hellas Gold employees, but whose work or workplace is controlled by Hellas Gold



Following our Safety Golden Rules

We adhere to Eldorado Gold’s Golden Rules Handbook, which provides a standardized approach to health and safety. Everyone entering our sites (i.e. employees, contractors, visitors) is required to carry a copy of the handbook.

We apply these health and safety requirements to both employees and contractors, delivering corresponding trainings and awareness programs as part of induction, and through regular refresher sessions (e.g. road safety).

Eldorado Gold Golden Rules

Driving Safety		Ground Stability	
PPE		Lifting, Rigging and Hoisting	
Fit for Work		Working at Height	
Tools and Equipment		Energy Isolation	
Work Permits		Hazardous Substances	

Health Monitoring

We implement a comprehensive medical monitoring program for all our employees, aligned with our Health Standards (HSND 1403). The program goes beyond standard medical examinations, as it is based on detailed risk assessment and includes in-depth analysis of medical results to support personalized diagnosis, counseling and treatment for each employee. 611 employees benefited from the program in 2024.



Training Rescue Team in case of Emergency

We established the Kassandra Mines Rescue Team, whose volunteer members share their knowledge within the organization, as well as with their families and community members. In 2024, 48 employees participated in monthly training sessions and specialized programs (e.g. extinguishing liquid fuel fires training given to 9 employees).

Implementing Health and Safety Technological Innovations

We implement innovative technological solutions to minimize health and safety risks. Indicatively, we:

- Implement a remote mucking program at Olympias Mine to improve mine safety, through the use of video and automated technology to operate underground loaders from an above ground control room
- Have introduced virtual and augmented reality simulators as part of a more than €1 million investment, to train mining equipment operators on different types of machinery, firefighting equipment and vehicle driving
- Monitor underground air quality parameters throughout our mines, to identify and proactively manage potential risks, as well as maintain a safe work environment
- Implement tagging and tracking technology for both equipment and workforce at the Olympias underground mine. Personal Safety Devices (safety beacons) are assigned to every employee, contractor, visitor and vehicle to monitor movement and help prevent interaction with mobile machinery.



Cybersecurity

We are working towards safeguarding our corporate data and information from an ever-growing number and variety of internal or external threats. Therefore, we implement advanced security protocols, regular risk assessments and employee training, according to applicable security standards, regulatory requirements and international best practices, in order to ensure the confidentiality, integrity and availability of information and data, as well as mitigate potential cyber risks.



0

significant cybersecurity breaches





Measuring our Health and Safety Performance

We collect and analyze reliable data to assess our performance and identify opportunities for improvement.

Safety Performance (Employees and Contractor Personnel)

Asset	Hours worked (million)		Lost-Time Incident Frequency Rate (LTIFR) ¹		Total Recordable Incident Frequency Rate (TRIFR) ²		Fatalities (number)	
	2024	2023	2024	2023	2024	2023	2024	2023
Stratoni	0.46	0.56	2.16	1.79	6.48	3.59	0	0
Olympias	1.64	1.66	1.22	0.60	5.49	7.82	0	0
Skouries	1.75	0.95	0.57	2.11	2.86	5.27	0	0
Athens Office	0.07	0.06	0	0	0	0	0	0
Total	3.92	3.23	1.02	1.24	4.33	6.19	0	0

¹ Lost-Time Incident Frequency Rate (LTIFR) = Number of lost-time incidents occurred x 1,000,000 / Total personnel hours worked
² Total Recordable Incident Frequency Rate (TRIFR) = Number of total recordable incidents (i.e. Lost-Time Incidents – including Fatalities, Restricted Work Incidents and Medical Treatment Incidents) x 1,000,000 / Total personnel hours worked

19,605
training hours on Health & Safety issues (59% of total training hours):
8,379 to employees
10,593 to contractor personnel and
633 to visitors

17.7%
reduction in Lost-Time Incident Frequency Rate (LTIFR) of employees and contractor personnel (per 1,000,000 personnel hours worked) compared to 2023

31.9%
increase in training hours on Health & Safety issues compared to 2023

30%
reduction in Total Recordable Incident Frequency Rate (TRIFR) of employees and contractor personnel (per 1,000,000 personnel hours worked) compared to 2023

Training and Developing our Workforce

We delivered various training programs in the following categories during 2024:

- Code of Ethics and Business Conduct
- Legislation/Management System Standards
- Human Resources & Sustainability
- Golden Rules
- Fundamental Principles of Safety
- Firefighting-Emergency situations
- Health & First Aid
- Safe Driving/Light & Heavy Vehicle Operations
- Discrimination, Violence & Harassment at Work
- Environment



Training our Workforce

In 2024, Eldorado Gold launched its global Learning Management System (LMS) at the Cassandra Mines to improve access to learning and support personal development.

