



SUSTAINABILITY FROM THE GROUND UP.

2024 Sustainability Report



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ABOUT THIS REPORT

This report has been produced with reference to the Global Reporting Initiative (GRI) Universal Standards and Topic Standards. We have also aligned our disclosures with our Communication on Progress for the United Nations Global Compact in support of the Sustainable Development Goals, the Sustainability Accounting Standards Board (SASB) – Metals & Mining Standard and the UN Guiding Principles Reporting Framework.

This report includes data on our four mines that operated in 2024, as well as two development projects, and one asset in care and maintenance. The Certej non-core asset in Romania is no longer included in this report, except as it relates to safety performance, as it did not materially contribute to our sustainability activities during 2024. However, references to historical performance, such as previous years' totals in performance data tables, include Certej. Performance analyses and discussions generally focus on our producing assets – Kışladağ, the Lamaque Complex, Efemçukuru and Olympias. Data represents the full 2024 calendar year and, unless otherwise noted, all dollar figures are reported in U.S. dollars. Although the Sustainability Report is not externally verified, all data and content have been prepared and reviewed internally by our management teams and the Sustainability Committee of the Board of Directors. In addition to the written content of the report, we've provided data tables in the appendix and these are available as a download from our website. Please note that, where applicable, restatements of prior year data have been identified in footnotes throughout the report.

Restatements occur as a result of updated assumptions or more accurate data becoming available after the publication of our previous Sustainability Report on May 31, 2024. We welcome feedback from all stakeholders regarding our sustainability reporting. Please direct comments or requests for further information to Investor Relations by following www.eldoradogold.com/contact-us.

OTHER IN-COUNTRY SUSTAINABILITY REPORTING

In addition to this report, our Greek subsidiary, Hellas Gold S.A., regularly publishes a Social Responsibility Performance Report, and Eldorado Gold (Québec) Inc. (Eldorado Gold Québec) produces an annual Social Responsibility Report for local stakeholders.

ALIGNMENT WITH REPORTING FRAMEWORKS

A 2024 Disclosure Index containing Eldorado's alignment with GRI, SASB and UNGP Reporting Framework can be found at the end of this report.





SUSTAINABILITY HIGHLIGHTS

Safe, Inclusive and Innovative Operations



50% women

on our Board of Directors¹

40% women

on our Officer & Senior Management teams¹



30% decrease

in total recordable injury frequency rate



27% decrease

in potentially fatal occurrence frequency rate

Responsibly Produced Products



SIMS

Sustainability Integrated Management System Compliance Verifications complete for all operating mines



TSM

completed integrated Mining Association of Canada's Towards Sustainable Mining verifications for Kışladağ and Efemçukuru with AAA score for Health & Safety



RGMP

full conformance with World Gold Council's Responsible Gold Mining Principles

Engaged and Prosperous Communities



82%

of our employees live in local communities

87%

of our contractors are from countries of operations



\$4.4M

in community investment



\$851M

paid to domestic suppliers

Healthy Environments, Now and For the Future



0.42 tCO₂e/oz Au

average Scope 1 and Scope 2 GHG emissions intensity for operating mines²



288,000 tonnes

of legacy historical tailings from Olympias and Stratoni, removed and properly stored in filtered tailings facility



118,000 indigenous plants

established over 106 hectares in Kışladağ

¹ Data as at December 31, 2024 and may therefore differ from those disclosed in Eldorado's other reports published in 2025, which use different reporting timeframes.

² Our GHG emissions intensity per ounce of gold includes only those operations that produced gold during the year (Lamaque Complex, Kışladağ, Efemçukuru and Olympias). This figure is calculated in alignment with the GHG Protocol Corporate Accounting and Reporting Standard.



MESSAGE FROM THE PRESIDENT & CEO

I want to begin by thanking our global team for another solid year in 2024. During my time at Eldorado, we have always believed that sustainability is the foundation for long-term success. We integrate sustainable practices into every aspect of our business. From prioritizing the safety and well-being of our employees to fostering lasting relationships with our host communities, our dedication to doing things the right way is reflected in the achievements we celebrate today. As we present our 2024 Sustainability Report, we are proud to highlight the progress we've made and the milestones we've reached in our sustainability journey.

SUSTAINABILITY FROM THE GROUND UP

Our sustainability framework embodies our pledge to consider sustainability in everything we do, from exploration to post-closure, to our relationships with communities, investors, customers and other important stakeholders.

Our framework is underpinned by our Sustainability Integrated Management System (SIMS), which sets company-wide performance standards in sustainability.

SIMS reflects our commitment to providing safe, inclusive workplaces, engaged and prosperous communities, responsibly produced products, and healthy natural environments through all phases of the mining

life cycle. It was developed in alignment with internationally recognized standards, allowing us to simultaneously verify our results with protocols such as the Mining Association of Canada's Towards Sustainable Mining (TSM) and the World Gold Council's Responsible Gold Mining Principles (RGMP).

In 2024, we successfully completed SIMS compliance verifications at Efemçukuru and Kışladağ in Türkiye. This was Eldorado's first SIMS verification in-country, and we are very proud of the scores achieved. Notably, this was also the first time a TSM verification had been conducted by any company in Türkiye in nearly a decade.

At Efemçukuru, we received AAA TSM scores, which signify excellence and leadership, in the categories of Tailings, Health & Safety, Biodiversity, and Indigenous and Community Relationships. We received A, AA or AAA scores across all other indicators. At Kışladağ, we received AAA TSM scores in all health and safety protocol indicators, and A, AA or AAA scores across all other applicable indicators.

This marked the completion of the first round of SIMS compliance verifications across our global operations. SIMS compliance verifications were conducted at the Lamaque Complex in 2022 and at the Cassandra Mines in 2023.

In addition to our sustainability performance highlights, this year, we also had strong operational

performance. We were pleased to report record production at our Lamaque Complex in Québec, Canada. In Türkiye, Efemçukuru maintained consistent performance, marking its 10th consecutive year of meeting guidance. In Greece, Olympias increased year-over-year production levels, and we continued to advance construction at our copper-gold Skouries Project.

SAFE, INCLUSIVE AND INNOVATIVE OPERATIONS

Our priority is always the health and safety of our employees, contractors, suppliers and communities. We are pleased to share that in 2024, we continued to make progress with reductions in our potential fatal occurrence frequency rate (-27%) and our total recordable injury frequency rate (-30%) in comparison to 2023. Our lost time injury frequency rate, however, increased year-over-year (+57%) and serves as a reminder that we must continually renew our commitment to health and safety.

At Eldorado, we prioritize a safety-first culture where everyone values their own and others' safety. We have policies, procedures and systems in place to support a safe working environment. In support of these efforts, we successfully introduced a new health and safety initiative in 2024, Courageous Safety Leadership (CSL).

CSL will help shape the global health and safety culture at Eldorado and is designed to challenge





MESSAGE FROM THE PRESIDENT & CEO

participants to explore the impact of one's own beliefs, attitudes and behaviours in creating a positive culture of health and safety both at work and at home.

Although we are proud of our safety performance and our employees' dedication to secure operations, we recognize that there is still room for improvement. Our health and safety initiatives will progress in 2025 with the implementation of the CSL program throughout all operating regions.

ENGAGED AND PROSPEROUS COMMUNITIES

The communities near our sites experience the most direct social, environmental and economic impacts of our business. We engage with stakeholders and Indigenous communities to discuss challenges, share successes and address concerns for better outcomes. As part of this work, all our sites operate community of interest committees made up of local stakeholders, including residents, educators, youth and local business representatives. The committees meet regularly and help ensure that local voices are heard and that we are all working towards positive outcomes.

We prioritize hiring local staff and partnering with local suppliers, and we continue to see strong success in this area. In 2024, 98% of our employees and 87% of our contractors were

from the countries we operate in, and 85% of site procurement went to local and domestic suppliers.

All our operating regions have robust community investment programs, and we continue to make significant progress on projects with communities. In total across our operating regions, we made \$4.4 million in community investments in 2024, focused in the areas of education and youth, the environment, community infrastructure, health and well-being and economic development.

HEALTHY ENVIRONMENTS, NOW AND FOR THE FUTURE

SIMS provides a global management system for environmental performance and includes a wide range of environmental performance areas.

We continue to take steps to operationalize energy and greenhouse gas (GHG) emissions standards within SIMS in support of our Climate Change Strategy. Our initial target is to mitigate 30% of our Scope 1 and Scope 2 2020 GHG emissions at current operating mines by 2030, on a "business as usual" basis. In 2024, we were recognized as one of 30 companies in the Globe & Mail's 'Road to Net Zero' for the Globe's Report on Business Magazine, based on research from Sustainalytics, which highlights Canadian companies who are taking concrete steps towards net-zero emissions.

RESPONSIBLY PRODUCED PRODUCTS

The metals we produce are essential in today's

world. They contribute to and store value for economies, societies and governments and are an integral part of modern financial systems. They also play a crucial role in green technologies like wind turbines, electric cars, solar cells and major infrastructure.

At Eldorado, we respect human rights and work to prevent modern slavery and other adverse impacts linked to our operations and supply chains. In 2024, we trained all executives, senior leaders and members of procurement, accounts payable, human resources and legal functions globally on preventing human trafficking. The training helped raise awareness and equip them with the skills to identify and prevent human trafficking within our operations and supply chain.

MINING INDUSTRY RECOGNITION

The hard work and creativity of the Eldorado team was rewarded with various award recognitions from the mining industry in 2024. Our team at Eldorado Gold Québec won Toward Sustainable Mining's (TSM) Community Engagement Excellence Award, the site's first ever TSM award and a first for Eldorado. The award was received in recognition of the Lamaque Complex team's social and long-term closure planning. In Greece, in response to our innovative virtual and augmented reality training programs deployed at Eldorado's training centre, we received the Silver Award at the Euromines Safety Awards. Our team in Greece also received awards for their preventative medical check-up program and gender

and inclusivity efforts. Finally, in Türkiye, members of our mine rescue teams at Tüprağ participated in the third Mine Rescue Competition organized by the Turkish Miners Association, tying for first place for the Best Mine Rescue Team' award.

A BRIGHT FUTURE AHEAD

As we look ahead, we remain focused on continuing to improve our performance.

In health and safety, we plan to develop critical controls for our most significant risks, focusing on high potential incidents, quality investigations and effective implementation of corrective actions. We will also be implementing our CSL program across all our operating regions.

We spent 2024 reviewing and updating SIMS, and in 2025, we will be launching the third update to the program since its development in 2020.

In 2025, we will also build on the implementation of our Climate Change Strategy and advancing our GHG Emissions Target Achievement Pathway.

In the rest of this report, I'm pleased to share the work our global teams have advanced this year. I look forward to continuing this progress in 2025 and beyond.

Sincerely,

George Burns
President & CEO



ABOUT US

Eldorado Gold Corporation (“Eldorado”, “Company”, “We”, and “Our”) is a Canadian mid-tier gold mining company, with shares trading on the Toronto (TSX: ELD) and New York (NYSE: EGO) stock exchanges.

In 2024, we produced 520,293 ounces of gold and, as of September 30, 2024, had Proven and Probable Gold Mineral Reserves of 11.9 million ounces at an average grade of 1.07 Au g/t. Our assets are in Türkiye, Canada, and Greece. We are involved in all facets of mining, including exploration, development, production, rehabilitation and closure. Headquartered in Vancouver, we employ over 5,800 employees and contractors worldwide through our subsidiaries. Our approach to business is based on our vision to build a safe, sustainable and high-quality business in the gold mining sector, creating value today and for future generations. As of December 31, 2024, our market capitalization on the NYSE was approximately \$3.1 billion and our revenues were approximately \$1.3 billion in 2024. For more information, please see our 2024 Annual Information Form on our [website](#).



Efemçukuru, Türkiye

WHERE WE OPERATE

HEAD OFFICE
VANCOUVER

CANADA

LAMAQUE COMPLEX



EUROPEAN
REGIONAL OFFICE,
AMSTERDAM, NETHERLANDS

GREECE

KASSANDRA MINES

OLYMPIAS



SKOURIES¹



STRATONI²



PERAMA HILL



TÜRKIYE

KIŞLADAĞ



TÜRKIYE

EFEMÇUKURU



Operating Mines

Care and Maintenance

Development Projects

Office

¹ The Skouries development project resumed construction in 2023, and as of December 31, 2024, phase 2 of construction was 60% complete.

² In this report, references to "Stratoni" or "the Stratoni mine" include the nearby Mavres Petres mine from which ore was historically processed at the Stratoni plant. These sites were in care and maintenance during 2024. Stratoni is also the site of the Stratoni Port Facility for the Cassandra Mines (Olympias, Skouries and Stratoni), which remains operational.





KIŞLADAĞ

Location:

Uşak Province, Türkiye

Commodities:

Gold

Type of deposit:

Gold porphyry

Type of mine/processing method:

Open pit/heap leach

Life of mine¹:

13 years

Ownership:

100% Eldorado

Workforce:

1,369

2024 production:

174,080 oz Au

Proven and Probable Mineral Gold Reserves¹:

3,559 Koz at 0.66 g/t



EFEMÇUKURU

Location:

İzmir Province, Türkiye

Commodities:

Gold

Type of deposit:

Epithermal vein

Type of mine/processing method:

Underground/flotation

Life of mine¹:

8 years

Ownership:

100% Eldorado

Workforce:

884

2024 production:

80,143 oz Au

Proven and Probable Mineral Gold Reserves¹:

678 Koz at 4.77 g/t



LAMAQUE COMPLEX

Location:

Québec, Canada

Commodities:

Gold

Type of deposit:

Orogenic gold

Type of mine/processing method:

Underground/flotation

Life of mine¹:

8 years

Ownership:

100% Eldorado

Workforce:

807

2024 production:

196,538 oz Au

Proven and Probable Mineral Gold Reserves¹:

1,277 Koz at 6.65 g/t



OLYMPIAS

Location:

Halkidiki Peninsula, Greece

Commodities:

Gold, silver, lead, zinc

Type of deposit:

Polymetallic carbonate replacement

Type of mine/processing method:

Underground/flotation

Life of mine¹:

15 years

Ownership:

100% Eldorado

Workforce:

889

2024 production:

69,532 oz Au

Proven and Probable Mineral Reserves¹:

1,770 Koz Au at 5.89 Au g/t;
35,024 Koz Ag at 117 Ag g/t;
378 Kt Pb at 4.0%; 474 Kt Zn at 5.1%



SKOURIES

Location:

Halkidiki Peninsula, Greece

Commodities:

Gold, copper

Type of deposit:

Copper-gold porphyry

Type of mine/processing method:

Open pit and underground/gravity circuit and flotation

Life of mine¹:

20 years

Ownership:

100% Eldorado

Workforce:

1,201²

Proven and Probable Mineral Reserves¹:

3,630 Koz Au at 0.77 Au g/t;
740 Kt Cu at 0.50%

¹ Based on Proven and Probable Mineral Reserves as of September 30, 2024. Please refer to the advisories at the end of this report for more information on the Mineral Reserves and Mineral Resources. For more information, please find the latest Technical Report for each of Eldorado's assets and the Resources and Reserves page of our [website](#).

² As at December 31, 2024, we had 1,047 contractors and 154 full-time employees on site.



01

OVERVIEW

IN THIS SECTION

- Sustainability Approach
- Sustainability Integrated Management System (SIMS)
- Stakeholder Engagement
- Sustainability Materiality
- Performance Targets
- Governance



SUSTAINABILITY APPROACH

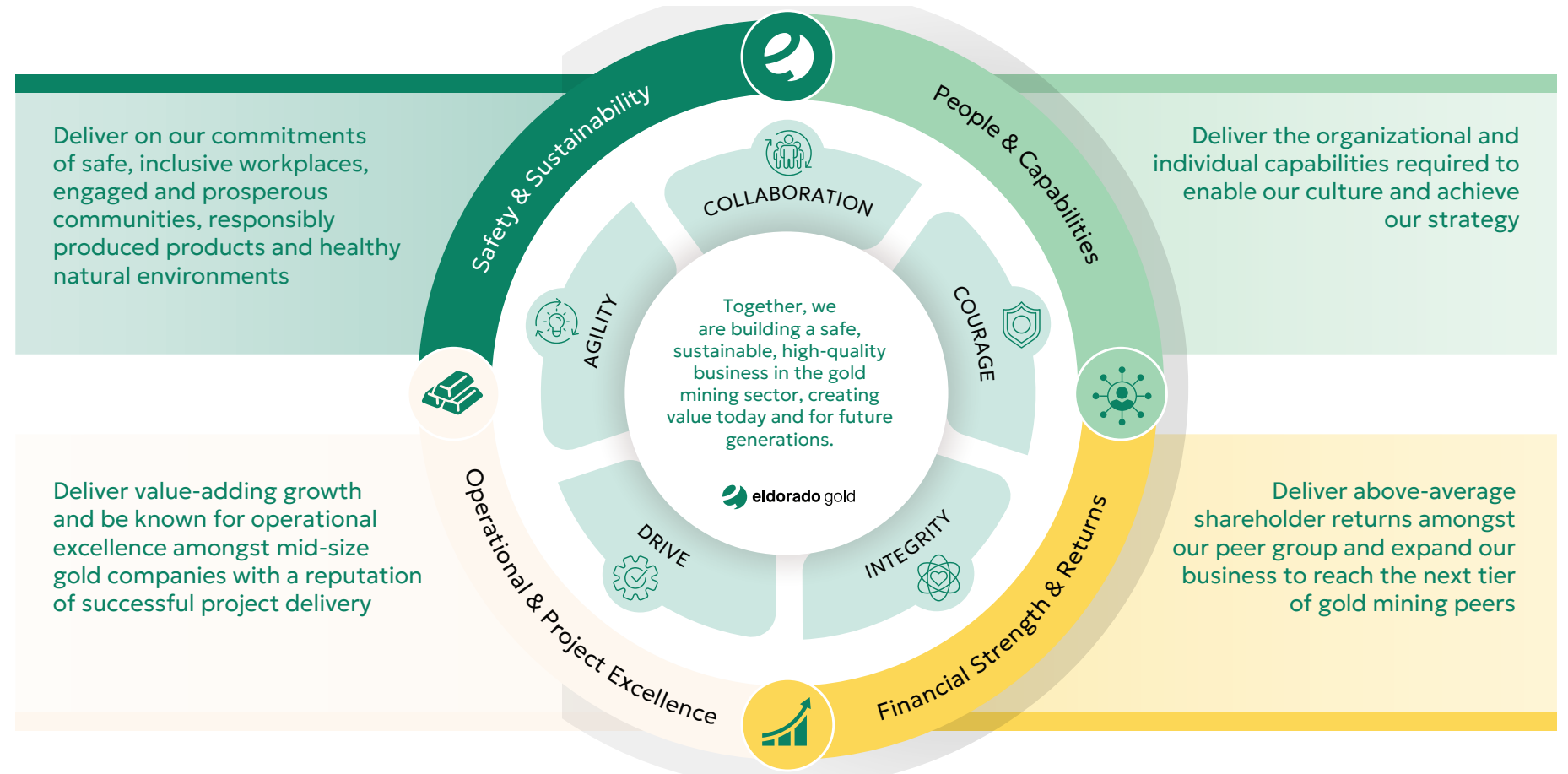
Our business is focused on breaking new ground at every stage in the mining lifecycle. From the initial relationships we build with local communities to implementing socially and environmentally responsible closure practices, we incorporate sustainability from the ground up and seek to find new ways to create value for our stakeholders. From our corporate vision to our management systems, we are committed to responsible mining as the foundation of our business.

Our corporate strategy is to build on our strengths, to grow our business and to deliver value today and for the future. The four pillars of our strategy include: safety and sustainability, people and capabilities, operational and project excellence, and financial strength and returns.

- Our **vision and values** define our future as an organization and our approach to how we get things done.
- Our **Sustainability Framework** articulates what sustainability means to us.
- Our **policies** define our commitments on specific sustainability-related topics.
- Our **Sustainability Integrated Management System (SIMS)** provides mandatory performance-based minimum standards that operationalize our Sustainability Framework and Policies across our global sites.

OUR VISION AND VALUES

Our five core values are the foundation for how we do business, ignite our culture and underpin our vision of building a safe, sustainable and high-quality business in the mining sector, creating value today and for future generations.



Collaboration
We succeed together



Courage
We embrace the unknown and face challenges head on



Integrity
We are honest and do the right thing



Drive
We persevere through adversity, remaining committed to delivering on our promises



Agility
We continuously assess, adapt and navigate to find solutions

OUR SUSTAINABILITY FRAMEWORK

Our sustainability framework embodies our pledge to incorporate sustainability from the ground up in service of our corporate vision to build a safe, sustainable and high-quality business in the mining sector, creating value today and for future generations. Sustainability is important to us, it is part of our full operations life cycle from exploration to closure, and in our relationships with communities, Indigenous peoples, investors, customers and other important stakeholders. Our sustainability framework articulates four pillars that highlight our commitments across environmental, social and governance (ESG) indicators as detailed in this report. By delivering on these pillars, we believe we will continue to be a preferred partner for host communities and countries and have access to capital to enable us to grow our business for the benefit of all stakeholders.

OUR SUSTAINABILITY POLICIES

Our policies and commitments provide the governance for making our vision, values and framework a reality. Our **sustainability-related policies** include:

- Code of Ethics and Business Conduct
- Supplier Code of Conduct
- Anti-Bribery and Corruption Policy
- Diversity Policy
- Environmental Policy
- Health and Safety Policy
- Human Rights Policy
- Respectful Workplace Policy
- Shareholder Engagement Policy
- Social Performance Policy

Our framework includes our commitments to deliver on the following:





SUSTAINABILITY INTEGRATED MANAGEMENT SYSTEM (SIMS)

SIMS provides a set of company-wide sustainability standards that establish minimum performance requirements for the management of health, safety, environment, social performance and security.

SIMS was developed in alignment with internationally recognized standards, including the World Gold Council's (WGC) **Responsible Gold Mining Principles (RGMPs)**, the Mining Association of Canada's **Towards Sustainable Mining (MAC-TSM)**, the **International Cyanide Management Code (ICMC)**, the **Copper Mark** and the **Voluntary Principles on Security and Human Rights (VPSHR)**. Through collaboration between executive leadership, senior management, mine general managers, corporate teams and a dedicated group of sustainability professionals from across our operating regions, SIMS is regularly reviewed and updated based on evolving standards. Founded on our values, SIMS is a critical tool for driving sustainability performance across our business.

Every three years, each operation will undergo a SIMS Compliance Verification. A verification involves participation from third-party assurers, providing assurance against the requirements of MAC-TSM and the RGMPs, as well as internal verifiers, who are subject-matter experts and employees from other Eldorado sites who participate in assessing SIMS compliance. This integrated approach to verification allows for the necessary credibility against the international standards and programs to which we subscribe, and provides opportunities to our employees supporting continuous improvement and knowledge sharing. Otherwise, each operation completes annual self-assessments. These assessments provide an initial baseline of conformance with the standards and are used to identify priority areas for continuous improvement.

As of 2024, all of our operating mines have completed verifications against the MAC-TSM protocols. Like SIMS Compliance Verifications, MAC-TSM verifications occur once every three years, conducted by an independent qualified third-party verifier. See our TSM section for details on our performance. We have also obtained external assurance confirming full conformance with the RGMPs as of June 30, 2023.

EXTERNAL FRAMEWORKS AND COMMITMENTS

Our sustainability framework, policies and SIMS have been guided and informed by industry-leading frameworks.

