



COMMUNITY INVESTMENT PLAN				
Document Reference	Version Number	Total Pages	Original Issue Date	Effective Date
HG-01-S-TAM-0003-A-ENG	1.0	16	First Issuance	01.04.2024

Document Control & Key Information

Version History

Version	Effective Date	Change Description
1.0	01.04.2024	First Issuance

Preparation, Approval & Administration

Contributors	Name	Title	Signature
Prepared by	Eirini Strikou	CSR Supervisor	
Reviewed by	Mathieu Vallart	Sustainability Lead	
Approved by	Louw Smith	Executive Vice President, Development Greece	
	Ballesteros Francisco	General Operations Manager	
	Robert Stocki	Skouries Project Director	
Administered by	Eirini Strikou	CSR Supervisor	

Related Documents

Reference	Title

Designated Contact Persons

Contact Person	Contact Details
Eirini Strikou	eirini.strikou@eldoradogold.com

HELLAS GOLD reserves the sole and exclusive right to interpret and apply this plan in the manner HELLAS GOLD Management deems appropriate. HELLAS GOLD further reserves the right to change, modify, or revoke procedures or guidelines associated with this plan at any time, and in any manner deemed appropriate.

TABLE OF CONTENTS

1	Introduction.....	1
1.1	Project summary: the Cassandra Mines.....	1
1.2	Purpose of the CIP.....	1
1.3	The community investment planning process.....	1
1.4	The CIP strategic framework.....	2
2	The Community Investment Plan.....	3
2.1	Community investment principles	3
2.2	Objectives and strategic pillars.....	4
2.3	Investment approach.....	5
2.3.1	Strategic pillars and rapid response funding.....	5
2.3.2	Allocation across strategic pillars.....	7
2.3.3	Allocation across municipalities and other administrative levels.....	8
2.3.4	Eligibility and selection criteria	9
2.4	Multi-year planning.....	11
2.5	Investment summary.....	12
3	Execution and delivery.....	13
3.1	Hybrid delivery model.....	13
3.2	Annual and three-year planning.....	13
3.3	Monitoring and reporting.....	13
3.4	Operations manual.....	14
3.5	Further information.....	14

List of Tables

Table 1:	CDP strategic pillars and expected outcomes.....	4
Table 2:	Key criteria for accessing the Strategic Fund and Rapid Response Fund.....	6
Table 3:	Indicative outputs by strategic pillar.....	8
Table 4:	Key eligibility and selection criteria.....	10
Table 5:	Thresholds and authorities for investment approvals.....	10
Table 6:	Y1-5 investment plan (USD).....	11
Table 7:	Summary Community Investment Plan (USD million).....	12

List of Figures

Figure 1:	Allocation between SF and RRF to Y25 (USD million).....	6
Figure 2:	Allocation across strategic pillars.....	7
Figure 3:	Allocation across municipalities and other administrative levels.....	9

Figure 4: Y1-5 distribution across the SF and RRF, and across strategic pillars.....11
 Figure 5: Options for hybrid delivery model.....13

List of Acronyms

Name	Definition
CDP	Community Development Plan
CIP	Community Investment Plan
CSR	corporate social responsibility
ESIA	Environmental and Social Impact Assessment
RRF	Rapid Response Fund
SDGs	(United Nations) Sustainable Development Goals
SEAH	sexual exploitation and abuse and sexual harassment
SF	Strategic Fund

1 Introduction

This Community Investment Plan (CIP) sets out Hellas Gold's overarching approach to investing in the communities affected by the Cassandra Mines Project in northern Greece. The plan will be revised on a regular basis to support the 25-year programme to invest a total of USD80 million.

It forms part of a set of documents that define the community investment strategy and approach for the Cassandra Mines Project, including the Community Development Plan (CDP) which provides the strategic framework for this CIP.

1.1 Project summary: the Cassandra Mines

The Cassandra Mines are on the Halkidiki Peninsula in northern Greece, owned and operated by Hellas Gold. They are:

- **Olympias:** an underground lead-zinc-gold-silver mine;
- **Stratoni-Mavres Petres:** an underground silver-lead-zinc mine (transitioned to care and maintenance until confirmation of potential inferred reserves);
- **Skouries:** an open pit and underground gold-copper mine (currently under development).

The CIP focuses on three municipalities that are primarily affected – Aristotelis and Polygyros in Halkidiki region, and Volvi in Thessaloniki region¹. The combined population of the affected communities is about 26,000 (2021).

The CIP builds on an existing track record of community investment by Hellas Gold. Between 2018 and 2023, Hellas Gold has spent EUR8.38 million on activities across a range of categories: infrastructure, community safety and wellbeing, education and youth, environment, arts and culture, community and economic development, healthcare, and support to vulnerable groups. This has been largely focused on Aristotelis, which has benefited from EUR6.7 million of the investment.

1.2 Purpose of the CIP

The purpose of the CIP is to set out how implementation of the CDP is to be resourced. It provides an overview of how the investment is allocated across the strategic objectives (pillars), over the 25-year timeframe, and between the recipient communities.