The LMS digital platform streamlines training by replacing manual processes with an easy-to-use system, enabling employees to enroll in courses, track their progress, and receive reminders for mandatory training. Additionally, we continued the development of a training centre to deliver customized programs, including specialized mining technique training for Skouries.



33,291

total training hours delivered to employees, contractor personnel and visitors



69.2%

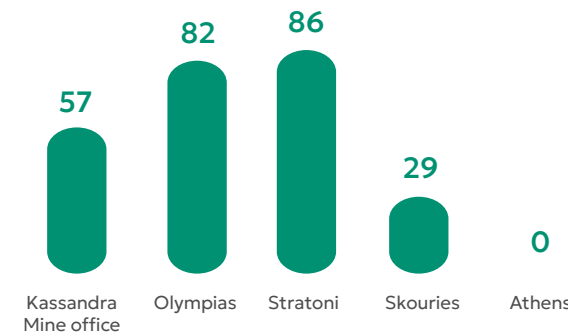
of employees covered by collective bargaining agreement

Respecting Labour Rights

We respect our employees' rights to freedom of association and collective bargaining, with the majority of our employees participating in employee unions. We commit to promptly resolve employee matters in a mutually beneficial way. In August 2024, we signed a mutually beneficial three-year Collective Bargaining Agreement (CBA) (in effect until 31/03/2027), which:

- Provides significant benefits for employees (e.g. increases in basic salaries, additional benefits and productivity incentives)
- Introduces a new advancement and development system, with emphasis on fair and transparent employee appraisal
- Improves working conditions and occupational safety through the adoption of internationally recognized mining methods and technologies.

Proportion of Employees covered by Collective Bargaining Agreement in 2024 (%)



Embracing Diversity

We aim to provide equal employment opportunities and take into consideration only our employees' experience, personality, performance, skills and qualifications while appraising them. Additionally, we:

- Have adopted Eldorado Gold's Respectful Workplace Policy, which communicates our zero-tolerance towards any form of harassment, discrimination and workplace violence and prohibits any discrimination based on race, gender, religion, nationality, ethnicity, age, social status, sexual orientation or any other characteristic unrelated to individual job performance, as well as all forms of harassment and workplace violence
- Have signed the Diversity Charter and we were one of the first companies in Greece to receive the SHARE Equality Label, for promoting employee equality, regardless of personal characteristics (e.g. gender)
- Conducted relevant internal seminars in 2024 (e.g. Changemaking, Inclusive Feedback)
- Have included in the newly ratified CBA a marriage benefit for all legally recognized marriages (which under Greek law includes marriage of same sex couples)
- Participate in events and conferences to discuss our inclusion strategy and tactics (e.g. the Inclusivity Lounge of Women on Top, hosted by Delphi Economic Forum).



Women Empowerment

Following a local survey conducted in summer 2023 by the NGO for the empowerment of women 'Women on Top' (renamed recently to WHEN), we received valuable insights related to the needs and educational and professional expectations of women in the Aristotle Municipality. Based on this analysis, we developed a Social Program for inclusion in our Community Investment Plan and submitted a nomination to the World Gold Council.

In 2024, a fund of US\$100,000 was approved for the project in our Area of Interest. The project, launched in April 2025 and estimated to be completed during Q4 2025, focuses on women inter-municipal mentoring and girls' empowerment.



G. RESPONSIBLY PRODUCED PRODUCTS

Producing Critical Minerals

Mining provides essential materials that are fundamental to many modern goods and technologies, playing a vital role in economies, societies and the environment. The metals we produce are key raw materials for emerging technologies and the changing energy landscape.