STANDARDS, COMMITMENTS AND CERTIFICATIONS

We report in alignment with the following:

- **Global Reporting Initiative (GRI) Standards**
- **Sustainability Accounting Standards Board – Metals & Mining Standard**
- **United Nations Reporting Framework**

We participated in the following disclosures:

- **S&P Global Corporate Sustainability Assessment**
- **United Nations Global Compact – Communication on Progress**
- **CDP Climate Change, Water Security and Forests**

Our standards are guided by the following:

- **Mining Association of Canada's Towards Sustainable Mining Framework**
- **Task Force on Climate-related Financial Disclosures**
- **United Nations Declaration on the Rights of Indigenous Peoples**
- **United Nations Guiding Principles on Business and Human Rights**
- **United Nations Sustainable Development Goals**
- **Voluntary Principles on Security and Human Rights**
- **World Gold Council's Responsible Gold Mining Principles**

Our sites achieve certifications or assurances, which vary by site, such as:

- **World Gold Council's Conflict-Free Gold Standard**
- **International Cyanide Management Code**
- **ISO 14001 Environmental Management Systems Standard**
- **ISO 39001 Road Traffic Safety Management Systems Standard**
- **ISO 45001 Occupational Health and Safety Management Systems Standard**
- **ISO 50001 Energy Management Systems Standard**

MEMBERSHIPS

We are also a member or signatory of several industry associations that assist in developing best practices and international standards, such as:

- **Association of Mining Enterprises of Greece**
- **European Association of Mining Industries, Metal Ores & Industrial Minerals (Euromines)**
- **International Cyanide Management Institute**
- **Mining Association of Canada**
- **Ontario Mining Association**
- **Prospectors & Developers Association of Canada**
- **Québec Mineral Exploration Association**
- **Québec Mining Association**
- **Turkish Gold Miners Association**
- **World Gold Council**





STAKEHOLDER ENGAGEMENT

Stakeholder	Why We Engage	Ways We Interact	Topics Discussed in 2024
Communities	We rely on the relationships we build with host communities, which are based on transparency, participation and trust, to work toward mutually beneficial sustainable development and to maintain our license to operate.	<ul style="list-style-type: none"> • Community of Interest Committee meetings • Women-only meetings • Public consultations on key developments • Community surveys and questionnaires • Community office open door hours • Planned engagement events and activities • Indigenous community meetings • Neighbourhood meetings and townhalls • Community festivals and parties • Site tours for local residents, students and interested parties • Regional newsletters, local media, subsidiary websites and social media • Career and school fairs 	<ul style="list-style-type: none"> • Community investment opportunities and strategic community development planning • Employment and contracting opportunities • Operational activities, including digital transformation, noise abatement, dust suppression and climate action • Development projects and exploration activities • Management plans, including tailings, biodiversity and traffic management • Environmental and Social Action Plan and Community Investment Strategy at the Cassandra Mines • Disaster relief and emergency management • Grievances • Inclusive diversity initiatives
Employees	We prioritize the well-being, inclusion and development of our employees, who are predominantly local to the communities in which we operate.	<ul style="list-style-type: none"> • Corporate, regional and site personnel engagement • Employee newsletters, intranet, social media and email • Workplace health and safety committees • Annual performance and development reviews • Training sessions • On-site leadership safety meetings and toolbox talks • Anonymous Global Surveys (on a variety of topics, including Engagement, Integrity, Inclusion, Health & Safety) • Townhalls • Team building and recognition activities • Focus groups 	<ul style="list-style-type: none"> • Health and safety initiatives like CSL • Safety, Code of Ethics and Business Conduct, Respectful Workplace and Cybersecurity training • 2024 Global Inclusion Survey • Community investment program employee perception survey at Hellas Gold • Annual performance reviews and professional development



STAKEHOLDER ENGAGEMENT

Stakeholder	Why We Engage	Ways We Interact	Topics Discussed in 2024
Government	Alignment with government policies, regulations and objectives helps us mitigate operational risks, mine responsibly and contribute to the socio-economic development of our operating jurisdictions.	<ul style="list-style-type: none"> Ongoing communication and dialogue with officials at municipal, regional and national levels Communication with supporting international and inter-governmental institutions (e.g., International Monetary Fund, European Bank for Reconstruction and Development, Export Development Canada, etc.) Engagement with governments through industry associations 	<ul style="list-style-type: none"> Environmental permitting and monitoring Climate change, water, land use and archaeology Community investment and community development planning Operational activities including exploration, tailings and heap leach management Shared infrastructure Disaster relief and crisis management International trade
Industry Associations	Our activity in industry associations enables our participation in the development and adoption of leading practices for responsible mining.	<ul style="list-style-type: none"> Membership in industry associations such as the International Cyanide Management Institute, Euromines, the World Gold Council, the Mining Association of Canada and the Canadian Mining Innovation Council Participation in several working committees Industry conferences and events 	<ul style="list-style-type: none"> Climate action Tailings management Standards implementation Regulatory and public policy developments Equity, Diversity and Inclusion (MAC-TSM EDI Protocol development) Critical and strategic minerals
Non-Governmental Organizations (NGOs) and Academic Institutions	Collaboration with NGOs and academic institutions allows for effective knowledge sharing and innovation, and helps us gain feedback on potential improvement opportunities.	<ul style="list-style-type: none"> Community of Interest Committee meetings Meetings with NGOs at both corporate and regional levels Partnerships for community investment and development, as well as studies to identify and progress continuous improvement opportunities 	<ul style="list-style-type: none"> Community investment and community development planning Agriculture Environmental and social impact management
Investors & Lenders	Our shareholders and lenders are critical for us to create shared value and we have a responsibility to provide timely, accurate and complete information.	<ul style="list-style-type: none"> Annual shareholder meeting Quarterly conference calls to discuss results Frequent one-on-one or group meetings For more information, see our Shareholder Engagement Policy 	<ul style="list-style-type: none"> Operational and financial results Investment opportunities Climate action Environmental and Social Action Plans
Suppliers and Contractors	Our suppliers and contractors provide necessary inputs for our operations, and we work closely to manage supply chain risks. Most of our suppliers and contractors are also local to the regions in which we operate.	<ul style="list-style-type: none"> Ongoing communication and dialogue between representatives Performance reviews and risk assessments Due diligence and compliance monitoring 	<ul style="list-style-type: none"> Dissemination of the new Supplier Code of Conduct Human rights and modern slavery Climate change (energy procurement) Contracting terms, contract renewals Tender procedures



SUSTAINABILITY MATERIALITY

Our annual Sustainability Report provides an opportunity for us to comprehensively address the sustainability-related issues and topics that are most material to our business and have the greatest impacts on society, the environment and economies.

In addition to our continuous monitoring of material issues, a formal assessment allows us to map the topics most important to our stakeholders and identify issues across our operating regions. This broad view provides valuable insights into our business and is the foundation of this report.

DEFINING MATERIALITY

In accordance with guidance provided by the GRI Standards, this report continues to define a “material topic” as a matter that reflects the Company’s significant economic, environmental and social impacts, or a matter that could substantively influence the assessments and decisions of our stakeholders. The GRI Standards’ externally focused definition of materiality forms our understanding of material topics for this report.¹ In addition to the GRI Standards’ materiality assessment methodology, we continued to measure each topic’s “importance to the business” as a third dimension in our own sustainability materiality, to provide a transparent view of internal priorities to our stakeholders. This existing approach is also aligned with the material issues identified by SASB for the metals and mining industry.

DETERMINING MATERIALITY

Using our existing approach, materiality assessments are to be conducted on a three-year rolling basis to identify the topics that will be featured in our Sustainability Report. Every third year, engagements are to be held with a broad group of internal and external stakeholders, and in interim years, we update materiality assessments internally and rely on publicly available external information.

Senior management then reviews the material topics with consideration to our impacts and influence. This materiality assessment process creates additional value for us by:

- Providing a structure and mandate for managing the most important ESG topics for our business and our stakeholders
- Adding data-driven support for the purpose and direction of our internal and external engagement initiatives
- Being a tool to map material topics to enterprise risks, ensuring they are considered

NEXT STEPS

We have initiated a double materiality assessment in conformance with upcoming mandatory reporting requirements, such as the European Union’s Corporate Sustainability Reporting Directive (CSRD). In place of a full update based on our three-year methodology, we completed an internal-only review of preliminary double materiality results in 2024 to confirm alignment with our current material topics. We continue to monitor the evolving scope and associated timelines of CSRD and will produce future sustainability reports, including adjustment of materiality procedures and disclosure of results in line with those obligations.



Breaking new ground.

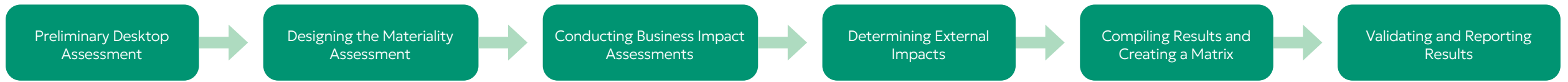
Vancouver, Canada

¹ The filing of this report and the topics and information included are not, and should not be construed as, an admission by the Company that such matters are material within the meaning of Canadian securities laws.



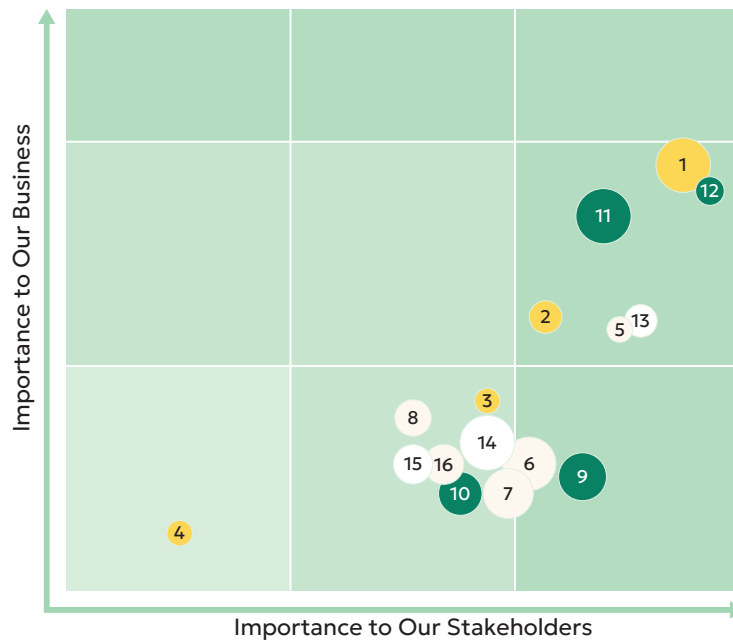
SUSTAINABILITY MATERIALITY

SUSTAINABILITY MATERIALITY PROCESS



SUSTAINABILITY MATERIAL TOPICS

Sustainability Materiality Matrix¹



- **Safe, Inclusive and Innovative Operations**
 - 1 Occupational Health & Safety
 - 2 Inclusive Diversity
 - 3 Training and Professional Development
 - 4 Labour Standards
- **Healthy Environments, Now and For the Future:**
 - 9 Water and Air
 - 10 Biodiversity and Reclamation
 - 11 Tailings and Waste
 - 12 Energy and Climate Change
- **Engaged and Prosperous Communities:**
 - 5 Stakeholder Engagement
 - 6 Local Employment and Procurement
 - 7 Community Investment
 - 8 Working with Indigenous Peoples
- **Responsibly Produced Products:**
 - 13 Human Rights
 - 14 Responsible Sourcing
 - 15 Security
- **Other:**
 - 16 Corporate Governance and Transparency

LEGEND:

Importance to our business (Y axis): reflects the influence and importance each topic has on us as a sustainable mining company
Importance to our stakeholders (X axis): reflects the influence and importance each topic has across all stakeholder groups surveyed
Bubble size: indicates our impact on society, the environment and economy for each topic

¹ Aligned with GRI 3: Material Topics 2021, our 2024 Sustainability Report is structured according to our materials topics identified in this matrix.



OUR PERFORMANCE TARGETS

Every year we set ambitious goals for sustainability performance, management and governance and work to integrate sustainability into our business.

2024 SUSTAINABILITY ACHIEVEMENTS

By conducting our third SIMS Compliance Verification in 2024, this time for our mines in Türkiye, we have now completed SIMS and MAC-TSM Verifications for all of our operating sites. We apply TSM protocols across our global mining operations, including Canada as a mandatory requirement as a member of the Mining Association of Canada, and in Greece and Türkiye voluntarily. Of note, we scored AAA, the highest possible score, for tailings management across all of our operations with tailings facilities. In 2024, we maintained full conformance with the RGMPs.

Across Eldorado, we continued to progress the implementation of our Climate Change Strategy through continued realization of GHG emissions mitigations toward our target, integration of energy and carbon into regular business activities and the completion of climate risk assessments.

While we did not achieve our Lost Time Injury Frequency Rate (LTIFR), we did achieve our Total Recordable Injury Frequency Rate (TRIFR) targets, which is tied to compensation, we made significant strides in our health and safety reporting. We continue to focus on strengthening our safety culture through workforce safety engagements and the implementation of health and safety tools such as the Health and Safety Work Card and Golden Rules Health & Safety Handbook.

Placing an emphasis on sustainability in our corporate scorecard, which is tied to compensation, is an important indication of our commitment to responsible mining and reinforces our values to our stakeholders. For further information on how our targets are tied to compensation, please see our annual [Management Proxy Circular](#).





OUR PERFORMANCE TARGETS

Goal	2024 Target	Achievement	Highlights
Reduce Lost Time Injury Frequency Rate (LTIFR)	Operated sites: 0.42 Skouries Project: 1.90	○	In 2024, our LTIFR at our operations (Kışladağ, Lamaque Complex, Efemçukuru, Olympias and Stratonii) was 1.07 and TRIFR was 3.32. Our Skouries Project recorded an LTIFR of 0.57 and a TRIFR of 2.86. We remained focused on strengthening health and safety performance, specifically at our Kassandra Mines sites, and continued implementing safety training programs and technologies discussed in this report to further advance our ultimate ambition of eliminating fatalities, serious injuries and occupational diseases.
Reduce Total Recordable Injury Frequency Rate (TRIFR)	Operated sites: 4.12 Skouries Project: 4.74	○	
High Potential Risk Control	Develop a revised definition for High Potential Incidents (HPI)	●	Working closely with site teams, we developed an updated incident reporting and investigation standard. This included revised definitions and specific critical controls to supplement our SIMS framework.
Safety Leadership and Engagement	Refine Leadership Safety Engagement practices and develop Courageous Safety Leadership (CSL) program	●	Leadership safety engagements were conducted across operations throughout the year, including regular person-to-person conversations about observations and safer ways to work, and continued targeted toolbox talks around appropriate use of tools and equipment and hand safety. In November 2024, we conducted a CSL pilot in Türkiye with all sites planned for 2025.
Progress Sustainability Integrated Management System (SIMS) Implementation and Performance	Conduct SIMS Compliance Verifications at Kışladağ and Efemçukuru and continuously improve SIMS	●	We successfully completed our third SIMS Compliance Verification at Kışladağ and Efemçukuru, which also included external verification of performance against the MAC-TSM Protocols. Our sustainability practitioners participated in a global SIMS workshop to advance the framework and update standards as required, and a full review and update of SIMS was completed.
Progress Climate Change Strategy Implementation	Update climate risk assessments globally and continue advancing our GHG Emissions Target Achievement Pathway	●	Our GHG Emissions Target Achievement Pathway implementation progressed, achieving 36% of our target of mitigating approximately 59,000 tCO ₂ e by 2030 on a “business as usual” basis compared to 2020 baseline. Climate risk assessments were completed for all sites in 2024. ¹
Zero Fatalities	Zero fatalities	●	
Zero Major Environmental Incidents	Zero major environmental incidents	●	

LEGEND:

● = Achieved ○ = Not Achieved

¹ For further detail, please see “Measurement of Mitigation Pathway and Target” in the advisories on page 121. Our GHG emissions mitigation target does not include Skouries and is distinct from our corporate Scope 1 and Scope 2 GHG emissions measured on an absolute basis.



2025 SUSTAINABILITY TARGETS

In 2025, we are working to advance our performance and management of key strategic areas across our Sustainability Framework, with an increased focus on leading indicators.

Goal	2025 Target
Reduce Lost Time Injury Frequency Rate (LTIFR)	Operated sites: 0.96 Skouries: 0.51
Reduce Total Recordable Injury Frequency Rate (TRIFR)	Operated sites: 2.99 Skouries: 2.57
High Potential Risk Control	Advance the development of critical controls for our most significant risks, focus on High Potential Incidents (HPI) quality investigations and effective implementation of corrective actions.
Courageous Safety Leadership	Implement Courageous Safety Leadership (CSL) program and Health and Safety Positive Recognition Program.
Progress SIMS implementation and performance	Conduct verification at our Lamaque Complex and implement the updated version of SIMS.
CSRD Readiness	Enhance data management capability and complete readiness plan for EU's Corporate Sustainability Reporting Directive (CSRD).
Progress Climate Change Strategy implementation	Continue advancing mitigation projects towards our GHG Emissions Target. ¹
Zero Fatalities	Zero fatalities
Zero Major Environmental Incidents	Zero major environmental incidents

¹ For further detail, please see "Measurement of Mitigation Pathway and Target" in the advisories on page 121. Our GHG emissions mitigation target does not include Skouries and is distinct from our corporate Scope 1 and Scope 2 GHG emissions measured on an absolute basis.





GOVERNANCE



Lamaque Complex, Québec

Central to our record as a trusted operator is our commitment to ethical business practices and high standards of corporate governance. We recognize the importance of having an integrated approach to managing our operations, risks and relationships.

BOARD OF DIRECTORS

Our Board is responsible for overseeing corporate governance. Their **Terms of Reference** explicitly require the Chair of the Board and all members of Board committees to be independent. The Board works with senior management to set long-term goals, develop strategy and monitor our progress toward achieving its goals, while providing independent and objective advice. They regularly

evaluate our principal business risks and monitor the effectiveness of our risk management process. Our Board includes the following five committees:

- **Audit**
- **Compensation**
- **Corporate Governance and Nominating**
- **Sustainability**
- **Technical**

The Corporate Governance and Nominating Committee annually evaluates the performance of the Board and its committees and directors. **Mr. Steven Reid** serves as Chair of the Board. More information on our Board committees is available on our **website**. For current information on the Board of Directors and Board Committees, please see our annual **Management Proxy Circular**.

The Sustainability Committee oversees our policies, programs, practices and disclosures in the areas of environment, tailings management, sustainable development, climate change, health and safety, social performance, community relations, human rights and security. The Committee seeks assurance that we consistently promote ethical, transparent and responsible behaviour and meaningfully engages its stakeholders and communities. All committee members are independent.

The Sustainability Committee receives quarterly reports for all sites and works with leadership to suggest directives for senior management to pursue. The Board, including members of the Sustainability Committee, periodically visit our sites for first-hand validation and interaction with our operations personnel.

SENIOR MANAGEMENT

Accountability for social, environmental, and health and safety performance ultimately rests with our **President & Chief Executive Officer (CEO)**, while our **Executive Vice President, Technical Services and Operations (EVP, Technical Services & Operations)** has oversight at the corporate level. The **Executive Vice President, Development, Greece (EVP, Development, Greece)**, **Vice President & Country Manager, Canada (VP & Country Manager, Canada)** and **Vice President & Country Manager, Türkiye (VP & Country Manager, Türkiye)** have oversight in-country. In addition to frequent site visits, our senior management team collectively aims for open communication and appropriate oversight through regular reporting on sustainability-related matters, including health and safety, environmental and social performance. Our **Vice President, Health, Safety & Sustainability (VP, Health, Safety & Sustainability)** and Mine General Managers report through the EVP, Technical Services & Operations, and along with site Health, Safety & Sustainability teams, they are responsible for delivering on and adhering to our Sustainability Framework through the implementation of our sustainability policies and SIMS.

In 2024, senior management at the corporate and in-country levels worked to advance SIMS and our Climate Change Strategy, with involvement from sustainability, operations and engineering teams. This work included a global effort to conduct our third SIMS Compliance Verification at the Efemçukuru and Kışladağ mines and involved collaboration with teams across operating sites to action key Energy and Carbon Management System (ECMS) projects, as part of implementing our GHG Emissions Target Achievement Pathway.

In our latest **Climate Change & GHG Emissions Report**, we completed our first full Scope 3 GHG emissions inventory for the year 2022. Recognizing the importance of Scope 3 GHG emissions in our pathway and the global journey to a lower-carbon future, we will seek to assess and disclose our full value chain emissions in future years in alignment with the Greenhouse Gas Protocol.



Olympias, Greece



GOVERNANCE

POLICIES

Our [Code of Ethics and Business Conduct](#), [Anti-Bribery and Corruption \(ABC\) Policy](#), [Human Rights Policy](#), [Insider Trading Policy](#) and [Corporate Disclosure Policy](#) reinforce our standards and values and outline our expectation that employees and suppliers operate in accordance with high standards of legal and ethical behaviour. In 2022, we updated our [Health and Safety Policy](#), [Environmental Policy](#) and [Human Rights Policy](#) and introduced a new [Social Performance Policy](#) and a new [Respectful Workplace Policy](#), which outline our commitments to protecting the environment and the safety of our people and neighbours.

In 2023, we adopted a Supplier Code of Conduct that outlines our expectations for suppliers to align with our standards on topics including business ethics, health, safety, labour relations, human rights, environment and social performance. A worker handbook was developed and distributed to all employees as a resource to support our collective understanding of all of our Global Policies and how they are applied. In 2024, we completed a regular review of the Code, ABC Policy, Insider Trading Policy and Corporate Disclosure Policy. Updates were made to the Insider Trading Policy and Corporate Disclosure Policy to align with evolving practices.

SUSTAINABILITY FACTORS IN COMPENSATION

Our people are responsible for our success. Actively building our organizational culture is therefore critical to executing on our goals. Guiding culture requires ongoing performance conversations to stay focused on results.

Health, safety and environmental performance indicators and social performance measures are embedded in the evaluation of corporate and personal performance and are directly tied to

awards paid under the Short-Term Incentive Plan. ESG objectives made up 30% of the 2024 corporate scorecard resulting in a direct impact on short-term incentive compensation. In addition, sustainability goals are measured within personal performance scorecards for senior management. Combined, ESG metrics account for up to 30% of senior management short-term compensation.

Based on feedback from shareholders and with the support from Meridian on market practice, the Compensation Committee has been considering a second Performance Share Unit (PSU) metric. In 2024, the Compensation Committee recommended for Board approval the addition of a GHG emissions mitigation target within the PSU scorecard. The climate metric represents 10% of the PSU scorecard for PSUs granted in 2024. The climate metric measures GHG emissions mitigations achieved over the performance period based on threshold, target and challenge metrics.

In 2024, we set new scorecard objectives to continue promoting multi-year and strategic sustainability programs including implementation of SIMS, development of our Courageous Safety Leadership program, completion of climate risk assessments, and integration of new TSM protocols. For further information on sustainability factors in compensation, please see our annual [Management Proxy Circular](#).

ELIMINATING BRIBERY AND CORRUPTION

As a Company that generates significant local employment and government revenue, we have the ability to influence anti-bribery and anti-corruption behaviour and positively contribute to respect for the rule of law where we operate. We, along with our subsidiaries, are required to comply with all applicable anti-corruption and anti-bribery laws and regulations.

Our [Anti-Bribery and Corruption Policy](#) has been in place since 2015, was updated in 2022, and underwent an a further review in 2024. The policy formalizes our commitments and expectations for employees and contractors to comply with applicable anti-bribery and anti-corruption laws. It also encourages staff to be alert to potential violations of applicable laws by our personnel or independent representatives, distributors, consultants or agents. We formalized Gifts and Entertainment Procedures at our corporate offices in Vancouver and Amsterdam in 2023, including an approval process and guidance for interactions with third parties. The Gifts and Entertainment Procedures were implemented in early 2024, and it is expected that a second phase of implementation in our operating regions will follow in 2025.

Directors, officers and Country General Managers who are responsible for overseeing employees in the jurisdictions where we operate must sign a compliance certificate, stating that such individuals understand the Company's [Code of Ethics and Business Conduct](#) and all other applicable Company policies and will follow them. Copies of these policies are posted at each of our sites in communal work areas and on noticeboards. The policies are overseen by our Corporate Secretary and Ethics and Compliance team. Issues of concern can be reported to the Board via the Chair of the Audit Committee or by using the whistleblower reporting agency at www.eldorado.ethicspoint.com.

We have implemented measures to ensure that our workforce is aware of our commitments and their responsibilities regarding anti-bribery and anti-corruption. In 2024, employees completed annual training on our Code of Ethics and Business Conduct to ensure we all understand the role we play in maintaining this culture, which included topics such as acting with honesty and integrity, recognizing and declaring conflicts of interest in accordance with our [Anti-Bribery and Corruption Policy](#), and enabling a safe, healthy and respectful work environment. We

achieved a 100% completion rate for the annual Code training among all desktop employees across all regional offices.

In 2024, no regulatory actions were taken against us related to bribery, corruption, anti-competitive behaviour or anti-trust.

CYBERSECURITY

At Eldorado, cybersecurity is a critical component of our commitment to responsible and sustainable business practices. We recognize the growing risks associated with cyber threats and are dedicated to safeguarding our operational technology, corporate data and stakeholder information. Our approach includes robust security protocols, regular risk assessments, and employee training to mitigate potential cyber risks. By leveraging advanced security technologies and collaborating with industry experts, we continuously enhance our defenses against evolving cyber threats.

We align our cybersecurity practices with evolving industry practices and regulatory requirements to support the integrity, confidentiality, and availability of our systems. Our governance framework includes ongoing monitoring, incident response protocols, and regular audits to maintain resilience. As cyber risks evolve, we remain proactive in strengthening our cybersecurity measures to protect our people, assets and the communities in which we operate.

In 2024, we implemented a cybersecurity incident response plan and a crisis response plan, providing a documented framework for managing cybersecurity incidents and coordinating across multiple jurisdictions. The incident response plan, linked to our overall crisis management plan, prescribes roles and responsibilities informed by applicable regulations, including privacy protection.