The CIP accounts to the public and stakeholders for the strategic and participatory allocation of funding, over the short, medium and long term, in a way designed to achieve the CDP objectives.

1.3 The community investment planning process

The CIP has been arrived at through a participatory priority-setting and planning process in consultation with key internal and external stakeholders. This has included an extensive programme of stakeholder engagement activities with communities, local authorities, businesses, civil society,

¹ 'Environmental and Social Impact Assessment of the Cassandra Mines', Hellas Gold, 2022

academia and the media, which has been ongoing since 2022 with a number of focus group discussions towards the end of 2023 to help define and validate this CIP. Towards the end of 2023, Hellas Gold has also established and engaged with a Community of Interest Committee (CIC), created to represent community-based stakeholders and disseminate information from Hellas Gold back to the communities.

The CIP also reflects inputs from key social and environmental analyses, including the Cassandra Mines Project Environmental and Social Impact Assessment (ESIA), annual social impact assessments conducted by Hellas Gold and a 2022 employee perception survey. Future updates will reflect the results of a formal social baseline study, conducted at least every three years, in compliance with the requirements of the Eldorado Gold Sustainability Integrated Management System (SIMS).

1.4 The CIP strategic framework

The CIP has been prepared to deliver against the strategic objectives set out in the Community Development Plan. These, in turn, align with the corporate social responsibility (CSR) strategy of Eldorado Gold as set out in the Eldorado Gold Sustainability Framework², as well as the UN Sustainable Development Goals (SDGs). It also takes into account the regional and municipal five-year operational programmes of the respective local administrations.

² <https://sustainability.eldoradogold.com/sustainability-pillars/engaged-and-prosperous-communities/>

2 The Community Investment Plan

This section sets out the core funding commitments of the Community Investment Plan for the 25-year period, 2023-48, across two phases: Phase 1 covers the first 15 years and Phase 2 the subsequent 10 years.

The commitments are reviewed annually and in depth at the end of each five-year period; and will be subject to comprehensive evaluation at the end of Phase 1 before proceeding to Phase 2.

2.1 Community investment principles

Implementation of the CIP will be based on the following principles for creating long-term value for society.

- **Invest strategically:** CIP investments intentionally contribute to the strategic community development objectives of Hellas Gold and the Sustainability Framework of Eldorado Gold.
- **Leave no one behind:** Investments benefit the whole community, with a conscious commitment to ensuring marginalised and vulnerable groups are included.
- **Participation and consultation:** Identification, selection and implementation of investments is based on proper consultation with communities, and their meaningful participation across the project cycle.
- **Evidence-based decisions:** Investment decisions are based on robust and credible evidence, shared transparently with stakeholders.
- **Capacity development:** Capacity development (communities, government and other delivery partners) is integrated into both the investment decision-making process and the execution and delivery process.
- **Leverage local assets:** CIP activities will prioritise local employment and sourcing of goods and services from local suppliers in order to build local capacity, strengthen local economic development and embed trust.
- **Accountability for results:** Ensuring data collection and results monitoring systems are in place, with robust, regular reporting to stakeholders on progress and performance and timely action on the lessons.
- **Sustainability:** Investments are made for the long term and build in planning for environmental, institutional and financial sustainability.

2.2 Objectives and strategic pillars

The CIP is aligned to support delivery of the objectives of the CDP. The overarching goal is that:

The local economy is on a sustained trajectory of long-term inclusive growth

with a diversified economy, a skilled and equal workforce, and community resilience to environmental and climate-related change.

This goal is to be achieved through five strategic pillars that are core to the CIP:

1. Facilitate the **growth of the local economy** (mining supply chain and parallel economy)
2. Promote **educational opportunities for youth** within the local communities
3. Contribute to capacity building on **gender equality and inclusion** in the local communities
4. Strengthen local **community resilience** to environmental and climate change impacts
5. Facilitate **access to healthcare** services for vulnerable groups within local communities.

Table 1 shows the expected outcomes for each of the strategic pillars.

1. Local economic development	2. Educational opportunities for youth	3. Gender equality	4. Community resilience	5. Access to healthcare
A diversified and strengthened local business ecosystem across both the HG supply chain and non-mining sectors	Greater access to quality education of local youth for increased employment, decent jobs and entrepreneurship	Decreased gender gaps in local and regional employment and declines in all forms of violence against women and girls	Strengthened environmental resilience of local communities	Increased access to improved healthcare services for vulnerable groups in the local communities

Table 1: CDP strategic pillars and expected outcomes

These five strategic priorities have been identified through analysis and consultation as the primary drivers of the overarching goal, based on the following theory of change:

1. **Local economic development:** The creation of a more conducive enabling environment together with support for local businesses and entrepreneurs to engage in a more diversified set of economic activities will increase the resilience of the local economy to the economic impacts of changing demands on the local labour and services markets over the lifespan of the Cassandra Mines Project and beyond.
2. **Educational opportunities for youth:** By providing increased and improved education and skills opportunities for local youth, the project contributes to a skilled and diversified workforce to help fill local labour market gaps and sustainably reduce unemployment.
3. **Gender equality:** Through childcare support and mechanisms to address GBV, women will be empowered to participate more equally in the workforce, thereby contributing to fuller employment in the local economy as well as changing gender norms and increasing gender equality.
4. **Community resilience:** Equipping local communities with an understanding of climate and environment risks, and the mechanisms, institutions and infrastructure to respond to those

risks, will build the social and economic resources of communities to withstand climate- and environment-related shocks.