Use of Metals

Uses of Gold

- Computers, televisions, smartphones, home appliances, touch screens, car airbags
- Photovoltaic panels, car catalysts
- Jewelry and coins
- Combating cancer, dental implants, intravascular stents, MRI scanners, diagnostic tests

Uses of Copper

- Cables, boards and processors in computers, mobile phones and televisions
- Electric cars and renewables
- Statues, jewelry and coins

Uses of Silver

- X-rays, medical uniforms, pharmaceuticals
- Long-lasting batteries, electrical/electronic circuits, aircraft parts
- Photovoltaic panels, catalysts
- Jewelry and coins

Uses of Lead

- Vehicle batteries, welding of electronic circuits
- Photovoltaic cells, infrared detectors, aircraft fuels
- Radiation protection uniforms, electrical cables
- Wind and photovoltaic park storage batteries

Uses of Zinc

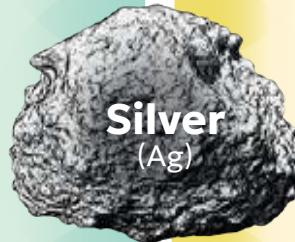
- Galvanizing steel, refrigerators, computers
- Cosmetics, sunscreens, shampoos, soaps
- Medicines, antiseptics, treatment for diseases
- Photovoltaic park batteries, fertilizers



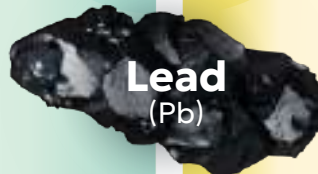
Gold
(Au)



Copper
(Cu)¹



Silver
(Ag)



Lead
(Pb)



Zinc
(Zn)

Did you Know?

The 1st metal ever used to mint coins **2,600 years** ago, originated almost entirely from **comets** and asteroids, which fell on Earth four billion years ago

Chemical properties

Atomic symbol: Au
Atomic number (Z): 79

Melting point: 1,064 °C
Boiling point: 2,856 °C

The 1st metal used by humans **10,000 years** ago

Chemical properties

Atomic symbol: Cu
Atomic number (Z): 29

Melting point: 1,084 °C
Boiling point: 2,562 °C

Silver can disinfect drinking water from **resistant microbes** in just 20 minutes

Chemical properties

Atomic symbol: Ag
Atomic number (Z): 47

Melting point: 961 °C
Boiling point: 2,162 °C

Hospitals rely on lead-acid batteries as a **backup** energy source, in case of power outage

Chemical properties

Atomic symbol: Pb
Atomic number (Z): 82

Melting point: 327 °C
Boiling point: 1,749 °C

Vital for immune system's functionality, white blood cell formation and ovum **fertilization**

Chemical properties

Atomic symbol: Zn
Atomic number (Z): 30

Melting point: 419 °C
Boiling point: 907 °C

¹ Copper will be produced at the Skouries mine, which is under construction, once in commercial production which is anticipated in mid-2026

Selling in a Responsible Way

Our customers are primarily smelters (i.e. metalworking factories extracting metals from ores) and traders (who resell to smelters). Guided by industry-specific responsible operation frameworks and standards, we:

- Follow the WGC's Conflict-Free Gold Standard, which helps companies to assure that production of gold does not contribute to unlawful armed conflicts or human rights abuses
- Have assessed and communicated our product hazards according to the UN Globally Harmonized System of Classification and Labeling of Chemicals, which includes various hazard classification criteria
- Comply with the European Agreement Concerning the International Carriage of Dangerous Goods by Road and International Maritime Organization (IMO) regulations regarding road and marine shipments of concentrate from Olympias and require contractors to follow procedures relevant to these guidelines for emergency response related to transportation and security.



100%

of products with communicated safety data sheets, declarations and labeling on product hazards



0

proven or probable mineral reserves in or near armed conflict areas (e.g. insurgencies, civil wars)



Influencing our Supply Chain

We acknowledge that our suppliers' activities can impact our ability to operate responsibly. Indicatively, we:

- Require all suppliers and contractors to comply with all applicable anti-corruption laws and our Policies (e.g. Anti-Bribery and Anti-Corruption Policy, Human Rights Policy), as well as the MAC-TSM 'Prevention of Child and Forced Labour' Verification Protocol
- Include our Contractor Safety Rules in all tender notices and all contracts
- Reserve the right to terminate collaboration immediately, in case of any violation of our Policies or regulations
- Implement our Sustainable Supplier Management Procedure, through which we conduct risk assessments to primary suppliers (i.e. suppliers providing directly goods or materials essential for core operational functions). The assessments address a broad range of issues, including risks of child or forced labour, workplace safety, environmental impact and legal compliance. Where required, we establish and monitor corrective action plans to address identified risks.