As of the current date, we have not experienced a material or significant cyber-breach.



02

SAFE, INCLUSIVE AND INNOVATIVE OPERATIONS

People are at the core of our business. By keeping our people safe, providing well-paid jobs and fostering inclusivity and diversity in our workforce, our operations contribute to the social and economic development of the communities in which we work.

IN THIS SECTION

- Health and Safety
- Inclusive Diversity
- Training & Development
- Labour Relations
- Innovation



HEALTH AND SAFETY

Protecting the health and safety of our employees, contractors, suppliers and communities is our first priority and a cornerstone of our operating philosophy. We are focused on driving an engaged safety-first culture, as part of our commitment to eliminating fatalities, serious injuries and occupational diseases.

High-risk and safety-sensitive activities are identified in our Golden Rules Health & Safety Handbook, which provides requirements for health and safety risk identification and management. Every person entering one of our sites – employees, contractors, visitors or otherwise – is required to carry a copy of the Golden Rules Health & Safety Handbook.

Health and safety risks that may cause disease and injury related to work activities are addressed in our health and safety risk register. We continue to use our Golden Rules Health & Safety Handbook to facilitate on-field discussions and engagement around critical controls.

RESPONSIBILITY FOR SAFETY

At each of our sites, health and safety teams and site management are responsible for the day-to-day oversight, implementation and management of our health and safety policies, programs and activities. Each team reports directly to its Mine General Manager and country-level oversight is provided by the EVP, Development, Greece, VP & Country Manager, Canada, and VP & Country Manager, Türkiye. The EVP, Technical Services & Operations, supported by the VP, Health, Safety & Sustainability, oversees health and safety objectives and targets, engages directly to support health and safety management systems, and reviews safety performance across our company.

Health and safety incidents resulting in a recordable injury or a Potentially Fatal Occurrence (PFO) are reported to our management team as well as health and safety teams across our operating regions. We encourage and facilitate the sharing of health and safety information including near misses, high-potential injuries and learning opportunities across our operating regions to build knowledge of health and safety practices. Our President & CEO is ultimately accountable for our safety performance. At the Board level, the Sustainability Committee has oversight of health and safety performance and activities. Regular health and safety reports are prepared by each site and region, with safety statistics reported internally on a regular basis.

OUR PERFORMANCE

We continue to focus on strengthening our health and safety culture. In 2024, our Total Recordable Injury Frequency Rate (TRIFR) was 3.24 and our Lost Time Injury Frequency Rate (LTIFR) was 0.99 across Eldorado, representing a 30% decrease and 57% increase year-over-year, respectively. While we achieved our 2024 TRIFR targets for both operations and Skouries and achieved our 2024 LTIFR target at Skouries, we missed our 2024 LTIFR target for operations. With an increased focus on leading indicators and reporting high-potential incidents globally to foster awareness and learn from one another, we also achieved a 27% reduction in our frequency rate of PFOs.

We have not recorded a fatality since 2017.



ELDORADO'S GOLDEN RULES COVER:



Driving Safety



Fit for Work



Work Permits



Lifting, Rigging and Hoisting



Energy Isolation



PPE



Tools and Equipment



Ground Stability



Working at Height



Hazardous Substances

HEALTH AND SAFETY

HEALTH AND SAFETY MANAGEMENT SYSTEMS

SIMS contains occupational health and safety standards that set performance requirements for all of our sites. SIMS actions our corporate **Health and Safety Policy** and drives safety performance. Annually, site-specific health and safety targets are defined and included in executive compensation. Our Health and Safety Policy includes elements of a strong safety culture such as management team and workforce engagement, use of leading indicators, and celebrating successes, collaboration and innovations.

Our Kışladağ and Efemçukuru mines in Türkiye and the Kassandra Mines in Greece are independently certified to **ISO 45001**. We have externally verified our performance against MAC's **Safety and Health Protocol** as part of our broader adoption of the TSM program within SIMS, which includes a minimum Level A score requirement. In 2024, we completed integrated verifications for Kışladağ and Efemçukuru, with results externally verified [here](#). Annually, each site completes a SIMS self-assessment to evaluate current alignment with SIMS and develop corrective action plans to drive continuous improvement.

In practice, this work also includes tracking leading indicators such as corrective actions following preventative inspections to emphasize and build a culture of proactive health and safety management. We achieved a corrective action efficiency rate of 89% by the end of 2024, a slight increase from 85% in 2023.

Our global site teams continued to deliver corrective actions through leadership safety engagements and targeted toolbox talks on key health and safety topics. We remain committed to advancing our health and safety performance, through continuous improvement and transparency. Over the last year, we've improved our understanding around incident definitions and the concept of high potential for safety incidents to foster a deeper knowledge of incident root causes toward incident prevention. Our teams are dedicated to operating safely, and they embody our safety culture. Looking ahead, we will seek to increase our focus on leading indicators, incident investigation and prevention.

STRENGTHENING OUR HEALTH & SAFETY CULTURE

By taking a holistic view toward safety leadership, we continue to strengthen our safety culture. At Eldorado, we foster a culture of safety where each individual values their safety and the safety of those around them. This culture allows for our policies, procedures and systems to be implemented effectively and leads to safety-conscious behaviour.

Engagements between site management teams and front-line workers are targeted toward priority safety topics, such as proper use of tools and equipment. These discussions aim to increase awareness and understanding of safety objectives across the organization. In demonstration of this sense of shared responsibility, phase one of our Global Inclusion Survey previously conducted across operations in Canada and Türkiye indicated that 91% of our employees feel comfortable voicing concerns or making suggestions about workplace health and safety. We developed the Courageous Safety Leadership (CSL) workshop to enhance our approach to health and safety at Eldorado.

COURAGEOUS SAFETY LEADERSHIP

The Courageous Safety Leadership (CSL) program is a transformative initiative aimed at enhancing our global health and safety culture. In 2024, we held two pilot sessions at our Efemçukuru operation. These one-day sessions brought together employees and contractors from various departments and roles, fostering a deeper understanding of the impact of personal beliefs, attitudes and behaviors on health and safety. The program emphasizes personal responsibility and the negative and positive ripple effect of actions, encouraging participants to become leaders in health and safety both at work and at home.

Participants shared personal stories and engaged in rich discussions, highlighting the importance of making conscious, safety-oriented choices. The workshop also features videos from global colleagues and leadership, reinforcing the universal commitment to health and safety across all sites. Each participant made a personal commitment to enhance health and safety practices, underscoring our vision of going home healthy and safe every day. The positive feedback and enthusiastic participation indicate that the CSL workshop has the potential to significantly shape and improve our health and safety culture.



Kışladağ, Türkiye

SIMS Spotlight

In SIMS, we have standards that operationalize health and safety event reporting and investigation requirements within Eldorado. We set clear expectations for timely reporting, investigation, implementation of corrective actions and communication of lessons learned.



HEALTH AND SAFETY

HEALTH AND SAFETY TRAINING

New recruits and interns at our facilities undergo training on safety, incident prevention, environmental stewardship and Company procedures, among other topics. We regularly conduct safety training to address new and ongoing risks across our sites. While each site is responsible for conducting safety training, our Golden Rules Health & Safety Handbook provides a standardized approach to managing health and safety aspects across the Company. Ongoing training priorities are defined based on job requirements, performance evaluation notes and legal requirements. Even at sites with a long mining history and a well-established mining workforce, such as Kışladağ and Efemçukuru, we see the benefits of refresher training to improve employee capacity, productivity and health and safety performance as a necessary part of our approach.

In 2024, there was an overall increase of approximately 25% in training hours for our employees and contractors in Greece as construction progresses for our Skouries development project. Of these training hours, 60% were dedicated to health and safety topics, while the remaining 40% focused on technical skills, soft skills, and leadership and management subjects. On average, each employee received an 8% increase in training hours, compared to 2023.

We remain steadfast in our commitment to investing in workforce training, aiming to further enhance safety performance indicators while ensuring the effective achievement of our production objectives.

CONTRACTOR SAFETY

We hold employees and contractors working on our sites to the same standards for safety and health. At our mines, we communicate our expectations regarding contractor health and safety rules as a component of the tender notice and project assignments. These expectations form an integral part of the agreements we sign with each contractor – they educate contractors to carry out work safely and in line with our standards; aim to prevent incidents among their staff, our staff or third parties; and aim to avoid damage or harm to facilities and equipment belonging to the contractor, our company or

third parties. If contractors do not follow safe practices, we require them to cease work until remedial actions have been taken. This may include implementing written procedures for high-risk tasks within the contractor's scope; documenting training for all personnel; conducting fit-for-purpose audits of machinery, tools, materials, PPE and emergency equipment used by the contractor; and re-inducting their employees to our site safety requirements and the Golden Rules Health & Safety Handbook.

In 2023, we adopted a Supplier Code of Conduct that sets out our expectations of suppliers doing work on our behalf, including compliance with our minimum standards for health and safety and fostering a culture of safety toward eliminating fatalities, serious injuries and occupational diseases.

HEALTH AND SAFETY BEYOND THE MINE

In our activities, we also consider local stakeholders' health and safety. As we transport materials to and from mine sites, the safety of our workers relates directly to the safety of local communities and neighbours. We require our workers and contractors to adhere to all local transportation laws and regulations. An important part of being a responsible operator and a good neighbour is respecting common areas outside of our site boundaries (such as roadways), and we are committed to transportation safety. For example, we supported the construction of a roundabout in Val d'Or in collaboration with the municipal government and another regional mining company to improve road safety for our people and the surrounding community.

To promote health and safety in the communities near our operations, our sites have both formal and informal aid-assistance programs in which our emergency response teams help in community emergencies. Health programs at our sites provide basic medical treatments and services for employees and contractors, including immunizations and medical check-ups. At some sites, like Efemçukuru, local community members are welcome to visit our physicians to receive check-ups free of charge, while we support access to health care off site across our operating regions.



Lamaque Complex, Québec



Kışladağ, Türkiye

EMERGENCY PREPAREDNESS

By planning for emergencies, we identify, prioritize and implement controls for potential hazards at our sites. Emergency plans help to safeguard our people, the environment and local communities. Emergency response programs are in place across our operations. Our emergency response teams comprise employees with additional training in emergency protocols, procedures and equipment. The emergency response programs include extensive emergency drills and training, such as mine rescue drills, fire drills, CPR first-aid training and training in the use of hazardous materials suits and other safety equipment. Our operating regions also have crisis management plans in place and are working to ensure consistency with Mining Association of Canada's TSM **Crisis Management and Communications Planning Protocol**.

Our emergency response teams also maintain close working relationships with community-based emergency responders and provide additional support and resources to them in the event of a serious off-site incident. In cases of natural disasters and irregular weather events, such as floods and forest fires, which may become more frequent due to climate change, our emergency responders are prepared to assist community-based response teams to protect our workers, assets and neighbours.

Winning the Turkish Miners Association Mining Rescue Competition

In September 2024, the third Mining Rescue Competition, was held in Kütahya, Türkiye. This competition was hosted by Turkish Coal Enterprises and more than 100 search and rescue personnel from 15 leading mining companies in Türkiye participated in the competition.

Our Tüprag Mine Rescue Team was selected as the “Best Mine Rescue Team” together with the Çayeli Bakır İşletmeleri team. The team also received the “Best Team in Hazmat Competition” award in the competition consisting of six main modules.



INCLUSIVE DIVERSITY

We believe diverse and inclusive teams are a competitive advantage for Eldorado. We recognize and seek to foster diversity of identity and cognitive diversity across our organization. This includes gender, race, ethnicity, language, sexual preference, geography, religion, disability, age and any other demographic characteristics that, in combination, define our sense of individual identity.

Cognitive diversity is also essential in mining, which often requires specialized skills and expertise; this form of diversity includes our background, acquired skills, knowledge, experiences and other attributes that influence our thinking, decision-making and performance. Actively including diverse people, perspectives and ideas is critical to our business and our ability to create shared value.

DIVERSITY IN LEADERSHIP

Eldorado's Diversity Policy was last updated in 2023, including aspirational targets to:

- Maintain a minimum of 30% women directors on our Board;
- Maintain a minimum of 30% women on our senior management team;
- Maintain at least an additional 10% of directors on our Board be represented by one or more designated groups (beyond women) as defined in the policy; and
- Maintain at least an additional 10% of our senior management team be represented by one or more designated groups (beyond women) as defined in the policy.

We define designated groups as women, Indigenous peoples (First Nations, Inuit and Métis), visible minorities, persons with disabilities and LGBTQIA2S+. We first exceeded our aspirational targets at the Board level as of April 2023.

SUPPORTING OPPORTUNITIES FOR WOMEN AND OTHER DESIGNATED GROUPS

We are actively providing opportunities for women and other designated groups by providing flexible working arrangements, support for working parents and through our focus on greater gender parity in recruitment. In 2024, we continued to support inclusive diversity across our operating regions:

GLOBAL

- We continue to implement Inclusive Diversity Roadmaps specific to each of our sites and corporate offices to foster a culture of inclusion, improve diverse representation in the workforce and reduce bias in everyday processes through various means, including communication and feedback mechanisms, providing training and development opportunities and implementing talent management systems.
- We supported diversity within our supply chain through multiple partnerships as part of our continued sponsorship of the [Artemis Project](#), an organization that brings together women-led businesses related to mining to accelerate collaboration, innovation and entrepreneurship for better business outcomes.
- We are proud to be an International Women in Mining (IWIM) Advocate, as part of our commitment to foster career and leadership opportunities for women in our workforce.
- Our valuable leadership model has inclusive leadership at its core. Training and development is available on-demand promoting inclusion, strategies for reducing unconscious bias in decisions, and promoting a growth mindset and psychological safety.
- We continue to conduct gender pay equity reviews using third-party analytics software to identify any unintended and systemic bias in our compensation processes.
- As part of our Global Employee Listening Strategy, we conducted our second Inclusion Survey. 84% of women responded favourably regarding our commitment to valuing diversity, and 81% responded favourably that we build diverse teams. These scores reflect an upward trend of 3% & 5%, respectively, since late 2021 as a result of our internal efforts.

CANADA

- Promoting work-life balance and wellness at our Lamaque Complex with a program allowance and the right to disconnect policy.
- Updated our policies using more inclusive language.
- We provide both childcare support and flexible working arrangements at Eldorado Gold Québec for employees with children so that families can better support each other professionally and at home.
- We continue to offer five different work schedules at Eldorado Gold Québec, providing flexibility to workers of different personal situations and allowing employees to be home with their families every night.
- Focus groups for women employees were held, with female employees who return from maternity leave and those still on maternity leave, from various departments. These meetings addressed crucial topics such as returning to work after maternity leave, relationships with supervisors and colleagues, work life balance and work schedule.

TÜRKIYE

- Implemented the “Productive Women, Strong Futures” project to empower women socially and economically in a partnership with Women-Friendly Brands.
- Reducing bias in the recruitment process by removing personal information from resumes, such as gender and personal photos.
- At our Efemçukuru site, we organize focus groups for employees with disabilities and implement activities specifically designed to foster inclusivity and accessibility.
- Respectful Workplace Policy training and awareness sessions were held for employees and leaders.
- Management at our regional office participated in Inclusive Leadership training on how to give feedback.



INCLUSIVE DIVERSITY

GREECE

- We began developing a survey for women in local communities to hear their beliefs, concerns and ideas in key areas, such as economic development, education and entrepreneurship.
- Our Minds in Mining program aims to create opportunities for Greek-speaking students to jump-start their careers.
- During the 7th Inclusivity Lounge of Women on Top, hosted by Delphi Economic Forum, we participated in the discussion on female employment and equal access to the labour market.
- The newly ratified collective bargaining agreement (CBA) for Olympias includes a marriage benefit that is inclusive of all legally recognized marriages, including same sex marriages and civil unions.

INCLUSIVE DIVERSITY IN OUR WORKFORCE

Everywhere we operate, we seek to provide opportunities for people of diverse ages, genders and cultural backgrounds. We recognize our industry can do more to attract and retain women, in particular. We are committed to fostering opportunities for women to enter the mining industry and continue to work to develop opportunities for women across our organization.

In 2024, our female hire rate was 21% across our global operations, resulting in a steady female representation in our workforce of 13%. We continue to actively work on strengthening a number of talent recruitment and retention programs across the regions in which we work, including identifying and addressing opportunities to reduce bias in the hiring process; proactively enhancing how we look for diverse talent through posting platforms, hiring agencies and partners, such as International Women in Mining and other programs targeting women in STEM; and laying the groundwork to provide future opportunities for international recruitment of women. This is a direct reflection of our commitment to supporting gender diversity and fostering employment opportunities for women in mining.





TRAINING AND DEVELOPMENT

We are committed to enhancing workforce capabilities through regular training and performance reviews across all our sites. In certain regions, the majority of our workforce is drawn from local communities and the regions surrounding our operations, often with no prior mining experience. By building competency and skills within our workforce, we provide significant socio-economic benefits to these regions. Our investment in relevant training and development initiatives aims to improve both the capabilities and safety of our employees.

In 2024, we began laying the groundwork for expanding our capacity and delivering training by planning and building our global Learning Management System (LMS), starting in the Cassandra Mines. We also advanced the development of a training centre that will facilitate the implementation of our tailored training programs. These programs will include developing skills specific to mining techniques for the large volume stopes unique to the ore body at Skouries. This initiative will complement applicable Greek Mining Code and Labor Legislation standards, combining comprehensive in-classroom theoretical training with hands-on practical training. Workers will be assessed on both theory and practical knowledge before being qualified to work in the mine.

At our Lamaque Complex, we have access to a highly skilled workforce and can rely on academic institutions to provide a broad range of training programs to meet the needs of the mining industry. Throughout the year, we offer opportunities for students and professionals in training to complete the practical part of their program through mining work at Lamaque.

SIMS Spotlight

SIMS contains standards for health and safety training. We will have planned, documented and functional OHS training programs for each site with qualified trainers, training records and a job observation program to reinforce training and provide coaching.





LABOUR RELATIONS

We seek to uphold international labour standards and human rights for our employees and contractors. As a member of the United Nations Global Compact, our Human Rights Policy specifically prohibits child and forced labour in our operations and supply chain, and we work with our contractors to uphold international standards as well as applicable labour regulations where we operate.

Many of our employees are unionized, with employment terms and conditions negotiated through collective bargaining agreements. Our labour agreements are overseen by our Mine General Managers and Country Vice President & General Managers. Approximately 55% of our employees were covered by collective bargaining (CBA) agreements in 2024. We believe we have good relations with both our unionized and non-unionized employees and are committed to resolving employee relations matters promptly and to mutually beneficial outcomes.

At Olympias, as negotiations on a new CBA progressed, we experienced intermittent labour-initiated work stoppages beginning in the second quarter of 2024. In early August, we successfully concluded negotiations and reached a mutually beneficial three-year agreement with the union workforce, which will be in effect until March 31st, 2027. Additionally, in 2024, Tuprag, announced the successful completion of an updated and mutually beneficial CBA in Türkiye which will be in effect until December 31, 2025.





INNOVATION

Innovation and technology are essential parts of the mining industry and a key part of our work. From exploration to sustainability, our foundation in innovation and dedication to finding a better way to do things drives our work around the world.

TECHNOLOGY AND INNOVATION TO IMPROVE HEALTH AND SAFETY

As part of our continuous improvement efforts, we study the use of new technologies that can help our workers accomplish tasks more safely and reduce the risk of harm to people and the environment. In our underground mines at Efemçukuru, Olympias and the Lamaque Complex, innovations in underground communications technology have allowed us to implement tagging and tracking technology for our equipment and our workers. Employees are provided with transmitters to ensure everyone can be accounted for, even when working in areas of restricted visibility. This technology reduces the risk of collisions and helps our workers avoid mobile machinery.

IMPROVING TAILINGS SAFETY

Our tailings management facilities at Efemçukuru in Türkiye and Kokkinolakkas (used by Olympias) in Greece make use of filtered tailings. This technology removes excess water from tailings materials and allows for a more stable, drier material to be stored. Filtered tailings are also permitted and planned for use at the Skouries Project. Safely managing tailings by using leading technologies, as well as strong management and governance practices, is a key component of managing and mitigating risks related to mine waste. More information about filtered tailings can be found in the [Tailings Management](#) section of this report.

ELECTRIFYING OUR UNDERGROUND FLEET

In 2023, we introduced our first electric ore haul truck at our underground Lamaque Complex. The Lamaque Complex commissioned and began operating its first Sandvik TH550B electric haul truck in December 2023—a first in Québec. An additional electric haul truck was delivered in the first quarter of 2024, and once fully operational, the trucks are expected to mitigate up to 1,700 tCO₂e of GHG emissions per year. In addition to near-zero operating emissions, due to low-carbon hydroelectricity in Québec, the trucks are expected to improve underground air quality.

TELE-REMOTE TECHNOLOGY BOOSTS SAFETY AND PRODUCTIVITY

We use several types of tele-remote equipment at our operations that help keep operators safe and improve productivity. At our underground mines, operators remain on the surface while tele-remote equipped machinery works below. In 2024, we began implementing a remote mucking program at our Olympias mine to improve mine safety and productivity following successful implementation of similar technology at our Lamaque Complex. Remote mucking makes use of video and automation technology to operate underground loaders from an above ground control room.

Learn more about our use of [tele-remote technology](#).





03

ENGAGED AND PROSPEROUS COMMUNITIES

From the initial stages of exploration to the eventual reclamation and rehabilitation of a mine site, we rely on the relationships with our stakeholders and Indigenous peoples to work toward socially inclusive and sustainable development. The communities near our sites experience the most direct social, environmental and economic impacts of our business. By maintaining open and transparent communication, providing competitive wages and benefits, prioritizing local hiring and procurement, contributing our fair share of taxes and royalties, and investing in community programs and infrastructure, we work hard to support the development goals of our host communities and governments.

IN THIS SECTION

- Community Engagement
- Engaging with Governments
- Complaints and Grievances
- Community Investment
- Local Employment and Procurement



COMMUNITY ENGAGEMENT

Our relationships with stakeholders are built on trust, honesty and transparency. We engage with stakeholders to communicate our challenges and successes and to address their concerns through constructive dialogue to produce better outcomes.

Our teams make concerted efforts to meet with local communities, Indigenous communities, and other stakeholders in ways that reflect local cultures. For example, at Kışladağ and Efemçukuru, our community relations teams frequently visit local coffee and tea houses that act as hubs of public life for community members. The conversations we have with our neighbours in these informal settings allow us to engage with our stakeholders in a way that respects their traditions and strengthens our relationships.

All of our operating sites also have formal Community of Interest Committees that play an important role for strengthening our relationships with host communities. These committees are composed of representative and local stakeholders (residents, community leaders, youth, educators, local business representatives, trade unions, vulnerable group representatives, government regulators, environmental organizations and other subject matter experts) and Indigenous representatives.

They meet regularly and visit our sites to observe our practices, learn about how we manage our impacts and share their perspectives on potential improvement opportunities. Through these meetings, we offer opportunities for all voices in the community to be heard, ensure that our conversations are effective and encourage confidence that we are working toward outcomes that are mutually positive.

Mine General Managers, EVP, Development, Greece, VP & Country Manager, Canada, and VP & Country Manager, Türkiye, & General Managers are responsible for community and government relations. Our Director, Communications and Public Affairs and Senior Director, Sustainability work with our in-country teams to develop and maintain licence to operate from local communities and government at all levels. Our President & CEO is ultimately responsible for the Company's relationships with communities and governments.

INDIGENOUS ENGAGEMENT

In Canada, the mining industry is the single largest employer of Indigenous peoples and contributes to the sustainable development of Indigenous communities across the country. The Truth and Reconciliation Commission of Canada highlighted that Canada's private sector has an important role to play in helping to reconcile historical injustices faced by Indigenous peoples. We have a responsibility to meaningfully consult Indigenous communities and provide equitable access to employment, training and educational opportunities.

Our Human Rights Policy has been informed by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and commits us to "respecting the collective and customary rights, interests, culture and connection to the land of directly affected Indigenous peoples, if present in the area of influence. We will work to obtain their free, prior and informed consent before proceeding with development and throughout the life of the project." Near our Lamaque Complex, we continue to strengthen our relationships with Indigenous communities and are committed to the relationships we have built.

Our team at Eldorado Gold Québec works with local Indigenous communities, contractors and educational institutions to provide training and employment opportunities to Indigenous peoples. In 2024, in collaboration with the CREA Kitci-Amik, an Indigenous educational centre for adults, we provided cultural awareness training to all our employees and contractors, with video capsules with local Indigenous actors to enhance understanding and respect for Indigenous cultures. This initiative has helped foster a more inclusive and supportive work environment, promoting mutual respect and collaboration between our team and the Indigenous communities. The VP & Country Manager, Canada, is responsible for Indigenous engagement in Québec.