5. **Access to healthcare:** Ensuring access to quality healthcare, especially for the most vulnerable groups, will help sustain full and productive employment, and support resilience to environmental and climate-related stressors.

2.3 Investment approach

The CIP investment approach aims to distribute the funding across key parameters as follows:

- Funding is channelled through two main mechanisms: i) a Strategic Fund (SF), to deliver the outcomes under the five strategic pillars and ii) a Rapid Response Fund (RRF) (Section 2.3.1).
- Within the Strategic Fund, investment is allocated across the five strategic pillars (Section 2.3.2).
- Across both the SF and the RRF, investment is allocated at municipal, regional and national levels (Section 2.3.3).

2.3.1 Strategic pillars and rapid response funding

The CIP combines support for delivery of the long-term, strategic objectives of the CDP with a facility for rapid response funding of immediate and short-term priorities according to the following definitions and criteria.

- **Strategic Fund:** Funding for projects identified through a participatory process that demonstrably address one or more of the strategic pillars.
- **Rapid Response Fund:** Providing flexibility to respond to urgent and time-sensitive, high-priority needs in an agile manner.

Fund	Project size	Project duration	Procurement process*
Strategic Fund	EUR30k and over	Minimum 1 year – ideally 3-5 years	Competitive: restricted or unrestricted depending on value
Rapid Response Fund	Up to EUR50k	Max 1 year	May be fast-track, direct tender*

Table 2: Key criteria for accessing the Strategic Fund and Rapid Response Fund

* Procurement will comply with applicable procurement policies, e.g. that of Hellas Gold or government partner

The overall funding for the RRF will be capped at 20%, starting at 30% in the first five-year period and declining to 20% by the end of Phase 1. Figure 1 illustrates the indicative allocation across the two funds across the five-year periods to Y25.

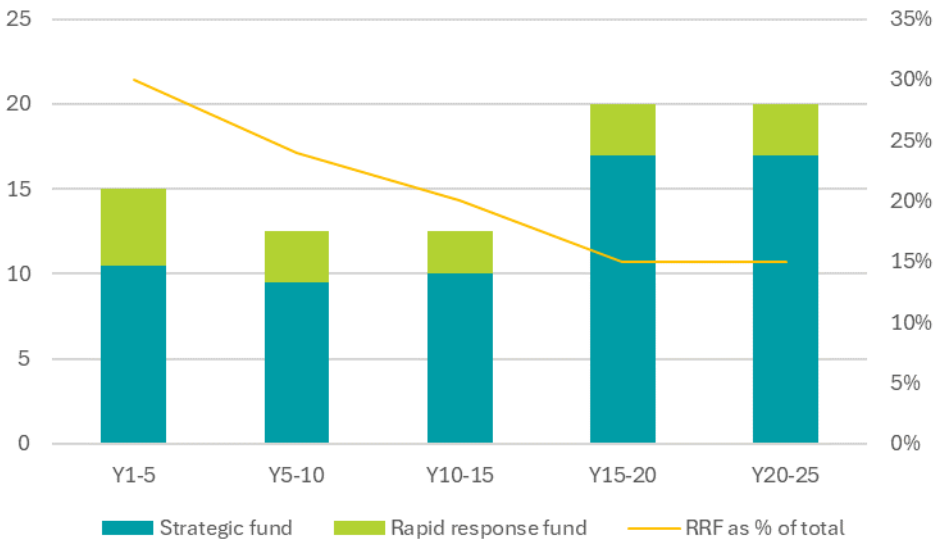


Figure 1: Allocation between SF and RRF to Y25 (USD million)

2.3.2 Allocation across strategic pillars

The Strategic Fund will be distributed across the five strategic pillars with 30% allocated to local economic development, 25% to educational opportunities for youth and 15% to each of the remaining three pillars (Figure 2).