Supplier Code of Conduct

We have adopted Eldorado Gold's Supplier Code of Conduct and require our suppliers to adhere to all minimum principles and standards on various topics (e.g. business ethics, health and safety, labour relations, human rights, environment, social performance).

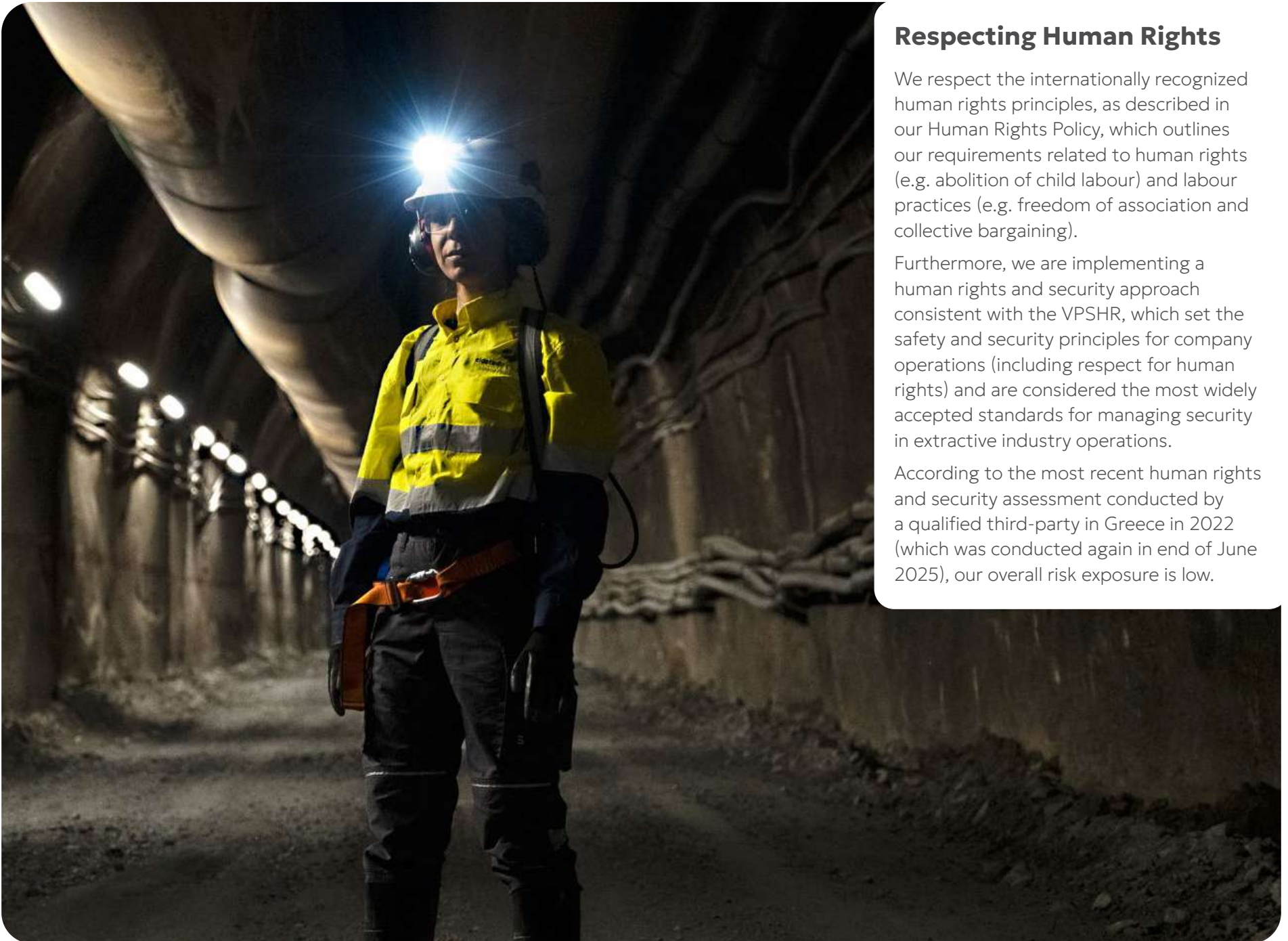


100%

of suppliers and contractors informed on our Supplier Code of Conduct

Contractor evaluation

As part of our tendering procedure, we evaluate all contractors according to their performance in key areas (including social responsibility, environmental management, health and safety practices), to understand how each contractor identifies, manages and mitigates social risks, environmental impacts and safety-related issues, which has been included as a core criterion to assess all tender submissions.



Respecting Human Rights

We respect the internationally recognized human rights principles, as described in our Human Rights Policy, which outlines our requirements related to human rights (e.g. abolition of child labour) and labour practices (e.g. freedom of association and collective bargaining).

Furthermore, we are implementing a human rights and security approach consistent with the VPSHR, which set the safety and security principles for company operations (including respect for human rights) and are considered the most widely accepted standards for managing security in extractive industry operations.

According to the most recent human rights and security assessment conducted by a qualified third-party in Greece in 2022 (which was conducted again in end of June 2025), our overall risk exposure is low.

H. HEALTHY ENVIRONMENTS, NOW AND FOR THE FUTURE

Environmental Transparency

We maintain a well-established Environmental Monitoring Program, which displays measurements of various environmental parameters both inside and outside our mines, displayed on a three-dimensional interactive map, offering access to historical data and enabling comparisons throughout the years. Our Program is aligned with European regulatory standards (and international best practices), and operates 24 hours a day, 7 days a week, 365 days a year.



Program Details

What we finance

€6.7 million environmental investments (i.e. national and local protection actions and projects) in 2024¹

¹ Does not include relevant employee wages and benefits

How we work

31 employees and
10 contractor personnel working full-time (plus **19** contractor personnel working part-time)

Who has access