Lamaque Complex, Québec

SIMS Spotlight

In SIMS, we have several standards related to stakeholder and Indigenous engagement, including requirements for engagement plans, internal and external reporting, and feedback management.



ENGAGING WITH GOVERNMENTS

Government authorities are some of our most important stakeholders and essential partners throughout the mining lifecycle. They provide the laws and regulations that create the context for responsible mining. Stable regulations and transparent government processes allow us to mitigate risks and make investment decisions with certainty.

Appropriate regulation, accompanied by strong and stable judicial and political institutions, allows us to develop operations capable of generating value for all stakeholders. Well-performing government institutions are also important to the legitimacy, inclusivity and accountability of our operations among many of our other stakeholders, particularly local communities. For this reason, we encourage the development of effective, accountable and inclusive institutions at all levels of government.

To better understand government objectives and policies, provide information about our projects, discuss relevant issues and advance permitting, we maintain frequent dialogue with government authorities at the local, regional and national levels through our in-country teams. At the corporate level, we work with ministerial offices and diplomats, both in Canada and abroad.

In 2024, we made no donations to political parties.

TRANSPARENCY OF PAYMENTS TO GOVERNMENTS

We support the elimination of bribery and corruption by disclosing our payments to governments in accordance with applicable legislative requirements. Payments to governments vary over time as a result of changes to our business, changes to regulations and tax regimes, and broader market conditions.

Transparent and fairly collected tax revenues and other royalties allow governments to build stable political institutions and invest in sustainable development. Revenue transparency is also an important part of maintaining honest relationships with our investors and other stakeholders, and we believe that disclosure of payments made to governments is an important part of a broad industry mandate to fight corruption. Canada and the European Union (EU) have passed laws that require mandatory public reporting of payments to governments by the extractive sector – Canada’s Extractive Sector Transparency Measures Act (ESTMA), which came into force on June 1, 2015; and the EU’s Transparency and Accounting Directives (EU Directives), introduced in 2013. The US Securities and Exchange Commission has designated the ESTMA as an eligible substitute reporting regime for the purposes of the US reporting requirements without additional reporting requirements. Eldorado, being listed on both the TSX and NYSE, is subject to Canadian and US reporting requirements and has therefore submitted the report prepared for the purposes of the ESTMA to meet US reporting requirements without modification.

Each year, we file an annual report under ESTMA, which covers payments over CAD\$10,000 made to all levels of foreign and domestic governments, related to commercial development of oil, gas or minerals, and totals at least CAD\$100,000 to a single payee in at least one of the prescribed categories in ESTMA. This report summarizes our payments of taxes, royalties, fees, bonuses, production entitlements, dividends and other categories of payments prescribed by ESTMA. The latest report is publicly available on our [website](#).



COMPLAINTS AND GRIEVANCES

We believe that conducting business honestly and respectfully requires open communication between our sites and stakeholders. This is essential when managing disputes regarding our activities and relationships. When grievances are raised, we act and respond with due diligence. Effective grievance mechanisms play an important role in governing and remediating any impacts.

As part of our **Code of Ethics and Business Conduct**, we have a Whistleblower Policy so that any stakeholder, internal or external, can confidentially report any concerns about our financial statements, accounting practices, internal controls, or any suspected or known illegal behaviour that violates laws, government regulations or our Code.

Concerns can be submitted anonymously and are managed by an external whistleblower reporting agency. Eldorado’s **Audit Committee Chair**, EVP, **General Counsel and Chief Compliance Officer** and Corporate Secretary oversee all submissions and investigations. In addition, each of our operations has established mechanisms for receiving and responding to external grievances.

Our Community Response Standard in SIMS requires sites to receive, manage and respond to community grievances, comments and requests, in conformance with Level A of the **MAC-TSM Indigenous and Community Relationships Protocol**, which:

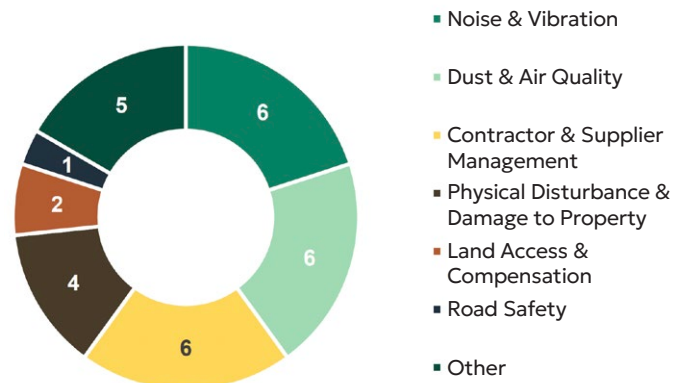
- Captures reported incidents, concerns and feedback;
- Tracks issues and concerns raised by communities;
- Assesses and determines which grievances require remedy;
- Responds in a timely manner; and
- Is accessible.

In 2024, we registered a total of 30 local community grievances. Many of these grievances involved concerns related to activities

outside of Eldorado’s mining facilities and vehicle traffic, such as physical disturbances, noise, vibrations and dust. One grievance that related to noise was investigated by an independent third party and found to be originating from an adjacent operation; our community relations team remained in close communication with the complainant. The majority (90%) of grievances were resolved within timeframes supported by all parties during the year. Three grievances related to noise remained open as at the end of 2024 and, at the time of writing this report, two were in the resolution phase, pending implementation of a long-term solution. The third grievance relates to a droning noise of unknown origin and remains open as we continue to investigate causes and remain in close contact with the complainant.

Our community relations teams work closely with operations and project teams to address these issues and resolve grievances systematically, as they occur. We engage with stakeholders throughout the process to identify an acceptable outcome, which sometimes includes further investigation and additional mitigation measures. Outcomes are tracked for each grievance and following resolution, we keep in touch with the stakeholders to ensure effectiveness of the agreed upon remedies.

Community Grievances by Category



Lamaque Complex, Québec

COMMUNITY INVESTMENT

Our assets are located in diverse jurisdictions, each with their own unique cultural and social characteristics. Similarly, our projects differ throughout our operating regions in size and character, meaning that our specific impacts on society, the environment and the economy vary from project to project.

Our approach to community investment attempts to be responsive to local needs, while maintaining the core principles of inclusion and transparency. Engaging with local stakeholders to understand our impacts as well as their goals for the sustainable development of their communities is essential to how we identify and implement community investment projects. Each site is responsible for its own community investment initiatives, with the exception of the Kassandra Mines, which acts as a singular community investment unit on behalf of Olympias, Skouries and Stratoni.

Community investment projects are first assessed and then implemented by our community relations and public relations teams at each of our sites. Mine General Managers, along with country-level oversight from the EVP, Development, Greece, VP & Country Manager, Canada, and VP & Country Manager, Türkiye, are responsible for overseeing community investment projects and their contributions to sustainable development. Our VP, Health, Safety & Sustainability supports in-country teams in developing frameworks that optimize the efficacy and transparency of our community investments.

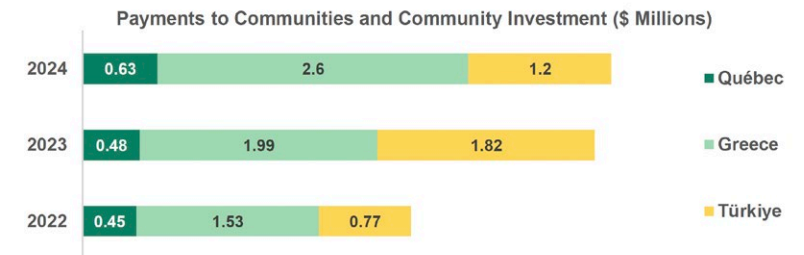
As part of SIMS, we developed Community Investment Guidance, through a collaborative process with sites, for the purpose of advancing sustainable development in host communities through strategic community investments. This involved aligning to our values, policies and SIMS, as well as our commitments to MAC-TSM and the WGC's RGMPs and leading international frameworks on community development and investment. Sites continue to implement the guidance, addressing opportunities identified to support communities in building long-term resilience and self-reliance, and share best practices across global teams, given their unique local socio-economic contexts.

Area of Focus	Our Investments	Spend
Arts and Culture	Enabling culture and diversity of local communities through preservation of heritage and promotion of local traditions and practices	7%
Economic Development	Supporting local business development, skills and capacity building in the local labour force, as well as entrepreneurship opportunities	22%
Education and Youth	Fostering opportunities for childhood, youth and adult continuing studies, as well as research and education initiatives relevant to the mining sector	23%
Environment	The protection and preservation of the natural environment around our mines that go beyond regulatory requirements	16%
Health and Well-being	Securing improved quality and access to local health care services that can operate independently and sustainably, and supporting recreational projects and sport clubs that promote healthy and active lifestyles	11%
Infrastructure	Continuing the implementation and maintenance of physical infrastructure that supports community needs and a post-mine economy	18%
Other		3%

CORPORATE GIVING

Through our corporate giving program, we continue to support opportunities for education and training, local food banks, health care institutions, mental health organizations and programs for vulnerable and at-risk youth. We support organizations that have the knowledge and expertise to make positive, long-lasting impact in and surrounding the Metro Vancouver area. In 2024, the Corporate Giving Committee allocated \$127,000 for strategically aligned initiatives and areas of greatest need.

Our community investment and donation spending increased significantly in 2024 due to increased contributions in Greece and Canada. In Greece, we steadily increased our spending from the previous year in support of communities, particularly those local to the Kassandra Mines. This is part of our commitment to deliver \$80 million in community investment programming in Greece over the next 25 years. At our Lamaque Complex in Québec, Canada, we made meaningful contributions to economic development and health initiatives in the region.





COMMUNITY INVESTMENT

2024 COMMUNITY INVESTMENT HIGHLIGHTS

We are proud to partner with our neighbouring communities to invest in their social, economic, cultural and environmental well-being. In 2024, we contributed \$4.4 million to communities near our operations. At our Lamaque Complex, over \$630,000 was donated to the Val d'Or and surrounding region. In Greece, we contributed nearly \$2.6 million through community investment initiatives and our operations in Türkiye gave over \$1.2 million to neighbouring communities.

Kışladağ, Türkiye

- Continued contributions toward improved quality of education through provision of school materials and maintenance of critical community infrastructure, such as community centres and domestic water supply infrastructure.
- Continued implementing the Women Entrepreneur Vision Program, in partnership with Women-Friendly Brands, which aims to support local communities, particularly with educational and entrepreneurial opportunities focused on women. In 2024, Kışladağ supported the Eşme Woman Agricultural Development Cooperative and the Eşme Kilim Women and Entrepreneurship Cooperative with equipment donations.

Efemçukuru, Türkiye

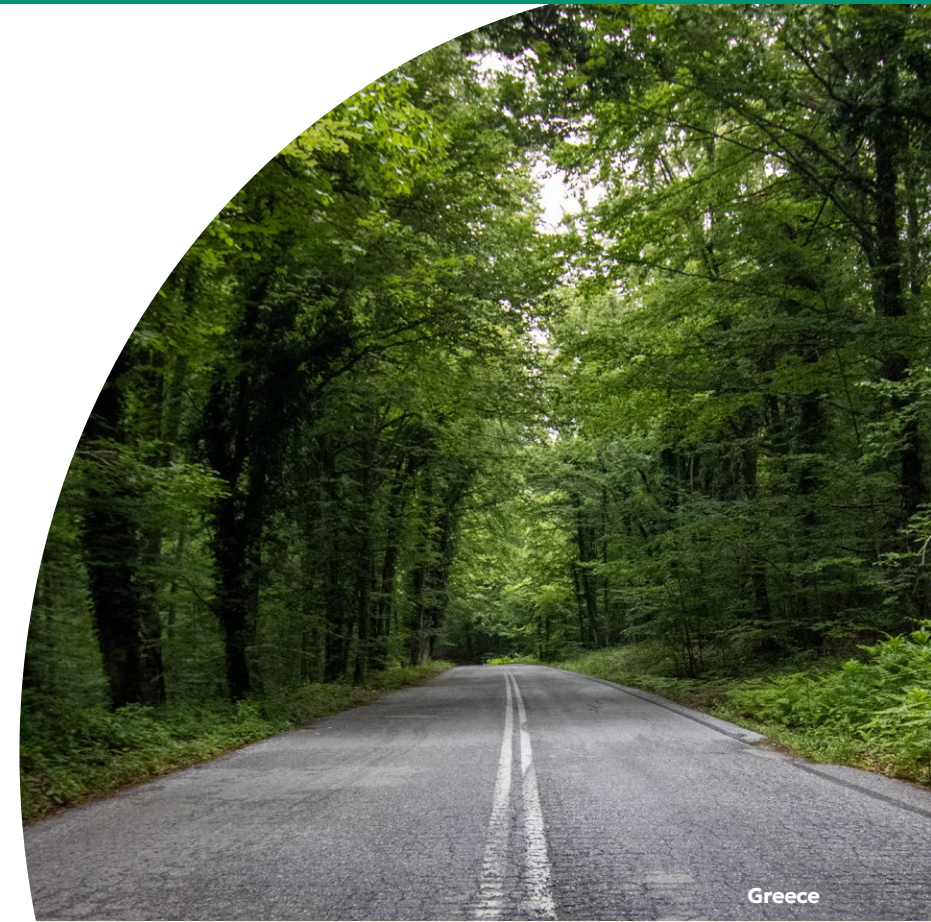
- Continued implementation of the Productive Women, Strong Futures project, which aims to address historical socio-economic barriers and foster opportunities for local women through education and entrepreneurship. In 2024, the project continued supporting women-led beekeeping businesses, as well as grape processing through the Kavacık Women's Enterprises Production and Business Cooperative.
- Donations included providing books, stationary, clothing and school bus services to support access to education in local villages, as well as maintenance of domestic and agricultural water infrastructure.

Lamaque Complex, Canada

- Continued multi-year support for local infrastructure projects aiming to support local arts, education, and healthy living, such as contributions to the Val-d'Or outdoor ice rink, Fondation du Conservatoire de musique et d'art dramatique du Québec and Maison de la Famille de Val-d'Or.
- Other significant sponsorships for Fondation Santé for the construction of a housing center for cancer patients and the construction of the Institute of Mining and Environmental Research pavilion of the l'Université du Québec en Abitibi-Témiscamingue Foundation.
- A research project with Université du Québec en Abitibi-Témiscamingue aims to create Anicinapek service businesses in the mining sector, enhancing economic and social benefits for the Abitibiwinni First Nation.
- Supported La Piaule's TAPAJ program, providing paid work opportunities for marginalized individuals.

Kassandra Mines, Greece

- Continued support for long-term partnerships, including the EduAct program to deliver STEM workshops to children and teenagers across local communities.
- Integrated water management program ensuring sufficient clean drinking water by replacing wells in three communities.
- Co-financing a project for the redevelopment of Olympias's central square.
- Upgrades of local and regional Health Care units.
- Other significant contributions including buildings renovations, roads' repairs / maintenance , street-lights installations, several studies for future projects.



SIMS Spotlight

Through SIMS, our sites identify Communities of Interest (COI) with corresponding management plans. We recommend that community investment be strategic in nature and carried out in partnership with local communities, governments and development organizations.



LOCAL EMPLOYMENT AND PROCUREMENT

Wherever possible, we prioritize hiring local employees and working with local suppliers. This practice positively impacts local and national economies by providing competitive salaries and generating government revenues that can be directed toward health care, education and infrastructure. Conversely, negative impacts can include inflated local prices for goods and services as well as income disparity between the mining and non-mining workforce.

We strive to purchase materials and services from companies near our sites. This enables local suppliers to develop their businesses and increase their capabilities by providing a larger proportion of products and services. Local and domestic suppliers of goods and services are the biggest recipients of our supplier expenditure, accounting for 85% of site procurement in 2024.

OUR WORKFORCE

We believe in recruiting local employees whenever possible, including for senior roles in which local knowledge and expertise can provide advantages for our business. Where local skills exist, we are committed to providing opportunities for growth and development. In local communities that are less familiar with mining, we work to train employees and provide them with valuable and transferable skills that will have a positive legacy beyond their employment with Eldorado. We are extremely proud of our very high rates of local employment.

In accordance with the relevant laws and regulations, we uphold strong and fair labour practices. We encourage equal opportunities and base our hiring practices on skills and experience as stated in our [Diversity Policy](#). As outlined in our [Code of Ethics and Business Conduct](#) and our [Human Rights Policy](#), everyone at Eldorado is expected to maintain a safe and healthy work environment and promote a workplace that is free from discrimination and harassment. We expect our business partners, including security providers, contractors and suppliers, to share this commitment.

In 2024, our global workforce continued to grow, particularly due to expansion at the Lamaque Complex in Canada, with the declaration of the inaugural Mineral Reserve at Ormaque and increased works at the Skouries Project in Greece. We also maintained a local employment rate of 82% for employees, and 87% of our contractors are from the countries where we operate.

As construction continued to progress at Skouries, we hosted job fairs in surrounding communities to attract potential local talent. Through this process, we assessed the available workforce locally and identified additional training required.

OUR CONTRACTORS

We regularly partner with contractors, particularly during the construction of new projects and when significant investments are made to our existing operations. These partnerships enable us to draw on short-term labour and leverage specific construction expertise that may not be readily available within our own workforce. Doing so also allows us to focus on our core business, while supplementing expertise, experience and labour.

Contractors that work on our sites must adhere to our governance policies, via the [Supplier Code of Conduct](#) that is aligned with our [Code of Ethics and Business Conduct](#), and our [Human Rights, Environmental, Social Performance, and Health and Safety Policies](#). Contracting companies are required to implement systems or procedures that, at a minimum, meet our requirements for social and environmental performance including the non-discrimination and freedom from forced labour and security provisions of our [Human Rights Policy](#). Our [Diversity Policy](#) also requires that third-party service providers engaged by the Board and senior management present their commitments and actions taken to support diversity and propose working teams for our accounts that include a balanced number of individuals assembled from designated groups.



Lamaque Complex, Québec



04

HEALTHY ENVIRONMENTS NOW AND FOR THE FUTURE

IN THIS SECTION

- Environmental Compliance
- Energy and Climate Change
- Tailings Management
- Mineral Waste Management
- Heap Leach Management
- Water Stewardship
- Air Management
- Biodiversity and Reclamation
- Closure



ENVIRONMENTAL COMPLIANCE

As a global company, we have varying environmental laws and regulations in each of our operating jurisdictions. We work closely with our regional teams to understand local regulations and ensure our environmental practices meet these requirements at a minimum.

SIMS provides environmental performance requirements for all of our sites, alongside regional regulations. We align our operations to international best practices and standards, including MAC's TSM Framework.

In-country teams communicate regularly with environmental agencies and authorities to maintain compliance with regulations, and environmental authorities frequently visit our sites to conduct reviews of our compliance. Monitoring data is reviewed at least quarterly by the responsible manager and relevant information is shared with management and the Sustainability Committee through regular reporting processes. In 2024, we reported no major environmental incidents and no significant spills and recorded no major environmental fines or penalties.

Environment teams located at each of our sites are responsible for the day-to-day oversight, implementation and management of our environmental policies, programs and activities. Each team reports directly to its Mine General Manager, who in turn reports operationally through our EVP, Technical Services & Operations and within country to the EVP, Development, Greece, VP & Country Manager, Canada, and VP & Country Manager, Türkiye. Environment teams also maintain consistent communications with the VP, Health, Safety & Sustainability who reports to the EVP, Technical Services & Operations. The EVP, Technical Services & Operations and EVP, Development, Greece set environmental objectives and targets annually and review environmental performance regularly. Our President & CEO is ultimately accountable for our environmental performance.

ENVIRONMENTAL MANAGEMENT SYSTEMS

SIMS provides a global management system for environmental performance and includes a wide range of environmental performance areas. SIMS incorporates TSM, the RGMPs and other best practices related to environmental management and performance.

We are also implementing an Energy and Carbon Management System that is aligned with SIMS and TSM within our Climate Change Strategy.

We have achieved certification under the ISO 14001 Environmental Management Systems Standard at our Kışladağ and Efemçukuru mines in Türkiye and at our Cassandra Mines in Greece.¹

ENVIRONMENTAL IMPACT ASSESSMENTS

As our projects advance, we conduct environmental impact assessments (EIAs) to evaluate the potential impacts of a project on the environment and those who depend on it. As part of permitting, we submit environmental-impact management and mitigation plans to regulators and work with a wide range of stakeholders to understand, assess and mitigate our impacts.

Once completed, EIAs are comprehensive documents that include baseline studies used to assess the current state of the environment at the proposed mine site and the potential impacts that could result from mine development. Our approach is to avoid, minimize and mitigate environmental impacts to the extent practicable.

At the end of 2021, we submitted a revised Environmental Impact Study to regulators in Greece following updated designs and plans for the Cassandra Mines. Following a public consultation period with Greek regulators during 2022, the EIA was approved in April 2023.



Lamaque Complex, Québec

SIMS Spotlight

Our SIMS requires sites to develop an effective environmental monitoring program covering air, water, noise, vibration, soil, GHG emissions, and biodiversity. For Eldorado, regulatory compliance is a minimum requirement.

¹ Cassandra Mines includes Olympias, Skouries and Stratoni. Stratoni was in care and maintenance during 2024, but maintained relevant on-site activities.

ENERGY AND CLIMATE CHANGE

Our Climate Change Strategy consolidates our approach to managing climate-related risks, opportunities and impacts. The Climate Change Strategy is part of our Sustainability Framework, which embodies our pledge to incorporate sustainability from the ground up as we enact our corporate vision. Our strategy is aligned with recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

CLIMATE-RELATED RISKS, OPPORTUNITIES AND IMPACTS

Climate change is a global issue that has the potential to impact our operations, stakeholders and the communities in which we operate. To support the resilience of our business from the direct effects of climate change, as well as the ways the world may respond to climate change, we regularly seek to understand the risks, opportunities and impacts that may arise.

For further discussion of our climate change risks and opportunities, including physical and transition risks and opportunities, please see our latest [Climate Change & GHG Emissions Report](#).

PHYSICAL RISKS AND OPPORTUNITIES

To better understand how climate change could impact our business over the short-, medium- and long-term, we completed updates to physical climate risk assessments at the Lamaque Complex, Kışladağ, Efemçukuru and Olympias operating mines and the Skouries Project in 2024. These assessments represent a foundation for our climate-related adaptation efforts that will be continued over the coming years.

All of our operations are exposed to physical risks from climate change; however, the effects of climate change are highly location specific. Physical risks can be acute or longer-term changes in climate patterns (e.g., increased severity of extreme weather events or sustained higher temperatures). Analyses of physical risks were conducted in accordance with our enterprise risk management approach, which seeks to evaluate

risks based on the likelihood of experiencing the risk and the risk's impact.

TRANSITION RISKS AND OPPORTUNITIES

Transition risks and opportunities include policy, legal, technology, reputation and market changes to address mitigation and adaptation requirements related to climate change (e.g., carbon pricing, climate-related litigation, renewable energy, stakeholder perceptions of a company's contribution to, or detraction from, a low-carbon economy transition, and shifts in the supply and demand of certain commodities). In our 2021 transition scenario study, we sought to further understand our exposure and opportunities related to transition risks, with a focus on modelling the impacts of rising costs of fossil fuel-based energy due to new carbon-pricing regulations.

The countries in which we operate (Canada, Türkiye and Greece) are all signatories to the 2015 United Nations Framework Convention on Climate Change Paris Agreement and are therefore committed to reducing GHG emissions in line with a goal to limit global average temperature rise to 1.5 degrees Celsius above pre-industrial levels. One regulatory tool increasingly used by governments is carbon pricing, designed to increase the costs of fossil fuel-based energy and encourage adoption of renewable or less carbon intensive energy sources. Of the countries we operate in, Canada and Greece had a carbon pricing system in place in 2024.

OUR GHG EMISSIONS MITIGATION TARGET

As we implement our Climate Strategy to reduce GHG emissions, we recognize the importance of holding our progress to account through measurement and disclosure.

We believe our 2030 GHG emissions mitigation target is achievable and measurably contributes toward a lower-carbon future. By the end of 2023, we had achieved 36% of our targeted mitigation.¹

Operating mines included in the target are the Lamaque Complex, Kışladağ, Efemçukuru, Olympias and Straton. Across our operations, we do not expect uniform GHG emission mitigations from each operating mine. Progress toward the target will be measured on a discrete project-by-project basis by quantifying GHG emission mitigations relative to a "business-as-usual" scenario. As new mines come into operation, our GHG emissions may increase. While operations other than those listed above are not currently included in our target, we will incorporate GHG emission reduction strategies into the planning, design and construction of new projects, such as through implementation of energy efficient systems, technologies and processes and procurement of energy from low-carbon and renewable sources, in alignment with our Climate Change Strategy.²

Current GHG Emissions Mitigation Target: To mitigate Scope 1 and Scope 2 GHG emissions by an amount equal to 30% of our 2020 baseline from current operating mines by 2030, on a "business-as-usual" basis².