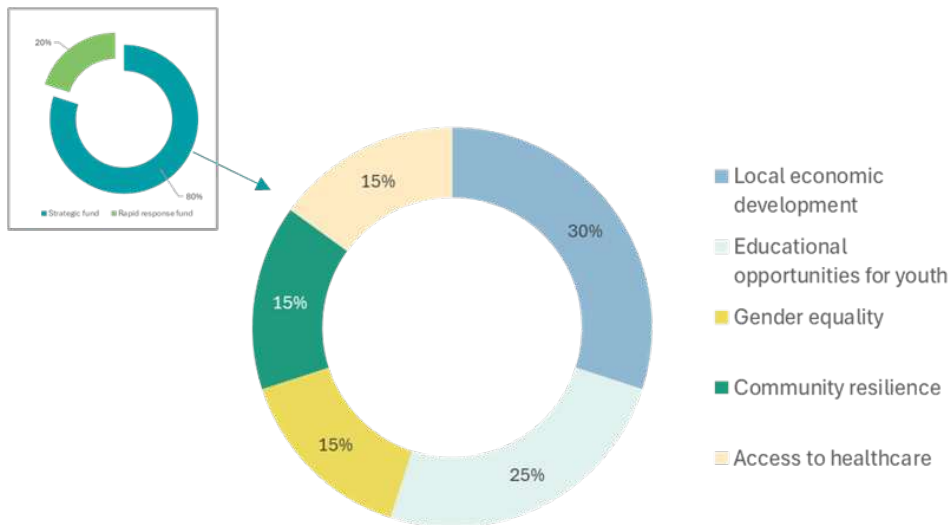


Figure 2: Allocation across strategic pillars

The weightings have been arrived at based on international best practices combined with consultation and continuous engagement with the interested parties. These will be reviewed on a regular basis to ensure alignment with evolving community priorities and preferences, reflect any changes in the implementing context as well as incorporate learning from implementation.

Table 3 lists the indicative outputs that are expected to be funded to achieve each of the strategic outcomes. The activities associated with each output are identified through a participatory process in consultation with the key relevant stakeholders, and subject to a screening, selection and due diligence process in line with corporate guidance.

1. Local economic development	2. Educational opportunities for youth	3. Gender equality	4. Community resilience	5. Access to healthcare
<p>1.1 A strengthened enabling environment for local businesses</p> <p>1.2 Entrepreneurship programme launches diversified new businesses in the local economy</p> <p>1.3 Business development support across key local industries (cultural heritage, tourism, agriculture, fishing)</p>	<p>2.1 Support for local youth to access quality education</p> <p>2.2 Increased quality of education across STEM disciplines</p> <p>2.3 Support for vocational and technical training</p>	<p>3.1 Increased employment of women to close gender gap in local and regional employment</p> <p>3.2 Support for employer childcare programmes to enable more active participation in the workforce</p> <p>3.3 Support mechanisms for victims of gender-based violence and SEAH</p>	<p>4.1 Assessment of local resilience risks and needs</p> <p>4.2 Improved local and regional resilience infrastructure</p> <p>4.3 Support for community emergency response mechanisms</p> <p>4.4 Support for responsible and sustainable natural resource management</p>	<p>5.1 Improved accessibility of primary healthcare services</p> <p>5.2 Improved quality of primary healthcare services</p> <p>5.3 Health education for local communities, particularly vulnerable groups</p> <p>5.4 Sustainable social support systems to address the needs of vulnerable populations</p>

Table 3: Indicative outputs by strategic pillar

2.3.3 Allocation across municipalities and other administrative levels

Investments will be distributed across municipalities and affected communities based on evidence of need and the extent to which the different communities may be impacted by mining operations (Figure 3).

- The majority of investment is focused at the **municipal** level, with 75% allocated to Aristotelis municipality whose communities are primarily and directly affected. The neighbouring municipalities of Volvi and Polygyros will also receive some investment.
- **Regional** level projects will address primarily issues that cross municipal boundaries, such as road infrastructure and water management.
- Funding at the **national** level is reserved for high priority issues of national interest related to health, safety, education and natural disaster/emergency response management.

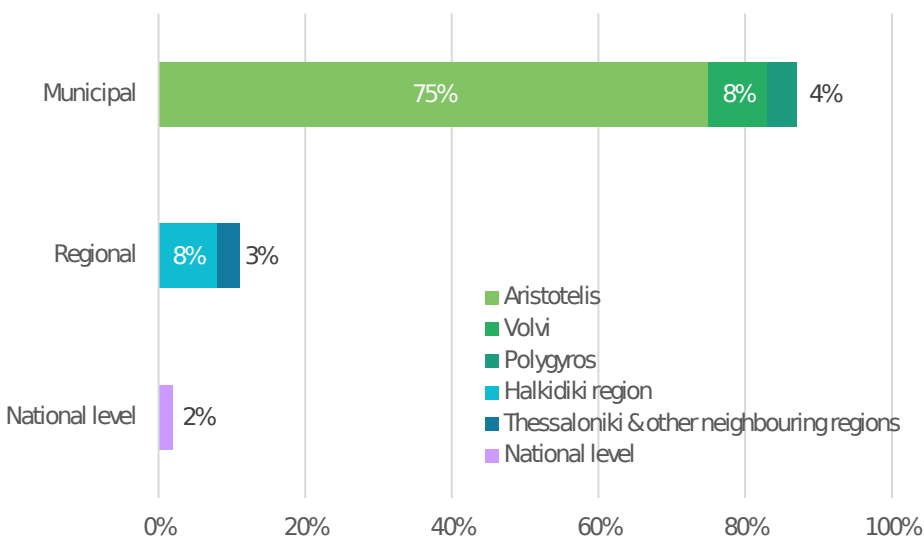


Figure 3: Allocation across municipalities and other administrative levels

2.3.4 Eligibility and selection criteria

Selection of projects for funding will be by means of a transparent, criteria-based process to identify those projects that are likely to contribute most to achieving the CIP objectives. Eligible proposals will be selected based on criteria to assess strategic alignment, relevance, targeting, impact, implementation readiness and value for money (VfM) (Table 4).