Everyone interested through <https://environmental.hellas-gold.com/sdi/>, which provides continuous data and information, with no subscription or any written requests required



Program Measurements

How we measure

700+ monitoring stations and sensors around theassandra Mines (including Kokkinolakkas TMF geotechnical data)

What we measure

- | | |
|---|---------------------------|
| Air-Dust | Sea |
| Vibrations | Ground Water |
| Soil | Drinking Water |
| Noise | Mine Water |
| Meteorological | Seismicity - Accelerators |
| Solid Waste | Water Ecology |
| Surface Water | Slope Stability |
| Kokkinolakkas TMF Geotechnical Monitoring | |

Operating based on Environmental Management Systems and Committees

Environmental Management

We have developed an Environmental and Social Management System (ESMS) in alignment with the Environmental and Social Action Plan (ESAP) to manage environmental and social risks throughout our operations and during all stages of our projects' lifecycle.

Environmental Impact Assessments

We conduct Environmental Impact Assessments (EIAs) for our projects, through extensive consultation with local communities and input from technical and environmental experts. In 2023, the Ministry of Environment and Energy approved a new regulatory EIA for the Kassandra Mines, following the amended Investment Plan.



Independent Environmental Auditor

An Independent Environmental Auditor, accredited in internationally recognized Environmental Management Systems (ISO 14001, ISO 45001, EMAS) and with proven expertise in comparable projects, is appointed to audit compliance with the approved Environmental Impact Assessment (EIA). This serves as an additional auditing mechanism, beyond the inspections carried out by the competent regulatory authorities.



€6.7
million environmental
investments (i.e. national
and local protection actions
and projects) in 2024 ¹



40,000
hectares of land covered
by our Environmental Monitoring
Program



0
major environmental incidents



0
major environmental fines
or penalties

¹ Does not include relevant employee wages and benefits

Mitigating our Environmental Impacts

Climate change mitigation

We recognize the climate-related impacts of our operations and are implementing measures to address these. Indicatively, we:

- Calculate and analyze our GHG emissions
- Review opportunities to reduce our emissions through efficient operating practices and integration of new technology
- Explore continuously the possibility of integrating modern, efficient technologies and renewable energy aligned with our corporate GHG target as we are progressing in the construction of Skouries.