² Our target to mitigate Scope 1 and Scope 2 GHG emissions in 2030 by an amount equal to 30% of our 2020 GHG emissions applies only to operating sites in that baseline year (Lamaque Complex, Kışladağ, Efemçukuru, Olympias and Straton) and is equal to approximately 59,000 tCO₂e. The Skouries development project under construction and all other Eldorado-owned assets are not included in our current target.

¹ For further detail, please see "Measurement of Mitigation Pathway and Target" in the advisories on page 121. Our GHG emissions mitigation target does not include Skouries and is distinct from our corporate Scope 1 and Scope 2 GHG emissions measured on an absolute basis.



ENERGY AND CLIMATE CHANGE

ENERGY

Our energy consumption is the primary determinant of our ability to contribute to global climate change goals. We source our energy mainly from fossil fuels such as diesel, liquefied petroleum gas (LPG), gasoline and natural gas as well as electricity. Our portable light towers, emergency backup generators and most of our heavy vehicle fleet operate on diesel fuel, while our light vehicle fleet uses LPG and gasoline. We also use natural gas as supplemental fuel for a small number of haul trucks at Kışladağ and for building and mine heating. Electricity is primarily used for mining and milling operations. Our electricity is sourced entirely from national grids. In line with our Climate Change Strategy, we will evaluate on-site renewable energy production and work with energy suppliers to identify and procure low-carbon sources of energy. Procuring low-carbon electrical energy coupled with equipment electrification represent the largest portion of our GHG mitigation pathway to achieving our existing target.

In 2024, our total direct and indirect energy consumption was 2,764,158 gigajoules (GJ), of which 28% was generated from renewable sources.¹ Our total energy consumption increased by approximately 9% from last year, in large part due to the mine expansion at Kışladağ and the Lamaque Complex and continued construction of Skouries. The Lamaque Complex accesses grid electricity provided by Hydro-Québec, which produces nearly emissions-free hydroelectricity. Through the ongoing implementation of our Energy and Carbon Management System we continue to investigate opportunities to use energy more efficiently, reduce energy consumption and procure cleaner energy supplies at our Greek and Turkish operations, where feasible.

GREENHOUSE GAS EMISSIONS

In 2024, our combined Scope 1 and Scope 2 GHG emissions increased by approximately 9% from 2023 levels.

While our GHG emissions have increased from our baseline in 2020 as expected, driven primarily by the growth and expansion of our mines, we have continued to operationalize our ECMS through the development and implementation of energy and carbon mitigation projects across our operations. This work includes accounting for the energy and emissions mitigated toward achieving our GHG emissions mitigation target through continuous improvement, projects, technologies and energy sourcing.²

Scope 1 emissions are generated by any fuels consumed or energy produced on-site, including diesel, gasoline, natural gas and propane (LPG), as well as emissions released from the combustion of explosives. Diesel use in mobile and stationary equipment accounts for 93% of our Scope 1 GHG emissions and 45% of our combined Scope 1 and Scope 2 GHG emissions, relatively consistent with the previous year. The Kışladağ mine is our largest consumer of diesel and emits over half of our GHG emissions due to the site's relatively large size and open-pit operations that require it to move significant quantities of material.

In 2024, our Scope 1 GHG emissions increased by 8% from 2023, largely due to the mine expansion at Kışladağ, including operation of its open pit, two heap leach pads and waste rock dump sites. As our operating mines advance production and mine ore at greater depths, the resulting increase in materials handling, throughput and haul distances lead to progressively higher direct energy consumption.

As all of our operating sites are grid-connected, Scope 2 GHG emissions depend on both the amount of electricity consumed by the operation and the carbon intensity of the grid from which we are purchasing electricity. For example, in Québec, electricity is generated almost entirely from hydropower and produces relatively negligible GHG emissions, while in Greece and Türkiye, electricity grids continue to rely heavily on fossil fuels. In 2024, we consumed more electricity as we advanced mine expansion and production, resulting in a 10% increase in calculated indirect GHG emissions.

Ongoing construction activities at Skouries did not significantly contribute to our overall Scope 1 and Scope 2 GHG emissions increase during the year. However, we expect that once Skouries reaches commercial production, it will significantly add to our gross operational direct and Scope 2 emissions profile.

We also measure our emissions intensities on the bases of tonnes of ore processed, ounces of gold produced and revenue. On a production basis, our Lamaque Complex is our most efficient operation. On a throughput basis, Kışladağ is our most efficient operation due to its bulk tonnage. Our overall GHG emissions intensities for operations on throughput and gold production bases increased by 12% and 5%, respectively, as it takes more energy to mine deeper and ore grades decreased. However, on a revenue basis, we were able to generate 15% more value per tonne of CO₂e emissions.

Following a preliminary screening of Scope 3 GHG emissions in 2022 that was based on assumptions related to our procurement activities and expenditures across the value chain, in 2024 we completed our first assessment of our inventory for upstream and downstream emissions for operating sites (Kışladağ, Efemçukuru, Lamaque Complex, Olympias) and corporate and regional offices. This process includes an evaluation of 15 categories as defined by the Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions, and involves significant engagement with our supply chain partners to source primary data. Our 2022 Scope 3 GHG emissions inventory is available in our [2023 Climate Change & GHG Emissions Report](#).

In 2025, we will seek to report on our Scope 3 emissions for the years 2023 and 2024 in our upcoming 2024 Climate Change & GHG Emissions Report.

1 All of Eldorado's sites are grid connected. The percentage proportions of total renewable energy consumed and total non-renewable energy consumed at each site are estimated based on publicly available national grid energy generation breakdowns applied to purchased electricity. These percentage data may be published on a multi-year delay, and as such, may change in future reports as new information becomes available.

2 For further detail, please see "Measurement of Mitigation Pathway and Target" in the advisories on page 121. Our GHG emissions mitigation target does not include Skouries and is distinct from our corporate Scope 1 and Scope 2 GHG emissions measured on an absolute basis.

TAILINGS MANAGEMENT

We are committed to implementing industry best practices in tailings management.

Our tailings management stewardship is a point of pride, and we work to minimize associated risks through the use of technologies, such as filtered tailings. We also implement leading management practices such as establishing an Independent Technical Review Board (ITRB).

Our technical services and operational support functions oversee and manage our tailings facilities. We rely on Engineers of Record and third-party experts to support the design, construction, operation, maintenance, surveillance and closure of tailings facilities. Our EVP, Technical Services & Operations is responsible for overseeing the operation, management and commercial matters related to tailings management facilities. Ultimately, our President & CEO is responsible for the Company's tailings management practices. Our Technical Committee of the Board provides oversight of technical matters related to tailings, and the Sustainability Committee has oversight of sustainability-related tailings matters.

Our Global Tailings Stewardship Program integrates with SIMS and leading external frameworks, including TSM and the RGMPs, and seeks to bring consistency and create a shared knowledge base across our global operations. The program captures all stages and areas of tailings management and governance, including design, construction, operation, closure, monitoring, inspection, analysis, risk assessment, audit, training, emergency response and preparedness, stakeholder engagement and communications.

IMPLEMENTING INDUSTRY BEST PRACTICES

Tailings are created when mined ore is processed through water-based solutions to separate valuable metals from surrounding rock. Once metals are separated and collected, the remaining mixture of water, waste rock and residual chemicals must be stored securely.

Tailings are typically stored in a slurry form, within purposely constructed tailings dams or tailings management facilities (TMFs). Properly designed, constructed and maintained TMFs pose manageable risks when

maintained according to designed conditions. Tailings containment failure is typically due to design conditions not being maintained. Containment failure of wet tailings has higher consequences to the surrounding environment due to higher flow-ability than filtered tailings.

Filtered tailings results from an alternative method of tailings management that removes most of the water from tailings. The water is recycled for future mining uses or treated and discharged into the environment and the filtered tailings are transported and stored in TMFs.

We currently have filtered tailings at our Efemçukuru and Olympias mines, and slurried tailings at our Lamaque Complex. Filtered tailings from the Olympias mine are stored at the Kokkinolakkas Tailings Management Facility (KTMF). The Integrated Extractive Waste Management Facility at our Skouries Project will also use filtered tailings. As a heap leach operation, Kışladağ does not produce tailings. Our SIMS aligns with internationally recognized best practice and corporate commitments under the WGC's RGMPs and MAC's TSM. Lamaque Complex, Olympias and Efemçukuru underwent Eldorado's SIMS Compliance Verification in 2022, 2023 and 2024, respectively, and all achieved Level AAA under the MAC-TSM Tailings Management Protocol based on an external verification, which is the highest level of performance a site can achieve.

We maintain an ITRB to further strengthen design, operational and governance practices. In 2024, the ITRB engaged with our global tailings and heap leach management teams and conducted site visits at Olympias, KTMF, Skouries, Efemçukuru and Kışladağ. The ITRB reviewed design, construction and management of various facilities, including those for management of tailings, heap leach, water and waste rock, and the site visits provided opportunities for our internal teams to learn from experienced professionals on safe design, construction and operation of tailings and other facilities. The ITRB process continues to provide us with valuable opinions and non-binding recommendations to continuously strengthen the safety of our tailings facilities globally. The ITRB will seek to conduct biennial reviews of our tailings management facilities globally.



TAILINGS MANAGEMENT

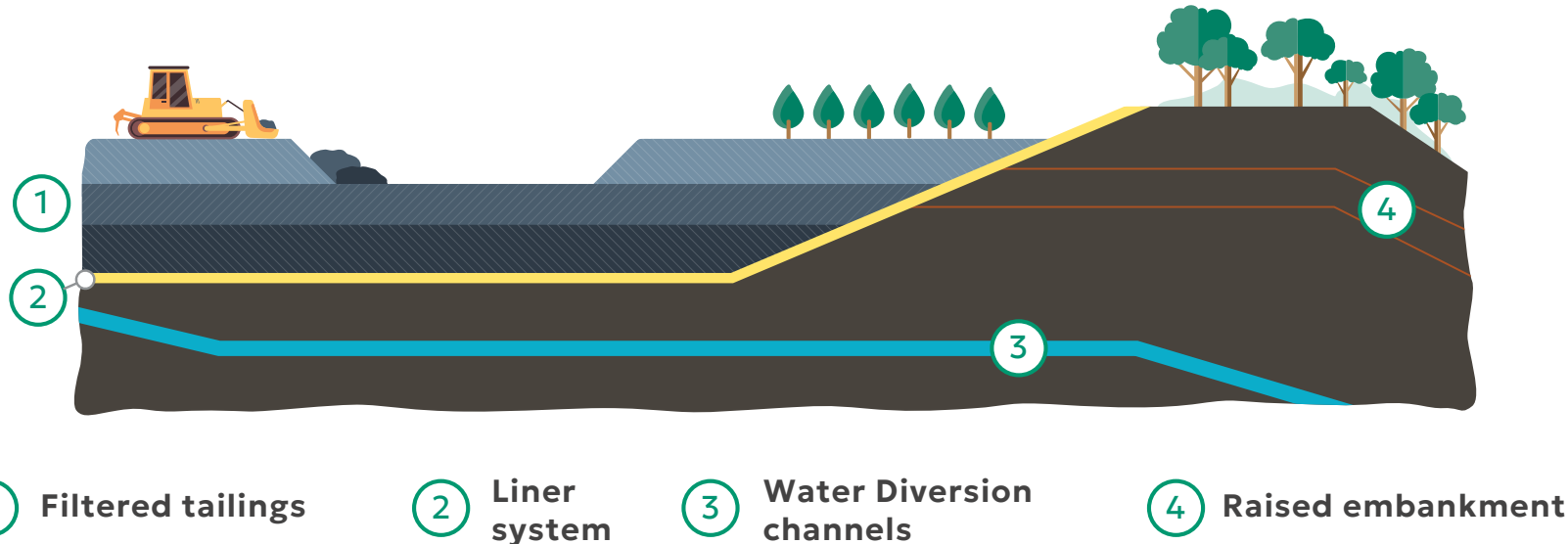
BENEFITS OF FILTERED TAILINGS MAY GENERALLY INCLUDE:

Dewatering of tailings allows for high water recovery and recycling prior to deposition

Reduced operational footprint

Low water content produces stability advantages under adverse circumstances, including steep terrain and seismic activity

Conducive to concurrent and progressive reclamation and rehabilitation



Erençukuru, Türkiye

TAILINGS MANAGEMENT

TAILINGS AND WASTE MANAGEMENT

Mining generates various forms of waste, including overburden, waste rock, tailings, mine water, fine particulate residue and refuse. We sort and classify all the waste generated as either hazardous or non-hazardous. In line with environmental and industrial waste regulations, we store and dispose of all waste responsibly.

TAILINGS MANAGEMENT FACILITIES¹

Facility (Mine – Location)	Tailings Type	Facility Construction	Current Status	Canadian Dam Association Consequence Classification	Most Recent Review
Aurbel Tailings Storage Facility (Lamaque Complex – Québec, Canada)	Slurried tailings	Upstream	Care and maintenance since 2019	Significant	2024
Efemçukuru Tailings Storage Facility (Efemçukuru – İzmir Province, Türkiye)	Filtered tailings	Downstream	In operation	Significant	2024
Kokkinolakkas Tailings Management Facility (Olympias and Stratoni – Halkidiki, Greece)	Filtered tailings	D/S embankment: Downstream U/S embankment: Centreline	In operation	Significant	2024
Lamaque Dormant Tailings Facility (Lamaque Complex – Québec, Canada)	Settled slurried tailings	Upstream	Closed since 1989	High	2024
Sigma Tailings Storage Facility (Lamaque Complex – Québec, Canada)	Slurried tailings (alternative methods being considered)	Reinforced rock buttressed upstream	In operation	High	2024
Skouries Integrated Extractive Waste Management Facility (Skouries – Halkidiki, Greece)	Permitted for filtered tailings	Downstream	Construction	Significant	2024

1. Kışladağ operates a heap leach facility and therefore does not produce tailings.

MINERAL WASTE MANAGEMENT

We generated approximately 27.1 million metric tonnes of mineral waste during 2024, which is consistent with the previous year. While sites including the Lamaque Complex and Skouries generated more mineral waste due to mine expansion and construction activities, respectively, others generated less due to completion of major onsite works, such as the North Heap Leach Pad and Waste Rock Dump at Kışladağ; decreased need for onsite activities, such as underground works for care and maintenance of Stratoni; or other operational variables. We classify mineral wastes as hazardous and non-hazardous according to local regulation. For example, all waste rock generated at Kışladağ is classified as non-hazardous waste according to local regulation, including potentially acid-generating waste rock. Kışladağ operates heap leach facilities and therefore does not generate tailings. Both existing and newly deposited ore on heap leach facilities are continually in process and not considered waste, and therefore not accounted in this report.

Mineral waste generated from mining operations are managed and accounted across large geographies and timescales and latency may exist between generation and diversion or storage, resulting in wastes being accounted across more than one year. As such, the total amounts of mineral wastes generated during 2024 may not equal the sum of total wastes diverted from or directed to storage. In 2024, waste rock generated at the Skouries Project was a result of ongoing construction. Mineral wastes generated at Stratoni are quantities of mine water treatment solids and waste rock from care and maintenance activities in the Mavres Petres and Madem-Lakkos mines. The Olympias and Stratoni site teams also manage historical mineral wastes left behind by previous owners and operators, which are not considered waste generated by Eldorado, and are therefore not accounted in this report. The Lamaque Complex generated more tailings and waste rock during the year due to increased throughput and mine expansion. Efemçukuru's generation of tailings and waste rock remained consistent with the previous year.

In 2024, we diverted over 626,000 metric tonnes of mineral waste from storage. This represents a 68% decrease from the previous year, principally due to the completion of Kışladağ's North

Heap Leach Pad in the previous year, which used waste rock for construction in 2022 and 2023. Tailings and waste rock continued to be diverted from storage at Efemçukuru, Olympias, Skouries and the Lamaque Complex for uses in mine backfill paste and construction of other infrastructure. All mineral wastes generated that are diverted from storage are recovered for use in on-site activities and are non-acid-generating and classified as non-hazardous according to local regulations.

All of our mineral waste generated that is not recovered for use in on-site activities is directed to purposely engineered facilities owned by us, such as waste rock dumps and tailings management facilities. For example, mineral waste generated at Olympias and Stratoni are directed to storage at the Kokkinolakkas TMF (KTMF). Mineral waste directed to storage increased by 6% in 2024, primarily contributed by potentially acid-generating waste rock at Kışladağ from mine expansion that cannot be diverted for other uses. The majority (82%) of our mineral waste directed to storage is potentially acid-generating waste rock generated at Kışladağ, which was classified as non-hazardous according to local regulation. Wastes directed to storage also increased across our other operations due to ongoing historical rehabilitation efforts.

As part of our commitment to rehabilitating historical sites, the inherited mineral wastes including tailings, contaminated soils and concentrate stockpiles containing pyrites managed at Olympias and Stratoni in 2024 – amounting to approximately 204,000 and 84,000 metric tonnes, respectively – are also stored at KTMF. However, these amounts have been excluded from data tables in this report, as they do not result from Eldorado's mining activities. Mine water treatment solids at Stratoni (from the Mavres Petres and Madem-Lakkos mines) is also directed to KTMF.

We do not use mercury in our operations or supply chains to extract gold.





HEAP LEACH MANAGEMENT

In Türkiye, at our Kışladağ mine, we operate heap leach facilities to extract gold from mined ore and, in doing so, we apply strict management practices and voluntary standards to mitigate associated risks and uphold the safety and health of our people, host communities and the environment.

At the Kışladağ mine, we operate both the South Heap Leach Pad (SHLP) and North Heap Leach Pad (NHLP). We commenced stacking on the newly constructed North Heap Leach Pad in July 2023 as the SHLP comes to end of life. Heap leaching starts with placing crushed ore onto a dedicated, lined area, called a heap leach pad, using conveyors. New ore is stacked in layers known as “lifts,” which are separated periodically by liners constructed of high-density polyethylene membranes or compacted material. Diluted cyanide solution is irrigated through the stacked ore to leach out gold. The interlift liners direct the gold-laden solution to a system of collection pipes leading to lined ponds before it is pumped to a processing plant. Dissolved gold is recovered at the adsorption, desorption and regeneration (ADR) plants using activated carbon and further refined into gold doré.

Once ore leaves the crushing plant at Kışladağ, it travels via electric conveyors to reach the heap leach pad, mitigating significant quantities of GHG emissions that would result from truck haulage as an alternative transport method. Opportunities in support of our Climate Change Strategy and GHG emissions mitigation target are under investigation for the heap leach facilities, including energy efficiency measures for the conveyor system and the process solution pumping circuit.

Responsible water management is a key priority in the design and operation of our heap leach facilities. The mine is bounded by a series of collection ditches that divert non-contact water around the site, while all contact water within the site, including the heap leach facilities, is collected in ponds for treatment and reuse. All ponds, including those containing cyanide solution, are lined with double high-density polyethylene membranes and fitted with leak detection pipes and pumps. All ponds are designed to withstand, at a minimum, a 100-year, 24-hour storm event. Ponds are covered with floating high-density

polyethylene (HDPE) balls or bird netting where appropriate to reduce evaporation and to inhibit wildlife contact with the cyanide solution. Continuous treatment of contact water and recirculation of process solution mean that Kışladağ recycles most of the water it withdraws.

In addition to the heap leach facility process ponds, there are several additional ponds available, including a dedicated storm water event pond to contain excess overflow solution and a second to manage a storm water event that exceeds the one-in-100-year condition. Facilities are designed to keep water and solution in a closed circuit. An emergency hydrogen peroxide detoxification circuit is in place to reduce the cyanide concentration of solution that may be discharged under extreme circumstances. As water is limited in the region, local communities are supplied with potable water from sources several kilometres away from the mine site. We supported the construction of potable water infrastructure in the region and continue to support the maintenance of this infrastructure as discussed in the **Community Investment** section of this report.

Kışladağ has maintained an environmental management plan since before it entered production that includes an extensive monitoring program for elements such as surface water and groundwater, flora and fauna, waste and hazardous waste storage, as well as social factors. To rehabilitate areas no longer needed for operations, the mine uses progressive reclamation techniques that are in alignment with SIMS Standards and international frameworks.

We are a signatory to the International Cyanide Management Institute (ICMI). As a requirement in SIMS, the Kışladağ mine adheres to the International Cyanide Management Code (ICMC), a voluntary certification program of best practices for the management of cyanide in gold mining and was recertified for a fourth time following an independent audit in 2022.



Kışladağ, Türkiye

SIMS Spotlight

Our SIMS contains environmental protection standards which cover construction, operation and closure of heap leach facilities. These standards are aligned to the requirements of the International Cyanide Code.

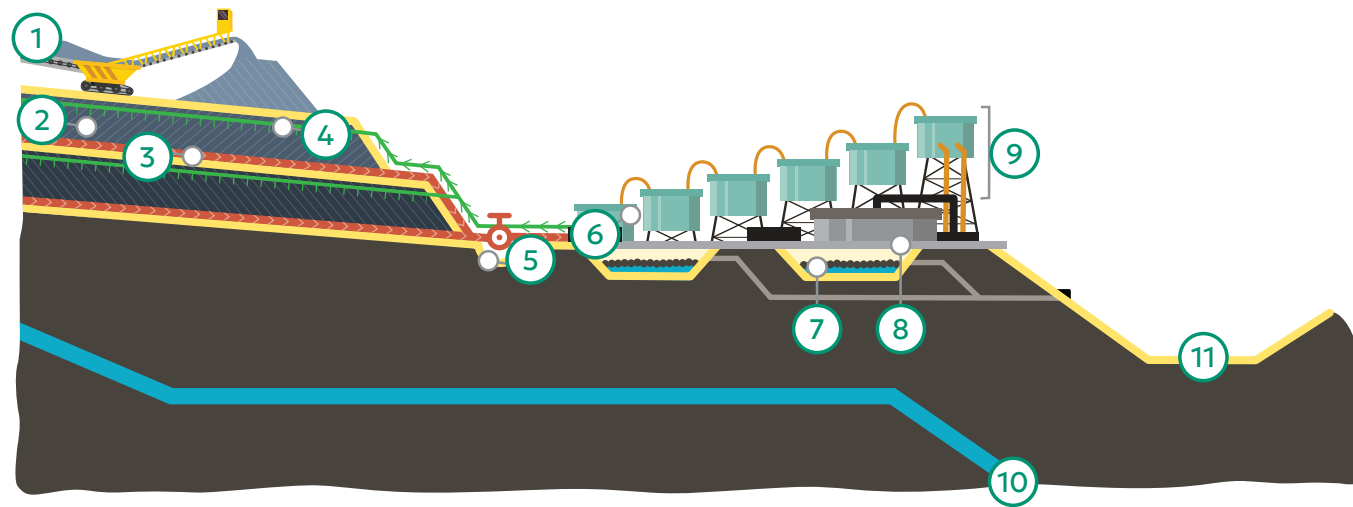
HEAP LEACH MANAGEMENT

Closed-loop recirculation of solution allows low water withdrawal and high water recycling rates

Low energy requirements for processing proportionally high quantities of ore

Eliminates the need for separate tailings disposal

It is a relatively simple and self-contained process



1 Crushed Ore

2 Ore Heap

3 Loaded Solution Collection

4 Depleted Solution Drip Irrigation

5 Liner Membranes and Leak Detection Systems

6 Closed-loop Solution Collection and Recirculation

7 Process Ponds

8 Floating HDPE Balls and wildlife deterrents

9 Gold Recovery (ADR), Solution Management and Water Treatment Infrastructure

10 Non-contact Water Diversion Channels

11 Separate Contact Water, Storm Surge and Other Water Management Ponds



WATER

STEWARDSHIP

Availability and access to water is critical for our mining operations. We use water for mineral processing, dust suppression, slurry transport and personal consumption. Responsible management of water resources is therefore essential to our long-term sustainable development and to our environmental stewardship and relationships with local stakeholders.

Our SIMS Water Stewardship standard requires sites to seek continuous improvement of water efficiency through water recycling, where feasible. We monitor and manage our water use to minimize waste, and each operation is implementing practices in support of this objective.

Water use is continuously monitored using flow meters, and we regularly take water quality samples from groundwater and surface water sources within and around our sites. We compare water-quality results with the limit values set out in pertinent regulations and our operating permits, and we share these detailed results with regulators and government, typically on a quarterly basis.

