



Social Performance Report Q4 2024



eldorado gold



Hellas GOLD



1. Community Investments

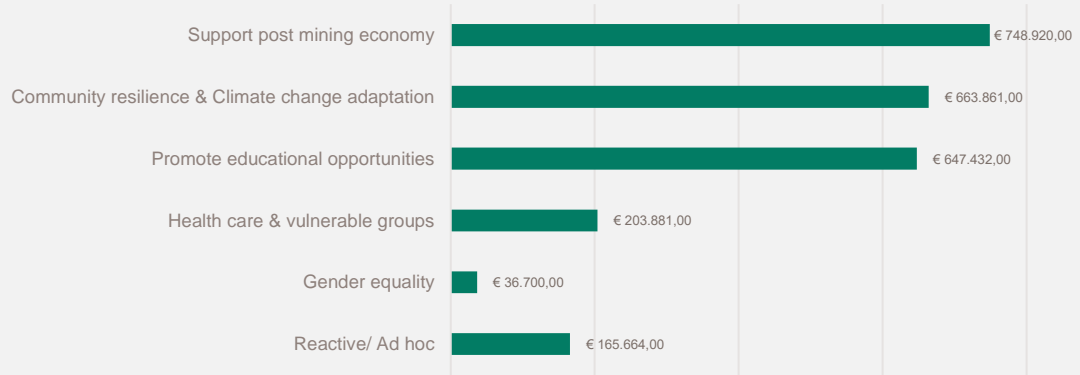
137

investments/actions approved and/or in progress

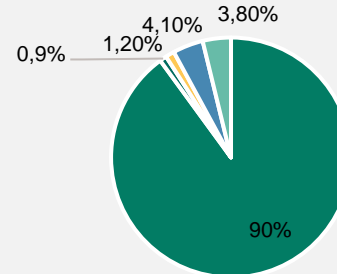
2,47mn€

Spent from 01/01/2024*

Total Community Investment spending (€) per action category



Percentage of total CSR spending per location



■ Aristotle Municipality ■ Polygyros Municipality ■ Vilvi Municipality ■ Regional ■ National

** 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 – Q4 2024

Indicative investments or actions:



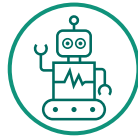
Relocation of the students from the EPAL building to the General High School building due to safety issues raised by local authorities



Maintenance of rural roads and donation of inert materials to the settlements of Neochori, Palaiochori and Megali Panagia



Installation of street lights in the settlement of Palaiochori



The “Mikroi Epistimones” program, offering robotics and STEAM lessons to Aristotle Municipality pupils run by EduAct for the 6th consecutive academic year



Establishment of a library to the primary school of Megali Panagia (pilot initiative)



3. Stakeholder Engagement & Consultation Activities

87

Communication - consultation actions in Q4

Main engagement topics (indicatively):

1. Extensive discussion with the Mayor, local community representatives, various associations & vulnerable groups regarding future CSR requests that align with the Company's pillars & can be encapsulated in the CSR strategy. Planning of CSR projects for 2025. Update on CIP & CDP
2. Meeting with the Minister of Macedonia-Thrace. Project status update, Job fair & local recruitment commitment, Environmental monitoring program, CSR planning for 80 M\$ (long & short term), benefit of the Municipality from Royalties, grievance mechanism, operation of the Community Office & Community of Interest Committee.
3. Meeting with the Minister of Environment & Energy. Progress of the SKU project, CI program, update on environmental compliance & external auditor, successful results & closure of the CBA negotiations.
4. Active participation in the implementation of Job Fair events from November 6th to December 14th, along with efforts to promote these events to the public.
5. Continuous engagement with the settlement of Stratoni, focused on addressing legacy issues, employment and housing concerns, environmental commitments, support for local businesses, and preparations for the upcoming Saint Varvara festivities, with participation from senior management representatives.



4. Grievance & report management

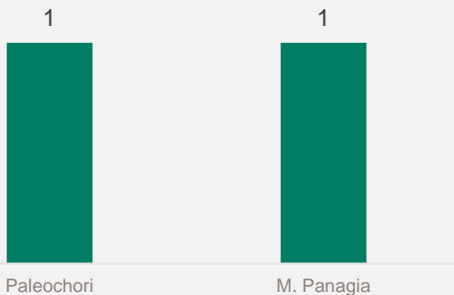
2

Reports received in Q4 from our community partners

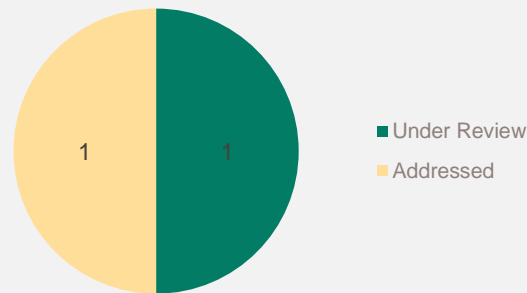
Main topics (indicatively):

Grievances have been received from our supply chain concerning payment delays by a third-party contractor of HG, as well as issues with unreturned contract guarantees. These matters will be thoroughly investigated and resolved promptly.

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

2.520 job vacancies

According to data of 31/12/2024, Hellas Gold maintains 2.520 job positions, 1092 of which are direct and 1428 indirect.

28

New hires during Q3.

14.2%

Rate of female employees.

Training

- **33.288** hours of training for 2024 (incl. Hellas Gold workforce and contractors and visitors)
- **19.605** hours of **Health & Safety training**

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>





6. Environment



- Ongoing transfer of old materials from the area of Olympias area to the modern dry landfill site at Kokkinolakkas: 62,774 tons within the Q4 of 2024. Transfer of 9,519 tons of healthy soil material to cover the site after remediation.



- Continued transfer of overburdened soils from the area of Stoa +53 to the modern disposal site at Kokkinolakkas: 19,071 tons within the Q4 of 2024.



- Hydroseeding took place at the slopes of the rehabilitation project “Old Olympias Waste Rock Stockpile at Fire area” and the slopes of 150Kv power supply substation in Olympias (0.4 hectares). The purpose is the protection of the surface erosion and the improvement of the landscape.
- Hydroseeding took place at the slopes of Kokkinolakkas TMF downstream of the main dam (1.3 hectares).

Other Actions:

- Participation at Global Sustain's Event on Biodiversity at the Institute of Agricultural Sciences, specifically at the Beekeeping Museum on the Syggros Estate in Maroussi, Attica. The discussion focused on the protection, management, and restoration of biodiversity.

7. News and Awards



Σε αυτό το έργο,
όλα τα χέρια
είναι χρήσιμα!

Σε περιμένουμε!

Job Fairs were held in our area of interest in NE Halkidiki, focusing on the upcoming new job openings for the Skouries project.

Hellas Gold received a significant distinction in the “**Bravo Sustainability Dialogue & Awards 2024**” at the category “Governance” for its initiative “**Continuous Consultation – Inclusive Communication with Stakeholders.**”





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/>