		Strategic Fund	Rapid Response Fund
Eligibility criteria Pass/fail		Addresses one or more of the strategic pillars	Project is within maximum size and duration criteria
		Benefits one or more of the target communities	Delivery is led by an existing, vetted partner
		Meets minimum size and duration criteria	
Selection criteria Scored on a 1-3 point scale	Strategic alignment	Clear evidence of likely contribution to achievement of CIP strategic pillar objective(s)	Project is an enabler of progress on CIP strategic pillar objectives
		Supports local government development plan priorities	
		Demonstrated support for one or more SDGs	
		Aligns with CIP principles	
	Relevance	Clear evidence of need	Clear evidence of need
		Demonstrated local authority support for the project	Clear time sensitivity of the need
Demonstrated community support for			

		Strategic Fund	Rapid Response Fund
		the project	
	Targeting	Priority rating of target community*	Priority rating of target community
		Extent to which the project contributes to greater gender equality	
		Extent to which the project benefits vulnerable or marginalised groups	
	Impact	Expected scale and depth of direct positive impact under each of the strategic pillars	Expected scale and depth of direct positive impact
		Expected scale and depth of indirect positive impact under each of the strategic pillars	
		Sustainability of expected impacts	
	Readiness	Credible methodology proposed with realistic budget and work plan	Credible methodology proposed with realistic budget and work plan
		Delivery partner has been identified	Delivery partner has been identified
		Extent of HG resources required to support implementation	Extent of HG resources required to support implementation
		Length of lead time to start	Length of lead time to start
	VFM	Management/admin cost as % of total investment	Management/admin cost as % of total investment
		Expected cost per beneficiary	

Table 4: Key eligibility and selection criteria

* Hellas Gold has allocated priority ratings to each municipal unit within the area covered by the CIP

To be eligible for evaluation and selection, proposals must pass all eligibility criteria.

Evaluation of eligible proposals is based on the combined score across all selection criteria. To be selected, a proposal's score must meet a minimum threshold of 60%. As part of its commitment to capacity development, Hellas Gold will support applicants to strengthen promising proposals that do not meet the minimum threshold.

Selected proposals are considered and approved based on their value as follows:

Value	Approved by
Up to EUR10k	Level 1: Eldorado Gold Head of Sustainability Halkidiki, Greece
EUR10-100k	Level 2: Athens CSR Committee (in-country)
Over EUR100k	Level 3: Hellas Gold Board of Directors

Table 5: Thresholds and authorities for investment approvals

Approved proposals are subject to legal and financial due diligence before the investment is confirmed and contracting begins.

2.4 Multi-year planning

Investment planning for the CIP will take a long-, medium- and short-term lens to ensure that resource allocation is sequenced appropriately to deliver on the long-term objectives of the CDP. Hellas Gold has committed to spending USD40 million in Phase 1, and USD15 million in the first five-year period as shown in Table 6.

	Y1	Y2	Y3	Y4	Y5	Total Y1-5 (USDm)
Strategic fund						
1. Local economic development	350,000	370,000	800,000	800,000	800,000	3.1
2. Educational opportunities for youth	300,000	320,000	670,000	670,000	670,000	2.6
3. Gender equality	165,000	185,000	400,000	400,000	400,000	1.6
4. Community resilience	226,000	185,000	400,000	400,000	400,000	1.6
5. Access to healthcare	69,500	185,000	400,000	400,000	400,000	1.5
Total strategic fund	1,110,500	1,245,000	2,670,000	2,670,000	2,670,000	10.4
Rapid response fund	624,500	530,000	1,150,000	1,150,000	1,150,000	4.6
Grand total	1,735,000	1,775,000	3,820,000	3,820,000	3,820,000	15.0

Table 6: Y1-5 investment plan (USD)

This is in line with the overarching investment approach as shown in Figure 4.

