



Social Performance Report Q1 2023



eldorado gold



Hellas GOLD



1. Community Investments

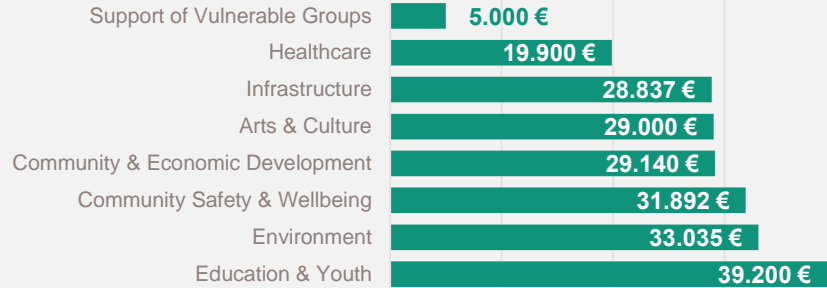
51

investments/actions approved and/or are in progress

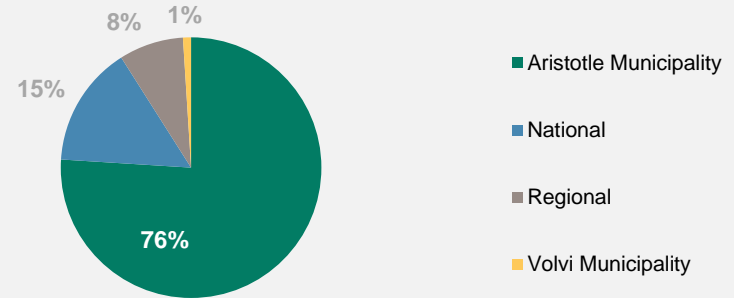
220.000€

Spent*

Total Community Investment spending (€ K) per action category



Percentage of total CSR spending per location



* expenses related to actions performed in 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 - Q1 2023

Indicative investments or actions:



Asphalt road layering of two roads in M. Panagia has been completed



Equipment for the fire brigades of Ierissos and Stavros has been delivered



The partnership for the provision of medical services to the communities of Stratoni and Olympiada has been renewed



3. Stakeholder Engagement & Consultation Activities

48

Communication -
consultation actions
in Q1

Main engagement topics (indicatively):

1. Discussion on new requests for corporate social responsibility actions / social investments within the local communities.
2. Establishment and operation of the Community of Interest Committee consisting of local community representatives and Company executives in order to strengthen a constructive dialogue.
3. Operation of the grievance mechanism with regards to issues of interest from the local community.



4. Grievances & reports management

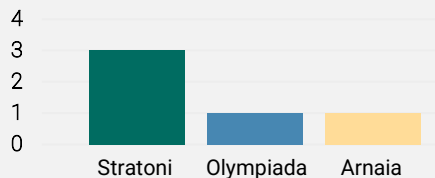
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Reports received in Q1 from our community partners

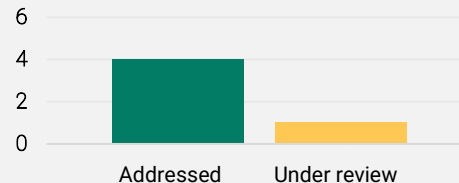
Main topics (indicatively):

The protection of the Company's facilities from damage and the preservation of the well-being of the Stratoni community residents following the closure of the mine of Mavres Petres.

The management and exploitation of the company's assets located within the community of Stratoni.



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 Neochori (temporary established within the community hall).



5. Contribution to Employment

1.615

job vacancies

According to data of Q4 2023, Hellas Gold maintains 1,615 job positions, 985 of which are direct and 630 are indirect.

85%

of workforce at the Cassandra Mines comes from local community (*encompassing the boundaries of the Aristotle Municipality and the local community of Stavros.)

6.600 hours

of training for our employees with regards to the cultivation of professional skills, along with education on Health & Safety issues.

16

New hires during Q1.

For the submission of your CV visit our webpage here:

hellas-gold.com/human-resources/cv-submit



6. Environment

Our approach to environmental protection includes the following:

- Restoration of construction sites
- Continuous monitoring of environmental parameters
- Safe water management
- Reduction of air pollutants
- Establishment of protection measures against climate change
- Use of best practices & techniques to reduce our footprint

The planned Environmental actions are described in detail within the new Environmental Impact Study and the Environmental and Social Impact Study that have been submitted to the relevant agencies and organizations.