Climate change adaptation

We apply measures to reduce vulnerability of our operations and projects to climate-related impacts. Indicatively, we:

- Updated our physical climate change risk assessments at Olympias and Skouries in 2024
- Have considered climate change-related risks and opportunities for the Kassandra Mines during the entire mine life for various possible scenarios (including extreme floods, extreme temperatures, wind gusts, wildfires, lightning, drought).



Energy consumption and GHG emissions

Since 2020, we have been certified according to ISO 14064, related to design, develop, manage, report and verify our greenhouse gas (GHG) inventory.

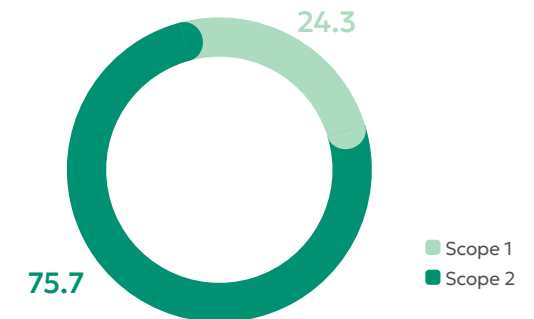
Direct Energy Consumption and Scope 1 GHG Emissions (2024) ¹

	Direct energy (GJ)	Scope 1 GHG emissions (tonnes CO ₂ e)
Mobile Equipment		
Diesel	124,957	9,307
Gasoline	903	63
LPG/Natural gas	0	0
Stationary Equipment		
Diesel	1,792	133
Gasoline/LPG/Natural gas	0	0
Other		
Explosives	-	115
Total	127,652	9,618

Indirect Energy Consumption and Scope 2 GHG Emissions (2024) ¹

	Indirect energy (GJ)	Scope 2 GHG emissions (tonnes CO ₂ e)
Non-renewable electricity		
	148,348	29,923
Renewable electricity		
	146,872	0
Total	295,220	29,923

Proportion of GHG Emissions by Scope in 2024 (%)



422,872
GJ total direct and indirect energy consumption



39,541
tonnes of Scope 1 and Scope 2 GHG emissions (CO₂e)

¹ Data do not include Athens office



Monitoring Air Quality

Mining projects typically measure common air pollutants, such as dust (PM2.5 and PM10, i.e. particulate matter lower than 2.5 microns and 10 microns, respectively) from earthwork activities and engine exhaust gases, Nitrogen Dioxide (NO₂) and Sulphur Dioxide (SO₂). We have developed a formal Air Emissions Management Framework (e.g. dust, SO₂, NO_x, CO) with continuous monitoring and management control measures to meet regulatory compliance. We also utilize data from the Institute of Nuclear and Radiological Sciences and Technology, Energy and Safety (INRASTES) at the National Centre for Scientific Research ‘Demokritos’, to support our data and ensure optimal accuracy.

Managing Waste

We assess the potential environmental impacts of all waste generated by our activities, record all types of waste generated, implement various waste management practices and report waste quantities to the relevant authorities.



Waste (2024) ¹

Mineral waste			Non-mineral waste	
	Generated (tonnes)	Reused/ recycled (%)		Generated (tonnes)
Overburden	0	0	Metals	670
Non-acid-generating waste rock	163,057	55	Domestic waste	N/A
Potentially acid-generating waste rock	0	0	Paper and plastics	119
Tailings	309,445	75	Wood	239
Other (mine water treatment sludge)	76,069	0	Other non-hazardous	11,932
Total	548,571	59	Used oil	26
			Other hazardous	357
			Total	13,343

¹ Data do not include Athens office

Managing Tailings

Independent Tailings Review Board

Eldorado Gold has established an Independent Tailings Review Board (ITRB), which:

- Consists of leading experts
- Provides advice on tailings design, monitoring, management, operation and surveillance
- Biannually reviews Eldorado Gold’s tailings management facilities worldwide.

Filtered Tailings

We use filtered tailings, which are produced through filter-press technology to remove excess water from tailings, resulting in a dry, sand-like material, which is more stable to manage and store than conventional wet tailings. Filtered tailings allow us to achieve a high water recycling rate for further use. Filtered tailings drastically increase the safety, while we transport and store tailings in tailings management facilities (TMFs), in which they are layered and compressed with heavy machinery to stabilize the material.