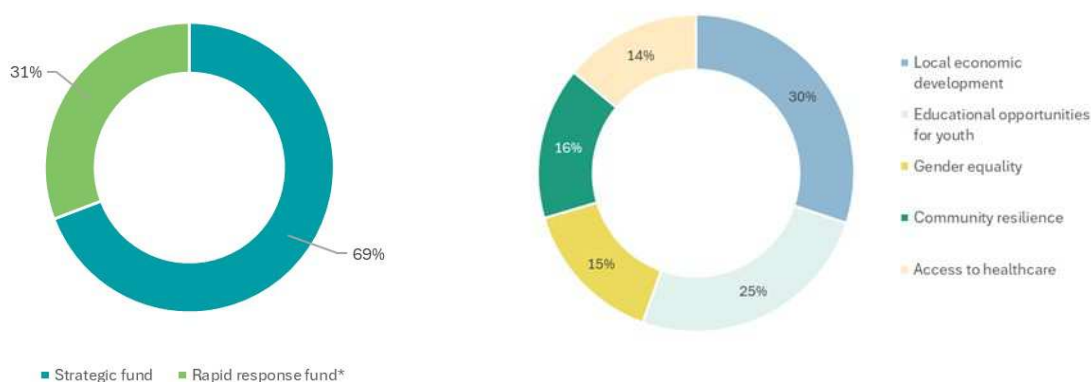


Figure 4: Y1-5 distribution across the SF and RRF, and across strategic pillars

2.5 Investment summary

Table 7 provides a summary of the planned investment across the 25-year period.

	Phase 1			Phase 1 total	Phase 2		Phase 2 total	Total to Y25
	Y1-5	Y5-10	Y10-15		Y15-20	Y20-25		
Strategic fund								
1. Local economic development	3.2	2.9	3.0	9.0	5.1	5.1	10.2	19.2
2. Educational opportunities for youth	2.6	2.4	2.5	7.5	4.3	4.3	8.5	16.0
3. Gender equality	1.6	1.4	1.5	4.5	2.6	2.6	5.1	9.6
4. Community resilience	1.6	1.4	1.5	4.5	2.6	2.6	5.1	9.6
5. Access to healthcare	1.6	1.4	1.5	4.5	2.6	2.6	5.1	9.6
Total strategic fund	10.5	9.5	10.0	30.0	17.0	17.0	34.0	64.0
Rapid response fund*	4.5	3.0	2.5	10.0	3.0	3.0	6.0	16.0
Grand total	15.0	12.5	12.5	40.0	20.0	20.0	40.0	80.0

Table 7: Summary Community Investment Plan (USD million)

3 Execution and delivery

3.1 Hybrid delivery model

Responsibility for delivery of the CIP rests with the CSR and Social Performance team of Hellas Gold. The team manages implementation of the CIP through a hybrid delivery model which combines in-house oversight by Hellas Gold with external and outsourced support for core parts of the programme (Figure 5). Administration and management fees for external support are included in project budgets; while Hellas Gold’s internal resources are provided in-kind.

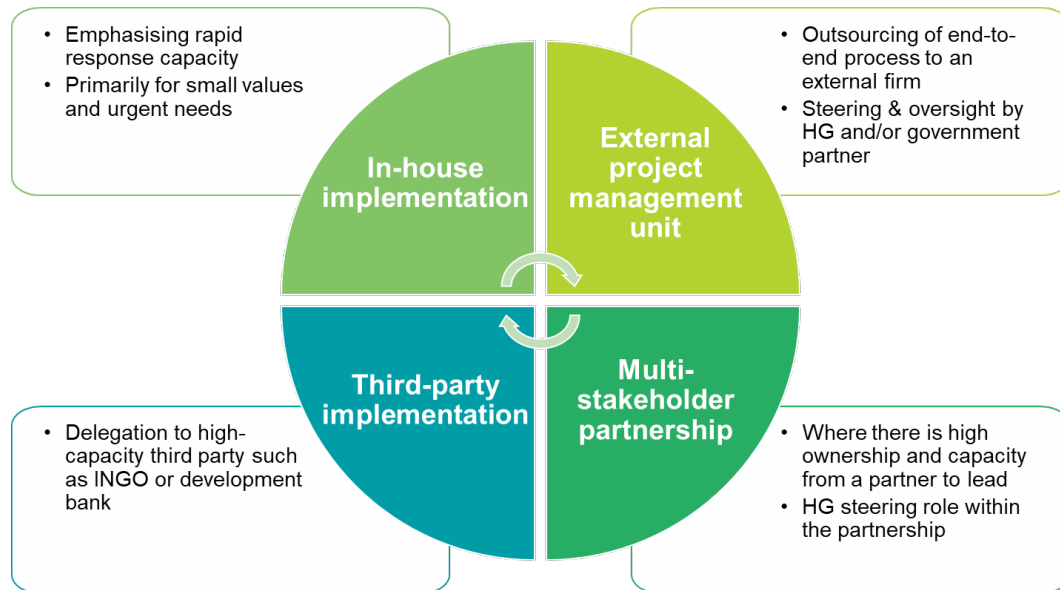


Figure 5: Options for hybrid delivery model

Delivery options will be decided in consultation with key government partners. MoUs for cooperation have been agreed with the Municipality of Aristotelis and the Ministry of Environment and Energy; others will be concluded with further partners as needed.