Environmental teams at each of our sites are responsible for day-to-day water management activities, including implementation of our policies, programs and engaging with regulators. They report through the Mine General Manager, and our EVP, Technical Services & Operations is responsible for overseeing water management and performance across our operations. Ultimately, our President & CEO is responsible for the Company's water-related matters, and independent oversight is provided by the Sustainability Committee of the Board.

Some regions where we operate, including Türkiye, are more prone to water stress, and we work carefully to manage water as a shared resource. In some regions, such as Greece, water stress can be accompanied by periods of increased precipitation. Our SIMS Water Stewardship standard provides a set of minimum performance requirements for our water management practices, including managing water in conformance with Level A of the MAC-TSM Water Stewardship Protocol. All of our operations have undergone SIMS Compliance Verifications and have achieved minimum Level A against the MAC-TSM Water Stewardship Protocol, with the Lamaque Complex achieving Level AAA in 2022, based on external verifications.





WATER STEWARDSHIP

HOW WE INTERACT WITH WATER¹


<p>Site</p>	<p>Withdrawal <i>All water from precipitation and water drawn from surface water, groundwater, seawater or a third party for any use</i></p> 	<p>Consumption <i>All water that has been withdrawn and used in production, evaporated, transpired, generated as waste, newly stored or otherwise rendered unusable to others, and is therefore not released back to surface water, groundwater, seawater or a third party</i></p> 	<p>Discharge <i>All water that has been withdrawn and released to surface water, groundwater, seawater or a third party</i></p> 
<p>Kışladağ</p> <p>Gediz River and Büyük Menderes River Basins</p> <p>Water Stress: Extremely High (>80%)</p>	<p>Water is withdrawn actively from a renewable groundwater well field near the operation. Water also enters the site as surface water in the form of precipitation, which is considered contact water and must be managed, including dewatering of inflows to the open pit. A relatively small amount of water is entrained in mined ore (moisture content). Bottles of drinking water are supplied for human consumption. The mine site is bounded by designed collection ditches that divert non-contact water outside of the site’s footprint, which is not withdrawn.</p> <p>In 2024, Kışladağ’s accounted water withdrawals decreased by 19%, representing approximately one-third of our global water withdrawal reductions, as a result of lower volumes of precipitation onto a relatively large operational footprint.</p>	<p>Pumped groundwater is consumed in processing activities, including crushing, milling, screening, agglomeration, overland conveying, heap leaching and the ADR carbon plants. Heap leaching is a closed-cycle process, where water used in the leachate solution is continuously recirculated. It is also used for dust suppression activities, closed-loop truck washing and human consumption.</p> <p>All contact water is collected in ponds prior to treatment and reused on-site for dust suppression and supplementing the ADR plant to replace groundwater withdrawals. The Kışladağ mine operates an industrial water treatment plant with appropriate treatment technologies. Remaining consumption is a result of minor losses attributable to natural evaporation from ponds and transpiration from other surface infrastructure.</p> <p>In 2024, Kışladağ’s calculated water consumption increased by 15%, as a result of operating the recently commissioned North Heap Leach Pad. Most of this water remains in the ore as it is deposited on the growing heap leach pad, where it becomes part of the site’s leaching circuit. Accounted changes in water consumption from year to year are also influenced by variability in transient water storage in the site’s water management infrastructure.</p> <p>The mine continues to use a dust suppression product that enables reduced use and consumption of freshwater for dust control, Kışladağ also used over 86 ML of treated contact water in 2024 for its ADR process while investigating further opportunities to increase water treatment and recycling toward reduced withdrawals for dust suppression and processing activities.</p>	<p>Only water used for human consumption (drinking and sanitation) and treated contact water is discharged into the Elmalı Stream. All discharges are completed in accordance with the site’s discharge permits.</p> <p>In 2024, Kışladağ’s accounted water discharges decreased by 62%. This reduction is a combined result of proportionately higher consumption compared to withdrawals during the year and significantly lower volumes of precipitation onto a relatively large operational footprint.</p>

¹ Water stress is assessed using World Resources Institute data at the time of writing this report: www.wri.org/aqueduct.



WATER STEWARDSHIP

HOW WE INTERACT WITH WATER¹




Site	Withdrawal <i>All water from precipitation and water drawn from surface water, groundwater, seawater or a third party for any use</i> 	Consumption <i>All water that has been withdrawn and used in production, evaporated, transpired, generated as waste, newly stored or otherwise rendered unusable to others, and is therefore not released back to surface water, groundwater, seawater or a third party</i> 	Discharge <i>All water that has been withdrawn and released to surface water, groundwater, seawater or a third party</i> 
<p>Efemçukuru</p> <p>Küçük Menderes River Basin</p> <p>Water Stress: Extremely High (>80%)</p>	<p>Water is withdrawn by dewatering the underground mine of renewable groundwater inflows and seepage. Water also enters the site as surface water in the form of precipitation and on-site springs, which are considered contact water and must be managed. A relatively small amount of water is entrained in mined ore (moisture content). Bottles of drinking water are supplied for human consumption. The mine site is bounded by designed collection ditches that divert non-contact water outside of the site’s footprint, which is not withdrawn.</p> <p>In 2024, Efemçukuru’s accounted water withdrawals decreased by 5% compared to 2023, as a result of lower volumes of precipitation.</p>	<p>All contact water is collected in ponds and treated prior to use in processing activities, including crushing, milling and flotation. Water is reclaimed from dewatering of wastes and dewatering of the flotation concentrate filter press, and process water is recirculated. The Efemçukuru mine operates an industrial water treatment plant. Treated water is also used for dust suppression activities and sanitation; domestic wastewater is treated in a separate, closed-loop reverse-osmosis plant. Water is also consumed in paste backfill. Remaining consumption is a result of minor losses attributable to natural evaporation from ponds and transpiration from other surface infrastructure. Efemçukuru uses filtered tailings, which contains very little water compared to wet tailings.</p> <p>In 2024, Efemçukuru’s calculated water consumption increased nearly twenty-fold, principally due to its negative accounted water consumption in 2023. Negative accounted water consumption is possible when water that was withdrawn and stored in previous years is discharged in a future year. It may also be compounded by the latency between precipitation events and seepage into the underground mine, which is then accounted as a withdrawal, and may occur across two reporting years.</p>	<p>Excess treated water from the treatment plant that is not used at the operation continues to be discharged in the Kokarpinar Stream, in accordance with the site’s water discharge permits.</p> <p>The water volume discharged in 2024 decreased by 26% over the prior year due to lower water seepage and inflows to the underground mine during the reporting year. The treated water quality continued to meet discharge permit requirements and is equal to or better than the background water quality.</p> <p>In response to changes in regulations, we continue to develop alternatives to discharges, including reuse of treated water on site.</p>

1. Water stress is assessed using World Resources Institute data at the time of writing this report: www.wri.org/aqueduct.



WATER STEWARDSHIP

HOW WE INTERACT WITH WATER¹




<p>Site</p>	<p>Withdrawal <i>All water from precipitation and water drawn from surface water, groundwater, seawater or a third party for any use</i></p> 	<p>Consumption <i>All water that has been withdrawn and used in production, evaporated, transpired, generated as waste, newly stored or otherwise rendered unusable to others, and is therefore not released back to surface water, groundwater, seawater or a third party</i></p> 	<p>Discharge <i>All water that has been withdrawn and released to surface water, groundwater, seawater or a third party</i></p> 
<p>Lamaque Complex</p> <p>Harricana River Basin Water Stress: Low (<10%)</p>	<p>Water is withdrawn through active boreholes in the mine and by dewatering the underground mine of renewable groundwater inflows and seepage. Water also enters the site as surface water in the form of precipitation, which is considered contact water and must be managed. A relatively small amount of water is entrained in mined ore (moisture content). Water for human consumption is withdrawn from the municipal water grid. The mine site is bounded by designed collection ditches that divert non-contact water outside of the site’s footprint, which is not withdrawn.</p> <p>In 2024, accounted water withdrawals at the Lamaque Complex decreased by 12%, principally due to significant dewatering of the old Sigma underground mine in the previous year, at which point it is accounted as a withdrawal.</p>	<p>All contact water is collected in settling ponds and passively treated prior to use in processing activities, including crushing, milling, thickening, and leaching and recovery circuits. Water used for processing, collected in the tailings storage facility, and used for human consumption and sanitation is treated and recirculated for reuse in processing. Remaining consumption is a result of minor losses attributable to natural evaporation from ponds and transpiration from other surface infrastructure, including the tailings storage facility.</p> <p>In 2024, Lamaque Complex’s calculated water consumption decreased by 66% due to decreased withdrawal and increased discharge.</p>	<p>Water used for processing that is not recirculated is discharged following treatment in the polishing pond, in accordance with the site’s discharge permits.</p> <p>In 2024, Lamaque Complex’s water discharges increased 12% due to combined dewatering of Sigma and the Lamaque TSF that was treated and released to the environment.</p>

1. Water stress is assessed using World Resources Institute data at the time of writing this report: www.wri.org/aqueduct.



WATER STEWARDSHIP

HOW WE INTERACT WITH WATER¹




Site	Withdrawal <i>All water from precipitation and water drawn from surface water, groundwater, seawater or a third party for any use</i> 	Consumption <i>All water that has been withdrawn and used in production, evaporated, transpired, generated as waste, newly stored or otherwise rendered unusable to others, and is therefore not released back to surface water, groundwater, seawater or a third party</i> 	Discharge <i>All water that has been withdrawn and released to surface water, groundwater, seawater or a third party</i> 
<p>Olympias</p> <p>Basdekis River and Mavrolakkas River Basins</p> <p>Water Stress: High (40–80%)</p>	<p>Water is withdrawn through active boreholes near the mine and by dewatering the underground mine renewable groundwater inflows and seepage. Water also enters the site as surface water in the form of precipitation, which is considered contact water and must be managed. A relatively small amount of water is entrained in mined ore (moisture content). Bottles of drinking water are supplied for human consumption. The mine site is bounded by designed collection ditches that divert non-contact water outside of the site’s footprint, which is not withdrawn.</p> <p>In 2024, water withdrawals at Olympias remained virtually constant.</p>	<p>All dewatering and contact water is collected in settling ponds and most of it is treated prior to use in processing activities, including crushing, milling and flotation. A relatively small amount of water withdrawn from boreholes is used in reagent mixing, domestic and other minor uses. Water is reclaimed from dewatering of wastes and dewatering of the flotation concentrate filter press, and process water is recirculated. The Olympias mine operates an industrial water treatment plant. Treated water is also used for dust suppression and truck washing. A relatively small amount of water from settling ponds is stored for process make-up and firefighting. Water is also consumed in paste backfill, as well as the plant nursery. Remaining consumption is a result of minor losses attributable to natural evaporation from ponds.</p> <p>Olympias uses filtered tailings at KTMF, which contains very little water compared to wet tailings.</p> <p>In 2024, Olympias’ calculated water consumed increased by 23%, resulting principally from decreased discharge.</p>	<p>Only excess water from underground dewatering, primarily during the wet season, is discharged into the Mavrolakkas stream after settling and treatment, in accordance with the site’s discharge permits.</p> <p>In 2024, Olympias’ accounted water discharges decreased by 3%.</p>

¹ Water stress is assessed using World Resources Institute data at the time of writing this report: www.wri.org/aqueduct.



WATER STEWARDSHIP

HOW WE INTERACT WITH WATER¹

Site	Withdrawal  All water from precipitation and water drawn from surface water, groundwater, seawater or a third party for any use	Consumption  All water that has been withdrawn and used in production, evaporated, transpired, generated as waste, newly stored or otherwise rendered unusable to others, and is therefore not released back to surface water, groundwater, seawater or a third party	Discharge  All water that has been withdrawn and released to surface water, groundwater, seawater or a third party
<p>Skouries Project²</p> <p>Asprolakkas River Basin</p> <p>Water Stress: High (40–80%)</p>	<p>Once in operation, water will be withdrawn through dewatering wells around the open pit and dewatering/depressurization wells around underground mine workings (intercepting some non-contact groundwater before it reaches the open pit and underground workings). Water withdrawals also include dewatering the underground mine renewable groundwater inflows and seepage, as well as surface water caused by precipitation, all of which are considered contact water and must be managed. The mine site will be bounded by designed collection ditches that divert non-contact water outside of the site’s footprint, a small amount of which will be intercepted (withdrawn actively). The site will control the release of diverted water to Karolakkas Creek through engineered structures for erosion control.</p>	<p>Once in operation, water from dewatering wells will be used in processing, dust suppression, human consumption and stored for firefighting. Intercepted diverted non-contact water will be used to supplement water used in processing and for dust suppression. Surplus contact water will be collected in surface ponds and treated in an industrial water treatment plant.</p>	<p>Once in operation, excess non-contact water from dewatering wells and excess treated contact water will be reinjected to the groundwater aquifer in accordance with the site’s discharge permits.</p>
<p>Stratoni</p> <p>Kokkinolakkas Creek and Stratoni River Basins</p> <p>Water Stress: High (40-80%)</p>	<p>Water is withdrawn by dewatering the Mavres Petres and Madem-Lakkos historical underground mines renewable groundwater inflows and seepage that must be managed. Water withdrawals accounted at Stratoni also include surface water inflows caused by precipitation at KTMF. Water for human consumption is withdrawn from the municipal water grid. The site is bounded by designed collection ditches that divert non-contact water outside of the site’s footprint, which is not withdrawn.</p> <p>In 2024, accounted water withdrawals at Stratoni decreased by 9% as a result of lower volumes of groundwater inflows and seepage.</p>	<p>Water from underground dewatering and the KTMF is directed to the site’s industrial water treatment plants. Municipal water is used for human consumption and domestic use.</p> <p>In 2024, Stratoni was in care and maintenance and did not consume water for processing activities. However, its calculated water consumption increased by 38% due to decreased discharge as part of its active mine water management activities and use in offices.</p>	<p>Water is discharged after treatment into Kokkinolakkas Creek and the Stratoni bay, in accordance with the site’s discharge permits.</p> <p>In 2024, Stratoni’s accounted water discharges decreases by 12%, due to a proportionate decrease in water withdrawals.</p>

¹ Water stress is assessed using World Resources Institute data at the time of writing this report: www.wri.org/aqueduct.

² Water data at Skouries includes estimates and is subject to variances in availability during construction and as such, year-over-year performance should not be compared.

AIR MANAGEMENT

We recognize the potential impacts of air pollution and dust to our workforce, surrounding communities and the environment, and we are taking steps to minimize emissions and dust at our operating sites. Within SIMS, we have established an Air, Noise and Vibration Management standard that aligns with internationally recognized best practices, such as the [IFC General EHS Guidelines](#), and includes requirements, such as maintaining dust control and air quality monitoring plans. At operations that generate more dust due to weather conditions and open pit activities, we are taking steps to monitor and manage particulate matter in accordance with the [World Health Organization's global air quality guidelines](#), through methods such as dust suppression solutions on haul roads during drier months.



Lamaque Complex, Québec



Kışladağ, Türkiye



BIODIVERSITY AND RECLAMATION

We design and construct our projects to minimize land disturbance while prioritizing a safe working environment for our employees and contractors. Across our operations, we progressively reclaim and rehabilitate land, rather than waiting until the end of mine operations.

Constructing and operating our mines can have an impact on local land, environments and communities. Environmental reclamation practices such as deconstructing closed facilities, treating contaminated soil and revegetating areas where trees and/or other plants were removed help to revitalize the impacted land. Environment teams at each of our sites are responsible for reclamation activities, under the direction of the respective Mine General Manager and EVP, Development, Greece, VP & Country Manager, Canada and VP & Country Manager, Türkiye for their respective jurisdiction. At the corporate level, our EVP, Technical Services & Operations is responsible for the reclamation of disturbed land. Ultimately, Eldorado's President & CEO is responsible for advancing environmental reclamation, and these activities are overseen by the Sustainability Committee at the Board level.

We consider biodiversity, reforestation and reclamation in our planning and management activities. We operate plant nurseries at Olympias and Kışladağ for the reclamation of both historical and current mining areas. To date, we have planted over 118,000 indigenous plant species over an area of 106 hectares at Kışladağ, including complete reclamation of the South Waste Rock Dump, and thousands more to local villages, proudly contributing to revegetation and reforestation of the surrounding region. In 2024, we moved nearly 288,000 tonnes of historical tailings, pyrites and contaminated soils from Olympias and Stratonis to be properly stored in the KTMF, hauled over 29,000 tonnes of topsoil for rehabilitation of Olympias historical tailings area, and seeded a combined 1.7 hectares to revegetate historical stockpile waste rock, KTMF, and other areas with indigenous flora. At Efemçukuru, we completed rehabilitation of the Center Tailings Storage Facility after it reached its final storage capacity.

We do not operate or own sites in any of the following internationally recognized protected areas: International Union for Conservation of Nature (IUCN) Protected Area Categories I-III, 1 UNESCO World Heritage Sites, UNESCO Man and the Biosphere Reserves, Convention on Wetlands of International Importance (Ramsar Convention). For details on the IUCN red list and our operations, see data tables in Appendix 1.

We also monitor potential contamination associated with acid rock drainage (ARD) at each of our sites and, where necessary, develop mitigation plans to protect surrounding environments.

Acid rock drainage is a natural process that occurs when sulphide minerals in rocks are exposed to air and water, producing sulphuric acid. When waste material that contains sulphide minerals is not managed in the right way on mine sites, it can accelerate these natural chemical processes and result in highly acidic water which can leach metals from the waste material into the surrounding environment. To mitigate against the impacts of ARD, we take steps to manage waste material and water flows through known areas that may produce ARD.

We also rely on covering and sealing ARD/ML-generating materials in designated storage areas to mitigate the risks posed to the surrounding environment. Managing and mitigating ARD/ML is an important part of our mine plans and closure plans, and is addressed within SIMS, which includes requirements such as conformance with Level A of the MAC-TSM **Biodiversity Conservation Management Protocol** and implementation of Biodiversity Management Plans. All of our operating mines underwent SIMS Compliance Verification, with the Lamaque Complex, Olympias and Efemçukuru achieving Level AAA and Kışladağ achieving Level A against the MAC-TSM **Biodiversity Conservation Management Protocol**, based on external verification.





CLOSURE

The goal of reclamation and closure planning is to achieve a smooth transition from operations to post-operations, passive care and eventual custodial transfer, addressing the key environmental and socio-economic challenges resulting from the termination of operations.

STAKEHOLDER ENGAGEMENT

When considering mine closure, we recognize the value of stakeholder engagement to develop a social closure plan in coordination with stakeholders to mitigate socio-economic impacts of mine closure. By engaging early, we can better understand specific community needs to create a community-led transition plan and enable long-term economic development planning for communities near our operations.

Through Communities of Interest Committees, our site teams will work with local communities on strategies to mitigate potential closure impacts. This would include reclamation activities, decommissioning and the legacy that will be left behind in post-closure.

ENVIRONMENTAL RESTORATION

Informed by baseline studies, closure planning is initiated during the design phase of new projects, including advanced exploration and construction projects. As part of closure planning, we develop detailed plans for land rehabilitation, soil stabilisation, reforestation and water management.

We operate plant nurseries at Olympias and Kışladağ for the reclamation of both historical and current mining areas.

ECONOMIC TRANSITION

Following the closure of a mine, there can be economic impacts to local communities including labour, housing, tax revenue and other financial benefits. Early engagement is critical to understand community priorities and explore potential alternative uses for sites and related infrastructure.

MONITORING AND MAINTENANCE

While we monitor our environmental management activities throughout the life of mine, we also establish long-term monitoring plans to track environmental recovery and address any emerging issues.



Val d'Or, Québec

TSM COMMUNITY ENGAGEMENT AWARD – CLOSURE PLANNING

In 2024, we received the TSM Community Engagement Award in recognition of social and long-term closure planning.

At our Lamaque Complex, our site team worked closely with community members on an action and public participation plan years ahead of when it will be needed for the eventual mine closure. The plan includes community contributions, future site uses, employment and lifestyle, environmental protection and biodiversity conservation, landscape and heritage, and safety.



05

RESPONSIBLY PRODUCED PRODUCTS

IN THIS SECTION

- About Our Products
- Product Responsibility
- Supply Chain
- Human Rights
- Security
- Towards Sustainable Mining
- Responsible Gold Mining Principles





ABOUT OUR PRODUCTS

The metals we produce are part of many of the materials that make up the modern world. Our products create and store value for economies, societies and governments and form an integral part of modern financial systems. They are also critical components of green technologies such as wind turbines, electric cars, solar cells and major infrastructure that are advancing the global transition to a lower-carbon economy. Just as our products contribute to a better world, we are committed to producing them in a way that creates positive economic, social and environmental value for all our stakeholders.

Gold mining is a major economic driver for many countries and jurisdictions around the world. Well-managed, transparent and responsible gold mining can be a major contributor to the socio-economic well-being of host communities through the creation of local employment and business opportunities, as well as investments that seek to benefit community development.

DIRECT VALUE

- 1 Government payments**
 The taxes, royalties and fees we pay to host governments generate revenues that can be directed to address societal needs.
- 2 Community investment**
 We invest in host communities to build local capacity for self-reliance and resilience now and for future generations.
- 3 Shared infrastructure**
 Our mines contribute to the development of host communities through shared-use infrastructure, such as roads, electric power distribution and other services.
- 4 Local employment**
 Our operations create well-paying job opportunities locally, and provide market stability during socio-economic shocks, such as financial crises or global pandemics.
- 5 Local procurement**
 We purchase materials and services from local companies, wherever possible.



INDIRECT VALUE

- 6 Technology and innovation**
 The gold and precious metals we produce help build a better future through use in low-carbon technologies, renewable energy infrastructure, consumer electronics, electric vehicle charging stations, aerospace and more.
- 7 Stored value**
Bullion: Banks, governments, institutions and individuals use gold and silver as mediums of financial exchange and wealth protection.

Jewellery: Gold jewellery has significant cultural value globally and is often used to transfer and build intergenerational wealth.
- 8 Modern medicine**
 Gold's diverse properties make it very important in the health care sector for a broad range of applications, including gold nanoparticles used in rapid medical diagnostic testing or gold-coated precision markers for breast cancer treatment.



PRODUCT RESPONSIBILITY

We support industry-wide efforts to responsibly produce gold and other precious and base metals. We acknowledge and believe that our license to operate requires that all of our activities be conducted in a manner that does not cause, contribute or directly link to human rights abuses or unlawful conduct.

As a member in good standing of the [World Gold Council](#), [Euromines](#) and the [Mining Association of Canada](#), we are committed to implementing robust social and environmental standards that benefit all stakeholders. Our operating mines adhere to:

- [World Gold Council's Responsible Gold Mining Principles](#)
- [World Gold Council's Conflict-Free Gold Standard](#)
- [Mining Association of Canada's Toward Sustainable Mining](#)
- [Voluntary Principles on Security and Human Rights](#)
- [United Nations Global Compact Ten Principles](#)

In addition, operating mines in Greece and Türkiye follow:

- [ISO 14001 Environmental Management Systems Standard](#)
- [ISO 45001 Occupational Health and Safety Management Systems Standard](#)

In Greece, we have also implemented:

- [ISO 9001:2015 - Quality Management System](#)
- [ISO 14064 GHG Emissions Management System](#)
- [ISO 39001 Road Traffic Safety Management Systems Standard](#)
- [ISO 50001 Energy Management Systems](#)

Kışladağ and Efemçukuru intend to implement ISO 50001. Our Kışladağ mine observes the [International Cyanide Management Code](#) and non-implementing sites have completed gap assessments and seek to implement corrective action plans against the Code, where applicable.

SAFE PRODUCT HANDLING

Our primary operating cash flows derive from the sale of unrefined gold bullion bars (or doré), and gold, silver, lead and zinc concentrates. All of our products are sold in bulk to downstream refineries and smelters for secondary treatment.

At Kışladağ, doré is sold and transported to metal refineries in-country to be further processed into pure (99.9%) metals. At Efemçukuru and Olympias metal concentrates are transported to offshore smelting facilities for further refinement. At our Lamaque Complex in Canada, doré is sold to refineries in Canada and the United States. Our concentrates, which contain combinations of gold, silver, lead and zinc, are loaded into enclosed trucks and transported to seaports for shipment to smelters.

We do not sell our products to the public. Our doré, which largely contains gold and silver, has no environmental or safety risks associated with handling or disposal. Our products do not require consumer packaging, and we do not undertake product recycling or reclamation. As a result, we are not required to maintain detailed procedures regarding public labelling and handling. We have developed product transport and security procedures to keep our employees and partners safe throughout the processing of our products. The transport of concentrate is subject to risks, mainly with respect to theft and environmental liabilities in the event of a spill. We require road and marine shipments of concentrate from Efemçukuru and Olympias to be performed under the [European Agreement Concerning the International Carriage of Dangerous Goods by Road](#) and [International Maritime Organization \(IMO\)](#) regulations.

