



Social Performance Report Q3 2024



eldorado gold



Hellas GOLD



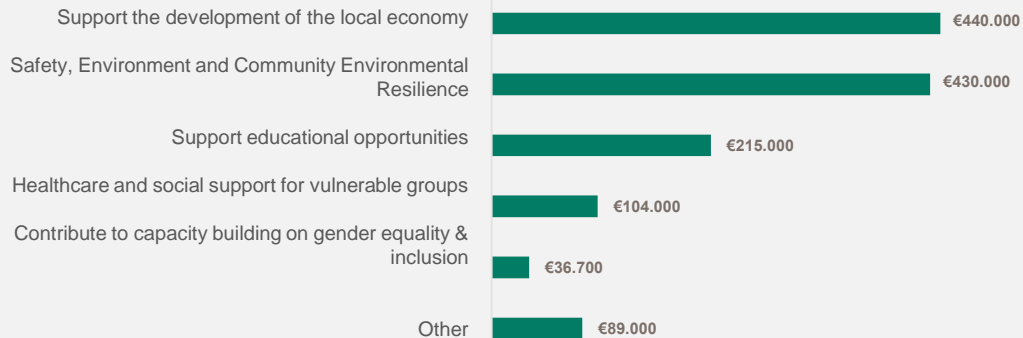
1. Community Investments

investments/actions completed,
committed and/or in progress

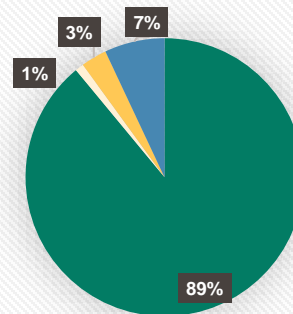
1.314.700€

Spent YtD*

Total Community Investment spending (€) per action category



Percentage of total CSR spending per location



■ Aristotle Municipality ■ Volvi 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 – Q3 2023

Indicative investments or actions:



Water management program for Aristotle Municipality Villages (Megali Panagia, Neochori and Ierissos - 1st round completed)



Renovations of school buildings (3rd program cycle and equipment donation)



Completion of works on the road network Olympias - Varvara (area "5 Vrises") and road markings



Sponsorship of the theater production "Broken Dolls" by the Aristotle Municipality regarding gender violence and equality



3. Stakeholder Engagement & Consultation Activities

88

Communication -
consultation
actions in Q3

Main engagement topics (indicatively):

1. Extensive discussion with the Municipal Authority and local community representatives regarding future Corporate Social Responsibility (CSR) requests that should be aligned with the Company's strategic pillars and could be integrated into the CSR strategy.
2. Discussion of traffic congestion and transport-related risks and mitigation measures, both internally and with the communities affected by the Skouries project. Presentation of the grievance reporting mechanism.
3. An extensive discussion was held with representatives of local communities, business associations and women's organizations on regional development and entrepreneurship.
4. Benefits of new ESSE for employees of Hellas Gold.
5. Managing employment and procurement expectations during «Skouries» construction and beyond.



4. Grievance & report management

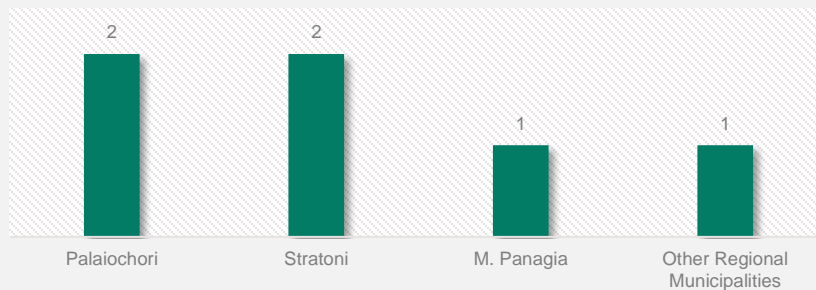
6

Reports received in Q3 from our community partners

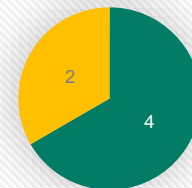
Main topics (indicatively):

The inconvenience by heavy vehicles pass through the communities of Paleochori and Neochori was reported and discussed. It was confirmed that all the prescribed measures have been taken (such as speed limits) but also additional actions such as planning alternative routes etc. In addition to the prescribed measures, the Company plans to undertake the provision and operation of a sweeper to deal with dust on the road network.

Number of reports per location



Reports' current status



■ Under review ■ Addressed

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

2.354 job vacancies

According to data of 30/09/2024, Hellas Gold maintains 2.354 job positions, 1075 of which are direct and 1279 indirect.

27

New hires during Q3.

13,8%

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>



Health & Safety Best Practices

1. Placement of gas measuring stations at the work sites.
2. Supply of portable instruments for on-line recording of dust exposure values.
3. Application of the international ICAM methodology for incident investigation.



6. Environment

Actions in progress:



Continuous waste rock monitoring from the underground development for the segregation of inert and non-inert material, in order to use inert rock as construction material.



Ongoing transfer of old tailings from the area of Olympias area to the TMF at Kokkinolakkas: 48,782 tons within the Q3 of 2024.

Transfer of 10,103 tons of topsoil hauled from Madem Lakkos to old Olympias TMF to be used for remediation.



Continued removal of pyrite and contaminated soils from the area of Stoa +53 to the TMF at Kokkinolakkas: 19,899 tons within the Q3 of 2024.

Pre-construction searches for flora and fauna took place in new areas for loggings (Karatzas Lakkos dam and road to dam 2, water collection pond No. 2 - embankment, diversion fresh-water channel - KT2, filter plant and U/G fan). There was not any critical finding.

7. Awards - News



Silver Award 🏆 for the Periodic Preventive Screening Program in the **Health & Safety Awards 2024** at the category of "Provision of Occupational Health & Safety Services"

Hellas Gold was honored with a distinction as one of the **"Leading Employers in Greece 2024"**, released by ICAP CRIF.

2024 **Leading Employers
in Greece**

Κατάταξη Εταιρείας
βάσει προσωπικού 2023: 102

 **Hellas GOLD**



8. The report



The Report:

This report is prepared and published on a regular basis in order 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/>