3.2 Annual and three-year planning

Resourcing of the CIP will be through an annual and three-year budget planning process. The three-year action plan, prepared annually, sets out the budget for the allocation of resources over the immediate three-year period, based on the pillars and priorities set out in the CIP and the CDP. This will include a detailed one-year budget for the first year of the three-year period covered.

3.3 Monitoring and reporting

Hellas Gold will report externally on the progress and performance of the CIP against its strategic objectives, as part of the annual sustainability reporting process and the annual Sustainable Development Report.

The annual report will bring together data and results from a range of monitoring and reporting mechanisms, as defined in an overarching CIP monitoring and reporting framework. This framework identifies the metrics and indicators that will be used to track progress against objectives, sets out milestones and targets, identifies sources of information and data collection methods, as well as setting out a full internal and external results reporting schedule.

3.4 Operations manual

Policies and processes for operationalisation of the CIP will be set out in an internal operations manual to provide guidance for Hellas Gold managers and delivery partners on operating procedures such as project identification, screening and selection, results management, monitoring and reporting, and risk management. The operations manual will also highlight key provisions of broader Hellas Gold and Eldorado Gold policies on, for instance, procurement and local procurement, human resource planning and stakeholder engagement.

3.5 Further information

For further information on how to apply for funding, please see the Hellas Gold website at:

- <https://www.hellas-gold.com/viwsimothta/etairiki-koinoniki-efthyni>

or contact:

- GR-CSRrequests@eldoradogold.com.

SIGNATURE CERTIFICATE



REFERENCE NUMBER

03ED506E-2EC8-4B7D-BC38-56D9B7A9AD0F

TRANSACTION DETAILS

Reference Number
03ED506E-2EC8-4B7D-BC38-56D9B7A9AD0F

Transaction Type
Signature Request

Sent At
04/15/2024 07:41 EDT

Executed At
05/01/2024 02:25 EDT

Identity Method
email

Distribution Method
email

Signed Checksum
083ad90380603a3f5d753fce4c140492e211f413faf565f5b05a89b0a1dba587

Signer Sequencing
Enabled

Document Passcode
Disabled

DOCUMENT DETAILS

Document Name
HG Community Investment Plan HG-01-S-TAM-0003-A-ENG

Filename
HG_Community_Investment_Plan_HG-01-S-TAM-0003-A-ENG.docx



Pages
17 pages




Content Type
application/vnd.openxmlformats-officedocument.wordprocessingml.document

File Size
318 KB

Original Checksum
373b46e23c573f4ecdac41630620f4a733f759b0389ad57ecb2a39f7d66b87f3

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
<p>Name Louw Smith</p> <p>Email louw.smith@eldoradogold.com</p> <p>Signer Sequence 4</p> <p>Components 1</p>	<p>Status signed</p> <p>Multi-factor Digital Fingerprint Checksum 38d21ff2a3f54ac70868163f424d62e301b40efc37198c052844acbaad09f144</p> <p>IP Address 94.204.172.20</p> <p>Device Microsoft Edge via Windows</p> <p>Typed Signature </p> <p>Signature Reference ID 292FB4AF</p>	<p>Viewed At 05/01/2024 02:24 EDT</p> <p>Identity Authenticated At 05/01/2024 02:25 EDT</p> <p>Signed At 05/01/2024 02:25 EDT</p>
<p>Name Robert Stocki</p> <p>Email robert.stocki@eldoradogold.com</p> <p>Signer Sequence 3</p> <p>Components 1</p>	<p>Status signed</p> <p>Multi-factor Digital Fingerprint Checksum 15a6f1e55e7089638d7d52bf50b15abc9b7b91d855f00c37c601cefaa090995b</p> <p>IP Address 195.167.64.138</p> <p>Device Microsoft Edge via Windows</p> <p>Typed Signature </p> <p>Signature Reference ID F1087D83</p>	<p>Viewed At 04/29/2024 01:46 EDT</p> <p>Identity Authenticated At 04/29/2024 01:46 EDT</p> <p>Signed At 04/29/2024 01:46 EDT</p>

SIGNER	E-SIGNATURE	EVENTS
Name Francisco Ballesteros Email francisco.ballesteros@eldoradogold.com Signer Sequence 2 Components 1	Status signed Multi-factor Digital Fingerprint Checksum 214c4fce51293dfd3a6dd90615c543cb187bbd939b2a839fb1ae60bbb91f3c IP Address 216.208.25.151 Device Microsoft Edge via Windows Typed Signature  Signature Reference ID 91E34A9D	Viewed At 04/26/2024 16:12 EDT Identity Authenticated At 04/26/2024 16:16 EDT Signed At 04/26/2024 16:16 EDT
Name Mathieu Vallart Email mathieu.vallart@eldoradogold.com Signer Sequence 1 Components 1	Status signed Multi-factor Digital Fingerprint Checksum 5949980b97bb8439a8c8700306a2af33f9dfb3f62d3d749b806e77c7a07aef76 IP Address 195.167.64.138 Device Microsoft Edge via Windows Drawn Signature  Signature Reference ID 0D03EFC0 Signature Biometric Count 2	Viewed At 04/19/2024 05:03 EDT Identity Authenticated At 04/19/2024 05:04 EDT Signed At 04/19/2024 05:04 EDT
Name Eirini Strikou Email eirini.strikou@eldoradogold.com Signer Sequence 0 Components 2	Status signed Multi-factor Digital Fingerprint Checksum cd9c19a53dd536470c59487a4eb4c2931ffb54606d766e4b98e8e0606da49c3e IP Address 194.219.71.226 Device Microsoft Edge via Windows Typed Signature  Signature Reference ID A5226E80	Viewed At 04/15/2024 07:47 EDT Identity Authenticated At 04/15/2024 07:48 EDT Signed At 04/15/2024 07:48 EDT

