

**DECLARATION OF COMPLIANCE WITH COMPANY POLICIES**  
**(Policies, Regulations, Procedures & SIMS Standards)**

\_\_\_\_\_ *[insert legal entity's name]*, as legally represented by,  
\_\_\_\_\_ *[insert full name]*, in his/her capacity as \_\_\_\_\_  
*[position/title]* and legal representative of \_\_\_\_\_ *[insert legal entity's name]*, hereby declares that it has been informed and has fully understood the Policies, Standards, Regulations, Procedures of Hellas Gold Single Member S.A. (the "Company"), in force and applicable from time to time to the Cassandra mines projects, including the Supplier Code of Conduct, the SIMS Standards and the Golden Rules of Eldorado Gold Corporation (the "**Company Policies**"), as posted at <https://www.hellas-gold.com/ellinikos-xrysos/company-policies#en> and/or as such have been notified to \_\_\_\_\_ *[insert legal entity's name]* and/or as the latter ought to be aware thereof.

\_\_\_\_\_ *[insert legal entity's name]* explicitly states that it shall follow and comply with all applicable legislation, including the Environmental Terms of the Cassandra mines projects, all the terms described in the Company Policies, the SIMS Standards and the Golden Rules of Eldorado Gold Corporation, also undertaking the obligation to be up to date with any changes therein, as such changes are updated in <https://www.hellas-gold.com/ellinikos-xrysos/company-policies#en> and/or as it might be notified for such changes and/or as it might become aware of such changes, irrespective of the source of such knowledge.

\_\_\_\_\_ *[insert legal entity's name]* shall also duly inform all the employees of the legal entity and anyone who works for the legal entity, as well as all subcontractors and agents, which are to be engaged under or in connection with this contract to perform certain parts of the works/services, regarding their obligation to comply with the Company Policies, the SIMS Standards and the Golden Rules of Eldorado Gold Corporation. If the legal entity, its legal representatives or managers, or any of its employees, and/or personnel and/or any subcontractor or agent, violate the applicable legislation or regulations, the Sustainability requirements (i.e. SIMS standards), the Company Policies or the Golden Rules of Eldorado Gold Corporation in any way, the Company has the right to terminate this agreement without prejudice to its right to seek any loss or damage (positive or loss of profit, material or moral).

\_\_\_\_\_ *[insert legal entity's name]* accepts that throughout the duration of this agreement, the Company reserves the right to verify the compliance with the Company Policies including, among others, through site visits and inspections by designated Company agents and the provision of documentation, upon Company's request. Further, \_\_\_\_\_ *[insert legal entity's name]* shall be obliged to report to the Company, including reporting any investigation of potential breach of the Company Policies. \_\_\_\_\_ *[insert legal entity's name]* follows the

**Hellas Gold Single Member S.A.**

**Head Office:** 23A Vasilissis Sofias Ave., 10674 Athens, Greece | **G.C.R.:** 005552301000

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communication protocols set by the Company and for that reason it designates Mr/Mrs/Ms \_\_\_\_\_, \_\_\_\_\_ *[name & title]*, to represent it on sustainability and compliance issues and to notify the Company's representative in writing of:

1. any non-compliance with applicable legislation or regulations, the Company Policies, as well as the SIMS Standards and the Eldorado Golden Rules;
2. any governmental notice for non-compliance in regards to activities associated with the project;
3. incidents or practices of child or forced labour, or human rights violations, modern slavery, remuneration practices and international sanctions, and/or
4. any chance find of a heritage or archaeological site that is uncovered or discovered during construction activities.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Position/Title: \_\_\_\_\_

Legal Entity: \_\_\_\_\_

Seal: \_\_\_\_\_

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