Managing Water Use and Discharges

Water use

We use water for ore processing, dust suppression, slurry transportation and personal consumption. Our water is sourced primarily from groundwater entering and extracted from our underground mines, water runoff on our facilities, and municipal supplies. Furthermore, Skouries is designed with an extensive water diversion system to minimize contact water and much of the water used at Skouries will be recycled water.



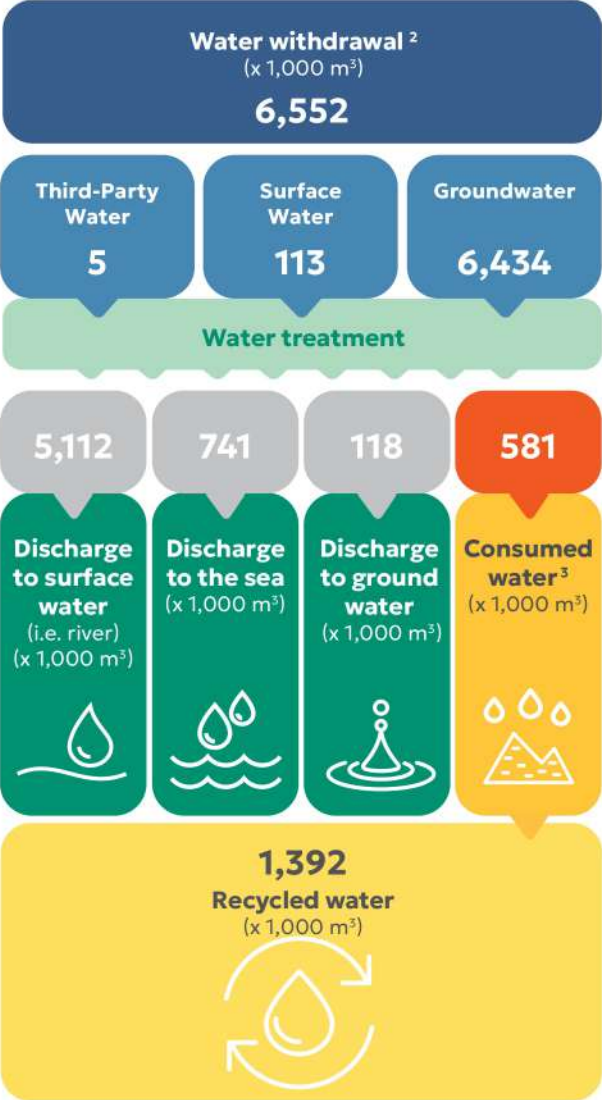
7%
 reduction in water withdrawal
 compared to 2023



19.8%
 increase in recycled water
 compared to 2023



Water Withdrawal, Discharge and Consumption (2024) ¹



¹ Data do not include Athens office
² Refers to the total volume of water taken for operational needs, which primarily consists of mine water, with a smaller portion being fresh water
³ Refers to water in concentrates, tailings, evaporation and other losses

Water processing and discharge

We collect, treat and reuse all contact water within our sites for industrial use. After treatment, water is either reused or, if necessary, safely discharged back into the environment once it meets water quality standards. We continuously monitor water quality at the final discharge point to ensure compliance with the effluents discharge limits defined by the Joint Ministerial Decision of Approval of Environmental Terms, as well as the Environmental Quality Standards of the natural receiver downstream.

- Furthermore, we:
- Capture, store and reuse precipitation or groundwater entering our sites, apart from water evaporated
 - Use water-diversion channels to redirect non-contact surface water flows away from our sites, to maximize clean water flow to natural recipients downstream of the project and water reinjection to the underground aquifer
 - Monitor the natural receiver (i.e. creek) downstream of the final effluent discharge point to ensure compliance with the Environmental Quality Standards (EQS).



Reclaiming Land

We integrate biodiversity, reforestation and reclamation into our planning and management activities, and conduct reclamation activities in parallel with ongoing mines’ operation. This approach allows us to restore the land in harmony with the surrounding landscape. The percentage of land reclamation compared to land used has reached 34% for Stratoni – Madem Lakkos (without Kokkinolakkas TMF) and 50% for Olympias.