AUDITS

TIMESTAMP	AUDIT
04/15/2024 07:41 EDT	Eleanna Touri (eleanna.touri@eldoradogold.com) created document 'HG_Community_Investment_Plan_HG-01-S-TAM-0003-A-ENG.docx' on Chrome via Windows from 194.219.153.14.
04/15/2024 07:41 EDT	Eirini Strikou (eirini.strikou@eldoradogold.com) was emailed a link to sign.
04/15/2024 07:47 EDT	Eirini Strikou (eirini.strikou@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 194.219.71.226.
04/15/2024 07:47 EDT	Eirini Strikou (eirini.strikou@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 3.221.184.25.
04/15/2024 07:48 EDT	Eirini Strikou (eirini.strikou@eldoradogold.com) authenticated via email on Microsoft Edge via Windows from 194.219.71.226.
04/15/2024 07:48 EDT	Eirini Strikou (eirini.strikou@eldoradogold.com) signed the document on Microsoft Edge via Windows from 194.219.71.226.
04/15/2024 07:48 EDT	Mathieu Vallart (mathieu.vallart@eldoradogold.com) was emailed a link to sign.
04/17/2024 06:11 EDT	Mathieu Vallart (mathieu.vallart@eldoradogold.com) was emailed a reminder.
04/19/2024 05:03 EDT	Mathieu Vallart (mathieu.vallart@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 195.167.64.138.
04/19/2024 05:04 EDT	Mathieu Vallart (mathieu.vallart@eldoradogold.com) authenticated via email on Microsoft Edge via Windows from 195.167.64.138.
04/19/2024 05:04 EDT	Mathieu Vallart (mathieu.vallart@eldoradogold.com) signed the document on Microsoft Edge via Windows from 195.167.64.138.
04/19/2024 05:04 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) was emailed a link to sign.
04/22/2024 07:52 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) was emailed a reminder.
04/26/2024 12:24 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 207.219.254.133.

TIMESTAMP	AUDIT
04/26/2024 12:24 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 54.225.225.121.
04/26/2024 16:12 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 216.208.25.151.
04/26/2024 16:12 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 44.212.192.105.
04/26/2024 16:16 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) authenticated via email on Microsoft Edge via Windows from 216.208.25.151.
04/26/2024 16:16 EDT	Francisco Ballesteros (francisco.ballesteros@eldoradogold.com) signed the document on Microsoft Edge via Windows from 216.208.25.151.
04/26/2024 16:16 EDT	Robert Stocki (robert.stocki@eldoradogold.com) was emailed a link to sign.
04/26/2024 16:17 EDT	Robert Stocki (robert.stocki@eldoradogold.com) viewed the document on Perl via from 34.238.65.255.
04/29/2024 01:46 EDT	Robert Stocki (robert.stocki@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 195.167.64.138.
04/29/2024 01:46 EDT	Robert Stocki (robert.stocki@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 54.175.87.201.
04/29/2024 01:46 EDT	Robert Stocki (robert.stocki@eldoradogold.com) authenticated via email on Microsoft Edge via Windows from 195.167.64.138.
04/29/2024 01:46 EDT	Robert Stocki (robert.stocki@eldoradogold.com) signed the document on Microsoft Edge via Windows from 195.167.64.138.
04/29/2024 01:46 EDT	Louw Smith (louw.smith@eldoradogold.com) was emailed a link to sign.
04/30/2024 04:08 EDT	Louw Smith (louw.smith@eldoradogold.com) was emailed a reminder.
05/01/2024 02:24 EDT	Louw Smith (louw.smith@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 94.204.172.20.
05/01/2024 02:24 EDT	Louw Smith (louw.smith@eldoradogold.com) viewed the document on Microsoft Edge via Windows from 54.237.21.1.
05/01/2024 02:25 EDT	Louw Smith (louw.smith@eldoradogold.com) authenticated via email on Microsoft Edge via Windows from 94.204.172.20.
05/01/2024 02:25 EDT	Louw Smith (louw.smith@eldoradogold.com) signed the document on Microsoft Edge via Windows from 94.204.172.20.