6. Environment

During the reporting period (Q1 2022):

- A Joint Ministerial Decision was issued for the modification of the members of the external committee for environmental compliance monitoring.
- A positive decision was issued by the Ministry of Culture for the approval of the EIA (Environmental Impact Assessment).
- A positive recommendation was issued by the local Forestry Office of Arnaia and the Directorate of Forests of Chalkidiki for the approval of the Environmental Impact Assessment Study.
- Positive recommendation was issued by the Natural Environment and Biodiversity Management Department of the Ministry of Environment and Energy.

Actions in progress:



Ongoing transfer of old materials from the area of Olympiada to the modern dry landfill site at Kokkinolakkas:
135,000 tonnes during the 1st quarter of 2023

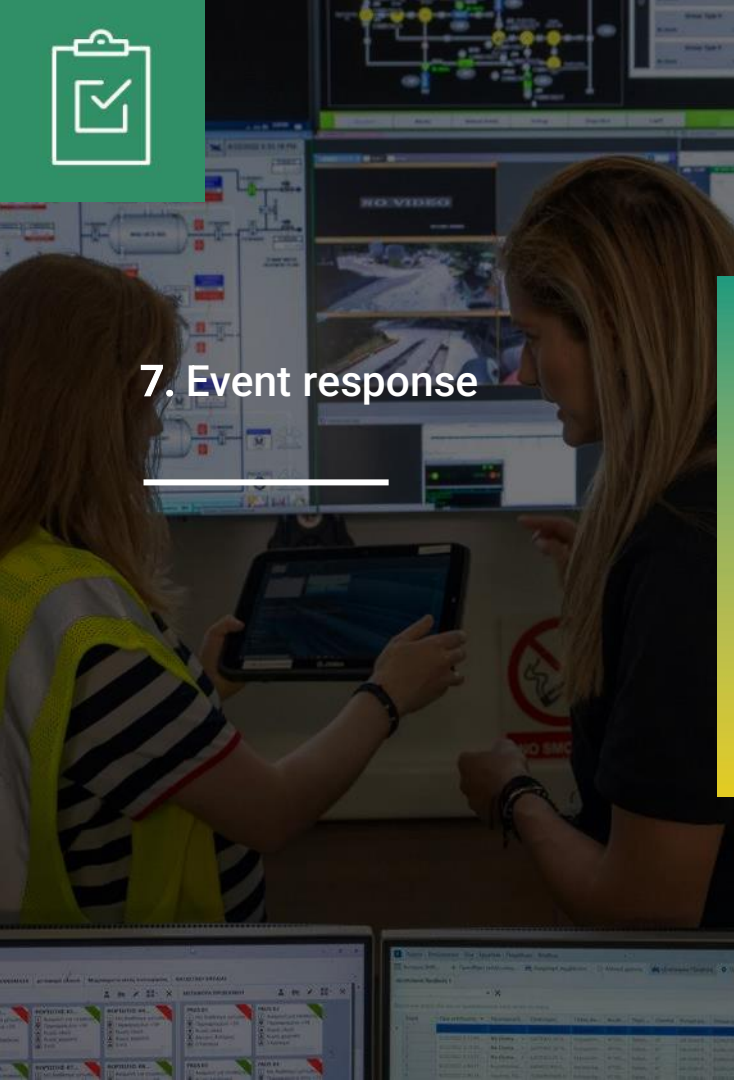
Continued transfer of old iron pyrite aggregates and contaminated soils from the area of Stoa +53 to the modern disposal site at Kokkinolakkas:
67,000 tonnes during the 1st quarter 2023



Hydroseeding of slopes at the Kokkinolakka's Dry Disposal Area for soil protection and landscape improvement:
40 stremmata during the 1st quarter of 2023



7. Event response



Event:

On March 14, 2023, during the transportation of a load of gold pyrite concentrate by a contractor of the company, a small amount of material escaped onto the road surface, at the 3rd km of the Stratoni - Olympiada country road, due to a failure in the loading door of the vehicle.



Event Confrontation & Response:

The incident was dealt swiftly by collecting and removing all the material dispersed, by utilizing appropriate methods. In parallel, the local Police Authorities, along with other relevant services were informed of the incident immediately.



Investigation & Completion:

Following inspections carried out by the authorities, as well as by Environmental Inspectors, a conclusion was issued which reflects that no violations of the applicable environmental legislation and the environmental conditions in force were identified and that no pollution or degradation of the environment was caused by the material escape incident.



8. The report



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/>