The Olympias rehabilitation project is a significant environmental achievement, as we rehabilitate land previously disturbed by former owners and operators.

Through our efforts, we:

- Remove old tailings, waste rock and contaminated soils
- Restore the original relief
- Improve the soil with soil additives
- Revegetate areas.

In 2024, we hauled over 29,000 tonnes of topsoil for rehabilitation of the Olympias historical tailings area, while hydroseeding was carried out on 1.7 hectares using indigenous flora species. To facilitate reclamation, we co-founded ‘Greek Nurseries’, a fully integrated plant nursery near our Olympias mine, which manages the entire process from seed collection out of the natural flora to quality control, planting, plant growing and transplantation.

Land Disturbed and Restored in 2024

Asset	Land disturbed and not yet rehabilitated (opening balance) (hectares)	Land newly disturbed (hectares)	Land newly rehabilitated to the agreed end use (hectares)	Land disturbed and not yet rehabilitated (closing balance) (hectares)
Olympias	25.3	0	0.05	25.3
Stratoni	54.6	0	0	54.6
Skouries	183.7	26	0	209.7
Total	263.6	26	0.05	289.6



288,000
tonnes of legacy tailings from Olympias and Stratoni removed and properly stored in filtered tailings facility



1,115
trees and plants planted



Protecting Biodiversity

Our Biodiversity Offset Strategy seeks to achieve No Net Loss Biodiversity Priority features and a Net Gain on Critical Habitats. As we rehabilitate and enhance disturbed habitats and flora species, we increase residents' awareness about the area's biodiversity and ecosystems (including protected conservation and endangered species).

While the Olympias mine and flotation plant are near a NATURA 2000 area (an EU designated nature reserve), we have not identified any negative impact on the area's flora or fauna. No sites and facilities are inside or adjacent to NATURA protected areas.

Ecological Studies

Every three years, we submit an Ecological Study for all locations, which includes the results of our ecological data monitoring program. This study describes species observed around mining areas and important indicators (e.g. reproductive population) to assess the area's biodiversity status. We also collaborate with the Forestry Department to achieve our Biodiversity Offset goals.



Protecting Local Species

We implement our Biodiversity Management Plan at the Cassandra Mines, to protect local flora and fauna and reduce loss of habitats and ecosystems. Indicative examples at the Skouries logging sites include the identification of:

- **The plant species *Fritillaria pontica*, which was identified and planned to be transplanted outside the construction project area at the appropriate season**
- **Active Eurasian blue tit (*Cyanistes caeruleus*) and short-toed treecreeper (*Certhia brachydactyla* or *Galazopapaditsa* and *Kampodendrovatis* as they are known in Greece respectively) nests, for which we banned logging in the wider area of the nests, until they were abandoned.**



Monitoring Noise and Vibrations

Mining activities (e.g. blasting, hauling, ore processing) may contribute to noise disturbance and vibrations.



Monitoring noise

We have developed a formal Noise and Vibrations Management Framework for all our operations (e.g. exploration, construction, mining, processing, transportation), with management control measures to minimize impact and ensure regulatory compliance.

Monitoring vibrations

We have installed a network of continuous vibration monitoring stations at every settlement in the wider area of the Cassandra Mines, to monitor and record any potential impact from activities that might generate ground movement.



Hellas Gold Single Member SA

23A Vasilissis Sofias Avenue
Athens, 10674 Greece
T: +30 214 687 0000
F: +30 214 687 0095
www.hellas-gold.com

Eldorado Gold Corporation (Corporate Head Office)

550 Burrard Street
11th Floor, Vancouver, BC
V6C 2B5 Canada
T: +1 604 687 4018
F: +1 604 687 4026
Toll-Free: +1 888 353 8166

www.hellas-gold.com



Hellas Gold SA



@HellasGoldSA



Hellas Gold S.A.



HellasGoldSA

Take a virtual tour of
the Cassandra Mines by visiting
the link below or scanning
the qr code:



[https://vrify.com/companies/
eldorado-gold-corporation](https://vrify.com/companies/eldorado-gold-corporation)



Hellas Gold is a subsidiary of Eldorado Gold Corporation **eldorado gold**