We require contractors to follow standards and procedures that are relevant to the aforementioned guidelines for emergency response with respect to transportation and security. In accordance with our [Anti-Bribery and Corruption Policy](#), we seek to provide training on ethical business practices to employees regularly. In 2024, we held annual training for all desktop employees on our [Code of Ethics and Business Conduct](#).



Olympias, Greece

SIMS Spotlight

Our SIMS voluntarily commits our sites to [Towards Sustainable Mining verifications once every three years and annual self-assessments against the continuously improving protocols.](#)



SUPPLY CHAIN

Our supply chain is an important part of the lifecycle of the gold and other metals we responsibly produce. Our contractors are a critical part of our workforce, contributing to areas including exploration, construction and other developments requiring specific resources and expertise, and we work with our suppliers to procure vital supplies for our workforce and operations, such as food, tools, equipment, machinery or bulk materials.

We acknowledge the importance of not only managing risks and implementing internationally recognized best practices in our own operations but also extending these expectations to our contractors and down the supply chain. SIMS requires all contractors and suppliers to be evaluated and conduct their work according to minimum performance standards for health and safety, environmental, social, human rights and other facets of sustainability, including:

- Complying with the [MAC-TSM Prevention of Child and Forced Labour Verification Protocol](#);
- Having contractors' and sub-contractors' sustainability performance evaluated as part of the risk-based selection process;
- Undergoing site-level due diligence, monitoring, reporting and oversight; and
- Having adequate insurance, training, certifications and protocols.

Guided by our corporate commitments, applicable laws and evolving best practices, we are working to develop improved tools and controls to mitigate risks outside of our own operations and progress against the requirements in SIMS. In 2021, we identified an opportunity to broaden the reach of our formal policies and we have established procedures that address supply chain risks. Our [Supplier Code of Conduct](#) seeks to align our suppliers with our commitments.

As a result of the review conducted in 2023, we determined that it would be appropriate to formally record our third-party risk management (TPRM) system. With the assistance of an independent qualified third-party, we are in the process of developing the components of the TPRM framework, which we expect to include a responsible sourcing policy and a TPRM procedure. The TPRM procedure, which is informed by the due diligence standards of the Organization for Economic Cooperation and Development, will contain clearly defined actions for identifying, managing, escalating, and reporting cases of environmental, social and governance risks in our supply chain. The TPRM procedure, the scope of which includes human rights and modern slavery risks, is expected to be implemented across all our sites.





HUMAN RIGHTS

As a significant economic and social presence in the jurisdictions and communities where we operate, Eldorado has the potential to substantively impact the human rights of our stakeholders and rightsholders.

We acknowledge that we have a responsibility to respect internationally recognized human rights as expressed in the [International Bill of Human Rights](#) and the [International Labour Organization's Declaration on the Fundamental Principles and Rights at Work](#). In doing so, we commit our efforts to avoid causing or contributing to adverse human rights impacts and to prevent or mitigate those impacts that are directly linked to our operations. To meet our responsibilities in line with the [UN Guiding Principles on Business and Human Rights](#), we have put in place:

- A policy commitment to respect human rights, as expressed in our [Human Rights Policy](#), which was updated and then approved by the Board in 2022. The policy has been informed by the United Nations Declaration on the Rights of Indigenous Peoples;
- A due diligence process to identify, prevent, mitigate and account for how we address our human rights impacts, as outlined in our SIMS, which commits us to regular, third-party human rights impact assessments;
- External assurances in accordance with the [WGC's Conflict-Free Gold Standard](#) (CFGS) for our gold-producing sites; and
- Processes to enable the remediation of adverse human rights impacts that we may cause or contribute to, as outlined in the [grievance mechanism](#) section of this report.

Employees and contractors are expected to adhere to our [Human Rights Policy](#) and associated requirements in SIMS. We expect our business partners, including security providers, contractors and suppliers, to share this commitment to the rights of our workforce, local community members, Indigenous peoples and all stakeholders with whom we interact. This includes respecting the human rights of individuals who require particular attention, including women, children, Indigenous peoples (pertinent to the Lamaque Complex, as directly impacted Indigenous peoples have not been identified at or near our other operations) and other potentially vulnerable or marginalized groups. Our stakeholders are identified through regular

stakeholder mapping, and any potential human rights impacts may be identified through local impact assessments, our accessible grievance mechanisms, regular third-party human rights impact assessments and stakeholder engagements. Salient human rights issues are managed principally by site, regional and corporate community relations and legal teams, with oversight from senior management and the Board of Directors.

We communicate our commitment and these expectations through various means, including but not limited to induction and refresher training, on our intranet site, meetings with our Community of Interest Committees, and during the procurement process through our Supplier Code of Conduct. These commitments apply equally across all of our operating jurisdictions and our [Human Rights Policy](#) is made accessible in all official languages where we operate.

UNITED NATIONS GLOBAL COMPACT

We are a signatory to the [UN Global Compact \(UNGC\)](#), the world's largest corporate responsibility initiative. The [UNGC's Ten Principles](#) provide fundamental guidance for our business in the areas of human rights, labour standards, the environment and anti-corruption. We have considered the UNGC's Principles in the development of our [Code of Ethics and Business Conduct](#), [Anti-Bribery and Corruption Policy](#), [Human Rights Policy](#), [Diversity Policy](#), [Respectful Workplace Policy](#), [Social Performance Policy](#) and [Environmental Policy](#). We report against each of the Ten Principles in our [Communication on Progress](#).

RESPONSIBLE SOURCING

The CFGS was published in 2012, following extensive consultation with governments, civil society, external auditors and supply chain participants.

The standard creates a framework for assurance that the production of gold by a company does not contribute to unlawful armed conflict or human rights abuses. The CFGS also serves to operationalize the Organisation for Economic Co-operation and Development's (OECD) [Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#). Our operations are not located in conflict-affected areas, but we nonetheless adopted the CFGS in 2013 to provide assurance that the gold we produce does not cause, support or benefit armed conflict or contribute to human rights abuses or breaches

of international humanitarian law. This is reinforced by our updated Human Rights Policy and in SIMS. We published our eleventh annual [Conflict-Free Gold Report](#) in 2024 that confirms our gold-producing operations do not contribute to conflict.

A copy of our report and independent assurance statement can be found on the [Sustainability Reporting page](#) of our website.

MODERN SLAVERY

We submitted our first Modern Slavery Report (the "Report") for FY 2023 to meet the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). The Act encourages transparency by requiring entities to disclose the steps they have taken to identify and address potential risks of forced labour and child labour within their operations and supply chains.

At Eldorado, we are committed to respecting human rights. We proactively work to avoid causing or contributing to adverse human rights impacts, including modern slavery, and to prevent and mitigate any human rights impacts that are linked to our operations or supply chains.

Our SIMS requires all our contractors and suppliers to comply with MAC TSM's Prevention of Child and Forced Labour Verification Protocol. SIMS also establishes requirements to perform contractor and supplier due diligence and to monitor contractors and suppliers for risks related to child labour, forced labour, modern slavery, remuneration practices, and international sanctions. To operationalize these SIMS requirements, we developed our [Supplier Code of Conduct](#) ("Supplier Code") which is aligned to our commitments. We expect all our contractors and suppliers to acknowledge and commit to compliance with our Supplier Code.

In 2024, we delivered training on preventing human trafficking to all our executives, senior leaders and all members of the procurement, accounts payable, human resources and legal functions globally. This training aimed to raise awareness and to provide knowledge and skills necessary to identify and prevent human trafficking within our operations and supply chain.

Our annual report is submitted to the Minister of Public Safety and a copy of the report is available on Public Safety Canada's online catalogue repository and on our [website](#).

SECURITY

VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

Created in 2000, the **Voluntary Principles on Security and Human Rights (VPSHR)** comprise a “set of principles designed to guide companies in maintaining the safety and security of their operations within an operating framework that encourages respect for human rights.” The VPSHR is considered the standard for best practice in managing security for extractive industry operations. The Government of Canada has identified the VPSHR as an important international standard in **Canada’s Responsible Business Conduct Abroad Strategy**, and implementation of the VPSHR is a membership requirement of the WGC and MAC. Our commitment and progress on the VPSHR is discussed in our VPSHR Report and included in MAC’s annual **Towards Sustainable Mining Performance Report**.

We have committed to implementing the VPSHR in our **Human Rights Policy**, which all employees and contractors, including private security providers, are required to abide by. SIMS also supports our alignment with the VPSHR.

We retained an independent qualified third-party to conduct human rights and security assessments at operations in Canada and Türkiye in 2021 and in Greece by 2022 and to evaluate our policies, practices and controls for security-related human rights risks. The assessments confirmed that our overall risk exposure is low in Canada, Greece and Türkiye. Globally, we will conduct new assessments in 2025. All of our operations have undergone SIMS Compliance Verifications, with the latest at Efemçukuru and Kışladağ in 2024, during which performance against the SIMS Security Standards was assessed and our full conformance with Year 4 requirements of the RGMPs, which include implementation of the VPSHR, was verified by an independent third-party auditor.

We continue to pursue further opportunities that advance our commitments aligned with the VPSHR, including engagement with private and public security providers on human rights topics.



Stratoni, Greece

SIMS Spotlight

Our SIMS contains security standards that support alignment with the Voluntary Principles on Security and Human Rights and WGC Conflict Free Gold Standard. Key topics include product and personnel security, access controls, and explosives security.



TOWARDS SUSTAINABLE MINING

The Mining Association of Canada's Towards Sustainable Mining (MAC-TSM) initiative is a globally recognized sustainability program designed to enhance environmental and social performance in the mining sector. TSM provides a set of performance standards designed to drive continuous improvement in responsible mining practices.

TSM includes measurable performance indicators across critical areas such as tailings management, biodiversity conservation, climate change, Indigenous and community relationships, health & safety, and water stewardship. As a participating company, we report our TSM performance through annual self-assessments and external verifications every three years to increase transparency and accountability.

We apply TSM protocols across our global mining operations, including Canada as a mandatory requirement as a member of MAC, and in Greece and Türkiye voluntarily. Notably, the verifications at Kışladağ and Efemçukuru mines in Türkiye in 2024 were the first time a TSM verification has been conducted in Türkiye in nearly a decade, and the first time ever for us in country.

In 2024, we completed integrated compliance verifications for SIMS and MAC-TSM at our Kışladağ and Efemçukuru mines in Türkiye. We are proud of our results, with a minimum A score across all indicators. Our Efemçukuru mine achieved AAA scores for tailings management, health & safety, biodiversity, and Indigenous and community relationships. At Kışladağ, we received an AAA score for all Health and Safety indicators.

With the completion of verifications at our Turkish operations, we have now completed our initial round of TSM verifications across our company. Notably, we scored AAA, the highest possible score, for Tailings Management protocol across all of our operations with tailings facilities.

Through implementation of TSM, we seek to maintain our social license to operate, mitigate environmental impacts and strengthen our relationships with stakeholders and Indigenous communities. Under SIMS, we are aligned with TSM and are committed to meeting or exceeding TSM protocols to advance our responsible and sustainable mining practices.

To see our full scores for TSM assessments, visit MAC-TSM's [website](#).





RESPONSIBLE GOLD MINING PRINCIPLES

The World Gold Council's Responsible Gold Mining Principles (RGMP) set out clear expectations for consumers, investors and the downstream gold supply chain as to what constitutes responsible gold mining. Developed in collaboration with the WGC's member companies and key industry stakeholders, the ten principles and 51 sub-principles address material environmental, social and governance topics for the gold mining sector.

As a member of the WGC, we are committed to implementing the RGMPs in full. In 2024, we received independent assurance of full conformance with the RGMP Year 4 requirements across our four operating gold mines: the Kışladağ and Efemçukuru mines in Türkiye, the Olympias mine in Greece and the Lamaque Complex in Canada. We will seek to maintain full conformance with the RGMPs and the latest independent assurance statements are available under the Responsible Gold Mining Principles Report section of our website [here](#).

Our EVP, Technical Services & Operations is responsible for overseeing the Company's commitments to the RGMPs, and ultimately, accountability for full conformance rests with the President & CEO. The EVP, Technical Services & Operations is supported by the Vice President, Health, Safety & Sustainability in managing the process toward full conformance with the RGMPs at both the corporate and site levels, and is responsible for providing quarterly updates on progress to the Sustainability Committee of our Board of Directors. At the operations level, the Mine General Manager of each operation is responsible for the effective day-to-day implementation of actions that align operations with the RGMPs. The EVP, Development, Greece, VP & Country Manager, Canada, and VP & Country Manager, Türkiye have overall oversight in-country.

SIMS is the principal mechanism by which actions toward full conformance with the RGMPs are managed and administered. Developed in 2020 and implemented at all operating sites in 2021, SIMS is a set of company-wide minimum performance standards for the areas of health and safety, environmental performance, social performance, security and general management of sustainability topics. SIMS has been developed in alignment with the RGMPs, along with other internationally recognized voluntary standards such as Towards Sustainable Mining, the International Cyanide Management Code and the Voluntary Principles on Security and Human Rights. Compliance with SIMS is verified at the operations level through internal self-assessments and Compliance Verifications, as well as external assurance including that required by the RGMPs.

We conducted SIMS Compliance Verifications at the Lamaque Complex in 2022, the Kassandra Mines (excluding Skouries) in 2023, and Kışladağ and Efemçukuru in 2024, which involved a team of external auditors that independently verified self-assessed conformance with the RGMP requirements. We plan to assure each site on a 3–5-year cycle, as required by the RGMPs. Where the independently assured SIMS self-assessment and Compliance Verification process identifies continuous improvement opportunities, we will evaluate and implement them accordingly. Longer-term actions related to the principles, such as our 2030 climate-related target, continue to progress.



Lamaque Complex, Québec



06

APPENDIX

IN THIS SECTION

- Performance Data
- Disclosure Indices
- Cautionary Notes





SAFETY PERFORMANCE

SAFETY PERFORMANCE (EMPLOYEES AND CONTRACTORS)¹

Site	Total Hours	First Aid Injury	Lost Time Injuries (LTI)	Medical Treatment Injury	Restricted Work Injury	Total Recordable Injuries (TRI)	High Potential Incident (HPI)	Potentially Fatal Occurrence (PFO)	Near Misses	Fatalities	LTIFR ²	TRIFR	PFO Frequency Rate	HPI & PFO Frequency Rate	Near Miss Frequency Rate
Kışladağ	2,901,280	40	1	-	2	3	4	4	76	-	0.34	1.03	1.38	2.76	5.24
Efemçukuru	1,733,146	76	3	1	2	6	1	1	156	-	1.73	3.46	0.58	1.15	18.00
Ankara Office	255,080	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lamaque Complex	1,708,080	118	2	2	2	6	2	-	54	-	1.17	3.51	-	1.17	6.32
Olympias	1,640,599	3	2	4	3	9	2	1	11	-	1.22	5.49	0.61	1.83	1.34
Stratoni	462,660	1	1	2	-	3	1	-	5	-	2.16	6.48	-	2.16	2.16
Skouries	1,750,025	10	1	4	-	5	5	-	8	-	0.57	2.86	-	2.86	0.91
Perama Hill	28,592	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Athens Office	69,365	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Certej	162,140	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Global Exploration	169,082	1	1	2	1	4	-	-	-	-	5.91	23.66	-	-	-
Amsterdam Office	17,944	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vancouver Office	196,008	-	-	-	-	-	-	-	-	-	-	-	-	-	-
One Eldorado 2024 Total	11,094,001	249	11	15	10	36	15	6	310	-	0.99	3.24	0.54	1.89	5.59
One Eldorado 2023 Total	9,460,159	193	6	24	14	44	Not tracked	7	257	-	0.65	4.65	0.74	Not tracked	5.43
One Eldorado 2022 Total	9,210,270	167	11	20	12	43	Not tracked	9	241	-	1.19	4.67	0.98	Not tracked	5.23
Operated Sites 2024 Total (excluding Skouries)	9,346,510	239	10	11	10	31	10	6	302	-	1.07	3.32	0.64	1.71	6.46
Operated Sites 2023 Total (excluding Skouries)	8,511,219	192	4	22	13	39	Not tracked	7	247	-	0.47	4.58	0.82	Not tracked	5.80
Operated Sites 2022 Total (excluding Skouries)	8,747,070	165	11	20	11	42	Not tracked	9	240	-	1.29	4.80	1.03	Not tracked	5.49
Operations 2024 Total	8,445,765	238	9	9	9	27	10	6	302	-	1.07	3.20	0.71	1.89	7.15
Operations 2023 Total	8,042,338	192	4	22	13	39	Not tracked	7	247	-	0.50	4.85	0.87	Not tracked	6.14
Operations 2022 Total	8,230,314	165	11	20	11	42	Not tracked	9	240	-	1.34	5.10	1.09	Not tracked	5.83

¹ All rates in this table are per 1,000,000 hours worked, except Near Miss Frequency Rate, which are per 200,000 hours worked. The Certej development project is included in this table as its safety performance is included in our corporate scorecard.

² Lost Time Injury Frequency Rate for 2023 is restated from the 2023 Sustainability Report.

SAFETY TRAINING

TOTAL HOURS OF EMPLOYEE AND CONTRACTOR SAFETY TRAINING BY REGION

	Canada	Greece	Türkiye	2024 Total	2023 Total	2022 Total
Employee training hours	29,063	8,480	45,334	82,877	52,378	47,981
Contractor training hours	Not tracked	11,204	32,749	43,953	30,962	22,187
Total workforce training hours	29,063	19,684	78,083	126,830	81,730	67,805



BOARD & MANAGEMENT DIVERSITY

BOARD AND COMMITTEE DIVERSITY¹

Board/Committee	Age Range	Female (%)	Male (%)
Board of Directors	30 to 50 years	13	–
	Over 50 years	38	50
Audit Committee	Over 50 years	50	50
Compensation Committee	Over 50 years	50	50
Corporate Governance and Nominating Committee	30 to 50 years	33	–
	Over 50 years	33	33
Sustainability Committee	30 to 50 years	25	–
	Over 50 years	50	25
Technical Committee	Over 50 years	33	67

SENIOR MANAGEMENT AND OFFICERS DIVERSITY¹

Officers and Senior Management	Age Range	Female (%)	Male (%)
Senior Management	30 to 50 years	40	30
	Over 50 years	20	10
Officers	30 to 50 years	–	–
	Over 50 years	–	100

¹ Figures in this table are as at December 31, 2024 and may therefore differ from those disclosed in Eldorado's other reports published in 2025, which use different reporting timeframes.

EMPLOYEE DEMOGRAPHICS

EMPLOYEES BY GENDER AND REGION

Region	Female		Male	
	Number	%	Number	%
Canada	141	23	463	77
Greece	158	14	951	86
Netherlands	2	25	6	75
Türkiye	113	8	1,275	92
2024 Total	414	13	2,695	87
2023 Total	379	13	2,644	87
2022 Total	338	12	2,600	88

EMPLOYEES BY AGE, GENDER AND REGION²

Region	Under 30 (%)	30 to 50 (%)	Over 50 (%)
Canada	20	59	21
Greece	6	65	29
Netherlands	–	63	38
Türkiye	17	74	9
Total Female	23	65	12
Total Male	12	68	19
2024 Total	14	68	18
2023 Total	14	71	16

² Eldorado's adopted new age ranges – under 30, 30–50, and over 50 – in its reporting of people metrics in 2023 to better align with widely accepted reporting standards. Previous years used age ranges 30 and under, 31–45, 46–60, and 61 and over, and as such, are not comparable and historical data are therefore omitted. Apparent discrepancies in calculated totals are due to rounding of figures.



EMPLOYEE & CONTRACTOR HIRING

EMPLOYEE HIRE RATES BY AGE AND GENDER^{1,2}

Age	Female (%)	Male (%)
Under 30	10	4
30 to 50	9	4
Over 50	2	3
2024 Total	21	11
2023 Total	23	14
2022 Total	19	8

EMPLOYEE TURNOVER RATES BY AGE AND GENDER^{1,2}

Age	Female (%)	Male (%)
Under 30	5	1
30 to 50	4	4
Over 50	1	2
2024 Total	10	7
2023 Total	12	12
2022 Total	14	11

CONTRACTORS BY GENDER AND REGION³

Region	Female (%)	Male (%)
Canada	Not tracked	Not tracked
Greece	13	87
Netherlands	100	-
Türkiye	8	92
2024 Total	11	89
2023 Total	10	90
2022 Total	9	91

EMPLOYEE HIRE RATES BY REGION AND GENDER²

Region	Female (%)	Male (%)	Total (%)
Canada	17	13	17
Greece	24	9	11
Netherlands	-	33	25
Türkiye	23	11	12
2024 Total	21	11	12
2023 Total	23	14	15
2022 Total	19	8	9

EMPLOYEE TURNOVER RATES BY REGION AND GENDER²

Region	Female (%)	Male (%)	Total (%)
Canada	9	10	9
Greece	5	4	4
Netherlands	150	-	38
Türkiye	17	9	9
2024 Total	10	7	7
2023 Total	12	12	12
2022 Total	14	11	12

1 Eldorado adopted new age ranges of under 30, 30-50, and over 50 in its reporting of people metrics in 2023 to better align with widely accepted reporting standards. Previous years used age ranges 30 and under, 31-45, 46-60, and 61 and over. Apparent discrepancies in calculated totals are due to rounding of figures.

2 Rates are functions of their respective sub-category totals (i.e., Female (%) rates are based on total number of female employees, Male (%) rates are based on total number of male employees, and Total (%) rates are based on total number of both female and male employees).

3 We do not collect data on gender identity at the Lamaque Complex and it is therefore excluded from the overall percentages of female and male contractors.



EMPLOYEE TRAINING

EMPLOYEE TRAINING HOURS BY GENDER, SENIORITY AND REGION¹

	Gender	Region			2024 Total Training Hours	2023 Total Training Hours	2022 Total Training Hours
		Canada	Greece	Türkiye			
Vice Presidents and Above	Female	9	-	-	9	3	-
	Male	4	-	16	20	13	2
Senior Managers/ Directors	Female	189	11	66	266	294	88
	Male	98	42	272	412	307	471
Managers	Female	239	107	66	412	371	560
	Male	991	1,060	954	3,005	2,787	2,924
Professionals	Female	507	1,190	2,093	3,790	3,765	4,360
	Male	927	5,344	3,949	10,220	10,615	15,985
Junior	Female	521	1,620	268	2,409	2,272	1,529
	Male	590	11,146	770	12,506	10,249	6,804
Other (i.e. hourly)	Female	752	-	2,919	3,671	587	300
	Male	3,031	-	33,056	36,087	19,309	29,995
Contractors	Female	-	1,728	4,611	6,339	1,641	1,338
	Male	-	11,043	44,359	55,402	15,539	24,336
All Categories	Female	2,217	4,656	10,023	16,896	8,933	8,175
	Male	5,641	28,365	83,376	117,382	58,819	80,517
Total		7,858	33,021	93,399	134,278	67,752	88,692

¹ Prior to 2023, our reporting of employee training hours for Canada did not include data from our head office in Vancouver. Eldorado does not report these data for offices and projects in the Netherlands and Romania. Apparent discrepancies in totals in this table are due to rounding of final figures.

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Site	2024 (%)	2023 (%)	2022 (%)
Kışladağ	77	76	76
Efemçukuru	70	70	69
Lamaque Complex	-	-	-
Kassandra Mine office	57	60	64
Olympias	82	83	84
Stratoni	86	85	81
Skouries	29	43	58
Perama Hill	-	-	-
Total	55	59	58



IMPACT ASSESSMENTS

LOCAL IMPACT ASSESSMENT AND MANAGEMENT TOOLS

	Canada Lamaque	Greece Kassandra ¹	Perama Hill	Türkiye Efemçukuru	Kışladağ
Formalized stakeholder mapping	Yes	Yes	Yes	Yes	Yes
Social impact assessment	Yes	Yes	No	Yes	Yes
Public disclosure of impact assessment	Yes	Yes	No ²	Yes	Yes
Local community development programs	Yes	Yes	Yes	Yes	Yes

1. Kassandra Mines includes Olympias, Skouries and Stratoni.

2. Perama Hill has not conducted an impact assessment at this stage of project development.



OUR WORKFORCE

OUR WORKFORCE

Country	Site	Description	Employees	Contractors	2024 Total	2023 Total	2022 Total
Canada	Lamaque Complex	Operating mine	523	284	807	703	679
	Vancouver	Corporate office	82	4	86	76	71
	Country total		605	288	893	779	750
Greece	Kassandra Mines	Offices and medical clinic	119	193	312	289	274
	Olympias	Operating mine	705	184	889	850	840
	Skouries	Development project	154	1,047	1,201	449	194
	Stratoni	Care and maintenance	72	4	76	110	14
	Perama Hill	Development project and office ¹	11	1	12	6	6
	Sapes	Warehouse	6	1	7	9	7
	Athens	Office	42	8	50	40	46
Country total			1,109	1,438	2,547	1,757	1,516
Netherlands	Amsterdam	Office	8	1	9	10	5
	Country total		8	1	9	10	5
Türkiye	Kışladağ	Operating mine	773	596	1,369	1,271	1,352
	Efemçukuru	Operating mine	501	383	884	892	936
	Ankara	Office	51	-	51	44	37
	Recons and Çanakkale Prep Lab	Offices, quarries and laboratory	44	-	44	26	48
	Sivaslı quarry and lime plant	Offices, quarries and laboratory	5	-	5	2	2
	Emirli quarry	Offices, quarries and laboratory	-	-	-	1	1
	Tüprag agriculture	Offices, quarries and laboratory	14	-	14	18	18
	Country total			1,388	979	2,367	2,254
2024 Total			3,110	2,706	5,816		
2023 Total			3,024	1,845		4,869	
2022 Total			2,938	1,814			4,752

¹ This includes Alexandroupoli, a Thracian mining office for Perama Hill.



EMPLOYEES

EMPLOYEES BY NATIONAL REPRESENTATION

Region	Local (%)	National (%)	Expatriate (%)
Canada	97	97	3
Greece	80	97	3
Netherlands	100	50	50
Türkiye	78	100	–
2024 Average	82	98	2
2023 Average	79	99	1
2022 Average	81	99	1

EMPLOYEES BY EMPLOYMENT TYPE

Employment Type	Canada	Greece	Netherlands	Türkiye	2024 Total	2023 Total	2022 Total
Full Time	600	1,109	7	1,369	3,085	3,018	2,932
Female	139	158	2	112	411	378	335
Male	460	951	5	1,257	2,673	2,639	2,597
Part Time	5	–	1	19	25	6	6
Female	2	–	–	1	3	1	3
Male	3	–	1	18	22	5	3
Permanent	592	1,033	6	1,337	2,968	2,882	2,867
Female	135	140	2	107	384	333	329
Male	456	893	4	1,230	2,583	2,548	2,538
Fixed-term/temporary	13	76	2	37	128	80	71
Female	6	18	–	6	30	24	9
Male	7	58	2	31	98	56	62
Non-guaranteed work hour ¹	–	–	–	14	14	8	Not tracked
Female	–	–	–	–	–	1	Not tracked
Male	–	–	–	14	14	7	Not tracked

1. Eldorado began reporting number of non-guaranteed work hour employees in 2023; historical data is therefore unavailable. Discrepancies between 2023 totals and sums of female and male employees are due to the inclusion of employees whose gender was not reported.



CONTRACTORS

CONTRACTORS BY NATIONAL REPRESENTATION

Region	Local (%)	National (%)
Canada	99	99
Greece	35	74
Netherlands	100	100
Türkiye	64	100
2024 Average	53	87
2023 Average	61	99
2022 Average	55	100

SUPPLIERS

PAYMENTS TO SUPPLIERS (\$ MILLIONS)¹

Type of Payments	Canada	Greece	Türkiye	2024 Total	2023 Total	2022 Total
Payments to local suppliers	163.7	27.2	36.7	227.6	Not tracked	Not tracked
Payments to domestic suppliers	32	340.9	251.1	623.9	692.7	583.7
Payments to international suppliers	1.2	106.6	40	147.7	120.7	100.9
Total	196.9	474.6	327.8	999.2	813.4	684.6
% Spent on domestic vs. international suppliers	99	78	88	85	85	85

¹ We began collecting data for spend on local suppliers in 2024 and therefore historical data is unavailable. Figures representing payments to domestic suppliers do not include payments to local suppliers. Apparent discrepancies in totals in this table are due to rounding of final figures.

DIRECT & INDIRECT ENERGY USE

DIRECT ENERGY USE BY SITE (GJ)¹

Site	Diesel - Mobile Equipment	Diesel - Stationary Equipment	Gasoline - Mobile Equipment	LPG - Mobile Equipment	LPG - Stationary Equipment	Natural Gas - Mobile Equipment	Natural Gas - Stationary Equipment	2024 Total	2023 Total	2022 Total
Kışladağ	951,749	20,303	-	-	-	4,673	1,973	978,698	870,730	986,495
Efemçukuru	97,531	1,113	274	-	-	-	-	98,918	107,586	110,481
Lamaque Complex	208,097	133	4,939	58	158	-	71,734	285,118	272,499	291,450
Olympias	83,851	85	174	-	-	-	-	84,110	98,706	97,442
Stratoni	11,290	339	190	-	-	-	-	11,819	9,118	11,848
Skouries	29,816	1,368	539	-	-	-	-	31,723	33,514	1,336
Total	1,382,334	23,339	6,116	58	158	4,673	73,708	1,490,386	1,395,111	1,502,249
2023 Total	1,267,864	30,982	4,019	47	187	92,013				
2022 Total	1,344,502	59,166	4,098	4	96	94,382				

INDIRECT ENERGY USE BY SITE (GJ)²

Site	Non-renewable Electricity	Renewable Electricity	2024 Total	2023 Total	2022 Total
Kışladağ	249,947	222,722	472,669	403,996	349,337
Efemçukuru	90,417	80,569	170,986	168,487	173,153
Lamaque Complex	335	334,561	334,896	276,713	274,153
Olympias	119,774	118,583	238,358	237,344	234,042
Stratoni	16,488	16,324	32,812	32,040	52,007
Skouries	12,086	11,965	24,051	16,393	10,145
Total	489,048	784,724	1,273,772	1,135,403	1,093,300
2023 Total	494,883	640,521			
2022 Total	477,087	616,213			

¹ We began tracking consumption of natural gas separately between stationary equipment and mobile equipment in 2024 and as such, disaggregated historical data are unavailable. Apparent discrepancies in totals in this table are due to rounding of final figures. There was no on-site activity at the Perama Hill development project in 2024.

² All of Eldorado's sites are grid connected. The percentage proportions of total renewable energy consumed and total non-renewable energy consumed at each site are estimated based on national grid energy generation breakdowns applied to purchased Electricity, using publicly available or purchased data sources. These percentage data may be published on a multi-year delay, and as such, some figures for non-renewable electricity and total renewable electricity for 2022 and 2023 have also been restated from historical reports. There was no on-site activity at the Perama Hill development project in 2024.



SCOPE 1 & 2 GHG EMISSIONS

SCOPE 1 GREENHOUSE GAS EMISSIONS BY SITE (tCO₂e)¹

Site	Diesel – Mobile Equipment	Diesel – Stationary Equipment	Explosives	Gasoline – Mobile Equipment	LPG – Mobile Equipment	LPG – Stationary Equipment	Natural Gas - Mobile Equipment	Natural Gas - Stationary Equipment	2024 Total	2023 Total	2022 Total
Kışladağ	70,882	1,512	1,235	–	–	–	265	101	73,995	65,654	74,803
Efemçukuru	7,264	83	153	19	–	–	–	–	7,519	8,172	8,424
Lamaque Complex	14,756	9	439	351	4	10	–	3,723	19,290	18,188	19,272
Olympias	6,245	6	106	12	–	–	–	–	6,370	7,442	7,365
Stratoni	841	25	–	13	–	–	–	–	880	678	885
Skouries	2,221	102	9	38	–	–	–	–	2,369	2,495	100
Total	102,209	1,738	1,941	435	4	10	265	3,824	110,424	102,844	111,083
2023 Total	93,724	2,306	1,672	286	3	11		4,842			
2022 Total	99,833	4,426	1,603	291	–	6		4,923			

1. Some Scope 1 GHG emissions for 2022 and 2023 have been restated from Eldorado's 2022 and 2023 Sustainability Reports and Climate Change & GHG Emissions Reports, as a result of revisions to our calculation methodologies and assumptions and to ensure more accurate year-over-year comparison. We began tracking consumption of natural gas separately between stationary equipment and mobile equipment in 2024 and as such, disaggregated historical data are unavailable. Eldorado's Scope 1 GHG emissions calculation methodology takes a conservative approach and generally assumes fuels to be 100% mineral. GHG emissions are those under our operational control, include only CO₂, CH₄ and N₂O, and use global warming potentials from IPCC's Fourth Assessment Report for 2022 and IPCC's Fifth Assessment Report for 2023 and 2024. Direct emissions factors for fuels used were sourced from Canada's 2024 National Inventory Report for the Lamaque Complex and the UK Department for Environment, Food & Rural Affairs (DEFRA) Conversion factors 2024 for all other our operations. Apparent discrepancies in totals in this table are due to rounding of final figures. There was no on-site activity at the Perama Hill development project in 2024.



SCOPE 1 & 2 GHG EMISSIONS

SCOPE 2 GREENHOUSE GAS EMISSIONS (tCO₂e)²

Site	2024 Total	2023 Total	2022 Total
Kışladağ	62,760	53,642	46,384
Efemçukuru	22,703	22,371	22,991
Lamaque Complex	58	48	99
Olympias	24,159	24,056	23,722
Stratoni	3,326	3,247	5,271
Skouries	2,438	1,662	1,028
Total	115,443	105,060	99,532

SCOPE 1 AND SCOPE 2 GHG EMISSION INTENSITY³

Site	tCO ₂ e/Tonne Ore Milled	tCO ₂ e/oz Au Produced	tCO ₂ e/\$M Revenue
Kışladağ	0.0104	0.79	323
Efemçukuru	0.0558	0.37	151
Lamaque Complex	0.0205	0.1	41
Olympias	0.0683	0.44	135
2024 Total	0.0144	0.42	164
2023 Total	0.0129	0.4	192
2022 Total	0.0151	0.44	277

² Some Scope 2 GHG emissions for 2022 and 2023 have been restated from Eldorado's 2022 and 2023 Sustainability Reports and Climate Change & GHG Emissions Reports, as a result of using newly available electricity grid emissions factors published on a two-year delay for our operational jurisdictions, revisions to our calculation methodologies and assumptions, and to ensure more accurate year-over-year comparison. All of Eldorado's sites are grid connected and we seek to use the latest available data published by government bodies in the jurisdictions where we operate. Indirect emission factors for grid electricity consumption were sourced from the 2024 National Inventory Reports for Canada (Lamaque Complex) and Greece (Olympias), while that for Türkiye (Kışladağ and Efemçukuru) was sourced from the 2022 Türkiye Electricity Production and Electricity Consumption Point Emission Factors published by the Ministry of Energy and Natural Resources. Eldorado's Scope 2 GHG emissions calculation methodology uses the location-based approach. There was no on-site activity at the Perama Hill development project in 2024.

³ Intensity metrics are calculated based on full-year operating data for gold-producing mines only. Some figures for 2022 have been restated compared to Eldorado's 2022 Sustainability Report and Climate Change & GHG Emissions Report to reflect small revisions in calculated emissions and enable more accurate year-over-year comparison. Stratoni was in care and maintenance during 2022 and 2023 and did not process ore. Olympias also produces silver, lead and zinc, and total metal revenues are included for emissions-intensity calculations.



WASTE

AMOUNT OF MINERAL WASTE GENERATED (TONNES)¹

Site	Overburden	Non-Acid-Generating Waste Rock	Potentially Acid-Generating Waste Rock	Tailings	Other	2024 Total	2023 Total	2022 Total
Kışladağ	–	2,816,598	21,722,736	–	–	24,539,334	24,679,704	26,914,919
Efemçukuru	–	281,065	–	481,493	–	762,558	776,197	757,862
Lamaque Complex	–	351,256	–	943,506	–	1,294,762	1,085,262	1,087,677
Olympias	–	125,128	–	309,445	70,318	504,891	467,022	497,200
Stratoni	–	2,612	–	–	5,751	8,363	13,979	34,065
Skouries	–	35,317	–	–	–	35,317	28,621	–
Total		3,611,976	21,722,736	1,734,443	76,069	27,145,224	27,050,785	29,299,375
2023 Total	–	5,437,620	19,967,439	1,645,726				
2022 Total	7,652		27,646,983	1,644,740				

AMOUNT OF NON-MINERAL WASTE GENERATED (TONNES)²

Site	Non-Hazardous						Hazardous			2024 Total	2023 Total
	Metals	Domestic Waste	Paper and Plastic	Wood	Tires	Other	Used Oil	Contaminated Soil	Other		
Kışladağ	844	263	241	139	25	583	250	10	1,354	3,709	4,191
Efemçukuru	494	363	102	82	–	123	53	1	103	1,321	1,310
Lamaque Complex	712	781	–	125	–	73	69	474	1,159	3,392	2,559
Olympias	396	–	41	131	–	343	14	–	238	1,162	
Stratoni	147	–	13	8	–	193	1	–	5	367	5,585
Skouries	127	–	65	100	–	11,396	11	–	114	11,813	
Total	2,720	1,407	463	584	25	12,711	397	485	2,973	21,765	13,645

1 Eldorado began collecting data on waste rock generated disaggregated by potentially acid-generating and non-acid-generating in 2023, and as such, historical data for 2022 are reported only at an aggregated level representing the total amount of potentially acid-generating and non-acid-generating waste rock. Eldorado began reporting mine water treatment waste under tailings at Stratoni for 2023 and historical data are unavailable. There was no relevant on-site activity at the Perama Hill development project.

2 Eldorado began collecting data for amounts of non-mineral waste generated in 2023, and as such, historical data are unavailable. Non-mineral waste streams at Olympias, Stratoni and Skouries were accounted only at an aggregated level for the Cassandra Mines in 2023. These data were not collected from the Perama Hill and Certej development projects. Waste is categorized as “nonhazardous” or “hazardous” according to local regulations in each operating jurisdiction. Apparent discrepancies in totals in this table are due to rounding of final figures.



WASTE

AMOUNT OF MINERAL WASTE DIVERTED FROM STORAGE (TONNES)³

Site	Overburden	Non-Acid-Generating Waste Rock	Potentially Acid-Generating Waste Rock	Tailings	2024 Total	2023 Total	2022 Total
Kışladağ	-	-	-	-	-	1,419,984	579,661
Efemçukuru	-	25,000	-	204,833	229,833	247,133	239,316
Lamaque Complex	-	-	-	74,163	74,163	-	95,163
Olympias	-	54,746	-	232,740	287,486	246,300	266,244
Stratoni	-	-	-	-	-	-	25,830
Skouries	-	35,317	-	-	35,317	28,621	-
Total	-	115,063	-	511,736	626,799	1,942,038	1,206,214
2023 Total	-	1,519,593	-	422,445			
2022 Total	-	579,661		626,553			

AMOUNT OF NON-MINERAL WASTE DIVERTED FROM DISPOSAL (TONNES)⁴

Site	Non-Hazardous			Hazardous			2024 Total	2023 Total
	Recycled Off Site	Preparation for Reuse Off Site	Other Recovery Operations Off Site	Recycled Off Site	Preparation for Reuse Off Site	Other Recovery Operations Off Site		
Kışladağ	142	1,668	-	-	288	-	2,098	2,895
Efemçukuru	-	-	801	-	-	157	958	1,024
Lamaque Complex	910	-	-	-	-	-	910	630
Olympias	-	-	911	14	-	237	1,161	
Stratoni	-	-	361	1	-	5	367	5,585
Skouries	11,311	-	377	11	-	114	11,813	
Total	12,363	1,668	2,450	26	288	512	17,306	10,134
2023 Total	3,674	2,483	2,754	28	334	861		

³ Eldorado began collecting data on waste rock diverted from storage disaggregated by potentially acid-generating and non-acid-generating in 2023, and as such, historical data for 2022 are reported only at an aggregated level representing the total amount of potentially acid-generating and non-acid-generating waste rock. Kışladağ operates a heap leach facility and does not produce tailings. Waste rock generated at Kışladağ is classified as non-hazardous waste according to local regulation, including potentially acid-generating waste rock. There was no relevant on-site activity at the Perama Hill development project.

⁴ Eldorado began collecting data for amounts of non-mineral waste diverted from disposal in 2023, and as such, historical data are unavailable. Non-mineral waste streams at Olympias, Stratoni and Skouries were accounted only at an aggregated level for the Cassandra Mines in 2023. These data were not collected from the Perama Hill development project. Waste is categorized as “non-hazardous” or “hazardous” according to local regulations in each operating jurisdiction.



WASTE

AMOUNT OF MINERAL WASTE DIRECTED TO STORAGE (TONNES)⁵

Site	Overburden	Non-Acid-Generating Waste Rock	Potentially Acid-Generating Waste Rock	Tailings	Other	2024 Total	2023 Total	2022 Total
Kışladağ	–	2,816,598	21,722,736	–	–	24,539,334	23,259,720	26,335,258
Efemçukuru	–	256,065	–	276,660	–	532,725	529,064	518,546
Lamaque Complex	–	351,256	–	869,343	–	1,220,599	1,085,262	992,514
Olympias	–	84,764	–	48,637	70,318	203,719	178,163	230,956
Stratoni	–	2,612	–	–	5,751	8,363	13,979	8,235
Skouries	–	–	–	–	–	–	–	–
Total	–	3,511,295	21,722,736	1,194,639	76,069	26,504,740	25,066,188	28,093,161
2023 Total	–	3,885,105	19,967,439	1,213,644				
2022 Total	7,652		27,067,322	1,018,187				

AMOUNT OF NON-MINERAL WASTE DIRECTED TO DISPOSAL (TONNES)⁶

Site	Non-Hazardous		Hazardous		2024 Total	2023 Total
	Landfill Off Site	Incineration Off Site (No Energy Recovery)	Landfill Off Site	Other Disposal Operations Off Site		
Kışladağ	286	1,305	22	–	1,613	1,295
Efemçukuru	363	–	–	–	363	286
Lamaque Complex	781	5	–	596	1,382	1,929
Olympias	–	–	–	1	1	
Stratoni	–	–	–	–	–	–
Skouries	–	–	–	–	–	–
Total	1,430	1,309	22	597	3,359	3,510
2023 Total	984	1,119	2	1,406		

⁵ Eldorado began collecting data on waste rock directed to storage disaggregated by potentially acid-generating and non-acid-generating in 2023, and as such, historical data for 2022 are reported only at an aggregated level representing the total amount of potentially acid-generating and non-acid-generating waste rock. Kışladağ operates a heap leach facility and does not produce tailings. Waste rock generated at Kışladağ is classified as non-hazardous waste according to local regulation, including potentially acid-generating waste rock. There was no relevant on-site activity at the Perama Hill development project.

⁶ Eldorado began collecting data for amounts of non-mineral waste directed to disposal in 2023, and as such, historical data are unavailable. These data were not collected from the Perama Hill development project. Waste is categorized as “non-hazardous” or “hazardous” according to local regulations in each operating jurisdiction. Apparent discrepancies in totals in this table are due to rounding of final figures.



WATER

WATER WITHDRAWALS (000 m3)^{1,2}

Site	Surface Water	Ground Water	Produced	Third-Party	2024 Total	2023 Total	2022 Total
Kışladağ	772	1,356	628	-	2,757	3,389	1,556
Efemçukuru	257	1,706	-	4	1,968	2,076	2,233
Lamaque Complex	894	2,142	19	21	3,076	3,499	2,513
Olympias	113	2,761	-	-	2,874	2,889	4,186
Stratoni	-	3,135	-	5	3,140	3,458	4,689
Skouries	-	538	-	-	538	699	754
Total	2,037	11,638	647	30	14,352	16,011	15,932
2023 Total	2,665	12,540	733	32			
2022 Total	2,214	13,671	17	30			

WATER DISCHARGES (000 m3)^{2,3}

Site	Surface Water	Seawater	Ground Water	Third-Party Water	2024 Total	2023 Total	2022 Total
Kışladağ	564	-	-	-	564	1,490	754
Efemçukuru	1,560	-	-	-	1,560	2,098	2,213
Lamaque Complex	2,703	-	-	-	2,703	2,411	2,381
Olympias	2,592	-	-	-	2,592	2,659	3,803
Stratoni	2,166	741	-	-	2,907	3,289	4,509
Skouries	354	-	118	-	473	626	Not tracked
Total	9,940	741	118		10,799	12,572	13,660
2023 Total	11,763	810	-	-			
2022 Total	12,164	1,496	-	1			

1 All water withdrawals are considered freshwater ($\leq 1,000$ mg/L total dissolved solids). Eldorado does not withdraw seawater, non-renewable groundwater or third-party water other than from municipal water supplies or purchased drinking water in bottles or water trucks. Figures may include estimates where water withdrawals are not measured, such as surface water originating from precipitation or produced water from ore moisture content, based on assumptions unique to each site – not all sites report these estimates. Kışladağ began reporting produced water from ore moisture content and Efemçukuru began reporting purchased drinking water in 2023. Contact surface water from precipitation is not reported at Skouries and that from the Kokkinolakkas TMF is accounted in Stratoni's groundwater withdrawals. Water measurement capabilities and accounting methodologies improved in 2022, rendering historical data reported in Eldorado's previous Sustainability Reports inadmissible for comparison. There was no on-site activity at the Perama Hill development project in 2023.

2 Water data at Skouries includes estimates and is subject to variances in availability during construction and as such, year-over-year performance should not be compared.

3 All water discharges are considered freshwater ($\leq 1,000$ mg/L total dissolved solids). Water measurement capabilities and accounting methodologies improved in 2022, rendering historical data reported in Eldorado's previous Sustainability Reports inadmissible for comparison. Apparent discrepancies in totals reported are due to rounding of final figures. There was no on-site activity at the Perama Hill development project in 2023.

WATER

WATER CONSUMPTION (000 m³)^{1,2,3}

Site	2024 Total	2023 Total	2022 Total
Kışladağ	2,192	1,900	803
Efemçukuru	407	-22	20
Lamaque Complex	372	1,088	132
Olympias	282	230	383
Stratoni	233	169	180
Skouries	66	73	754
Total	3,554	3,438	2,272

WATER RECYCLED AND REUSED (000 m³)^{1,2}

Site	Water Recycled and Reused	Water Recycled and Reused as % of Total Water Withdrawal
Kışladağ	40,495	94
Efemçukuru	1,660	46
Lamaque Complex	684	18
Olympias	950	25
Stratoni	210	6
Skouries	232	55
2024 Total	44,231	76
2023 Total	35,761	69
2022 Total	35,049	69

WATER EFFICIENCY (000 m³)⁴

Site	Water Withdrawals/ Tonne Processed	Water Withdrawals/ oz Au Produced	Water Withdrawals/ Revenue (\$ millions)
Kışladağ	0.0002	0.016	6.5
Efemçukuru	0.0036	0.025	9.8
Lamaque Complex	0.0033	0.016	6.5
Olympias	0.0064	0.041	12.7
2024 Total	0.0007	0.021	8.1
2023 Total	0.0008	0.024	11.8
2022 Total	0.0008	0.023	12.0

1 All water withdrawals are considered freshwater ($\leq 1,000$ mg/L total dissolved solids). Eldorado does not withdraw seawater, non-renewable groundwater or third-party water other than from municipal water supplies or purchased drinking water in bottles or water trucks. Figures may include estimates where water withdrawals are not measured, such as surface water originating from precipitation or produced water from ore moisture content, based on assumptions unique to each site – not all sites report these estimates. Kışladağ began reporting produced water from ore moisture content and Efemçukuru began reporting purchased drinking water in 2023. Contact surface water from precipitation is not reported at Skouries and that from the Kokkinolakkas TMF is accounted in Stratoni's groundwater withdrawals. Water measurement capabilities and accounting methodologies improved in 2022, rendering historical data reported in Eldorado's previous Sustainability Reports inadmissible for comparison. There was no on-site activity at the Perama Hill development project in 2023.

2 Water data at Skouries includes estimates and is subject to variances in availability during construction and as such, year-over-year performance should not be compared.

3 All water discharges are considered freshwater ($\leq 1,000$ mg/L total dissolved solids). Water measurement capabilities and accounting methodologies improved in 2022, rendering historical data reported in Eldorado's previous Sustainability Reports inadmissible for comparison. Apparent discrepancies in totals reported are due to rounding of final figures. There was no on-site activity at the Perama Hill development project in 2023.

4 Water measurement capabilities and accounting methodologies improved in 2022, rendering historical data reported in Eldorado's previous Sustainability Reports inadmissible for comparison. Water efficiency is reported for operational mines only. Olympias also produces silver, lead and zinc, and total metal revenues are included for withdrawal efficiency calculations.



ACID ROCK DRAINAGE

ACID ROCK DRAINAGE – RISKS AND MITIGATIONS

Site	Is ARD Predicted to Occur?	How is ARD Mitigated?	Is ARD Under Treatment or Remediation?
Kışladağ	Yes	Storing or covering sulfide-bearing minerals to prevent oxidation	Yes
Efemçukuru ¹	No	Mixing non-acid-generating rock with potentially acid-generating rock	No
Lamaque Complex	No	N/A	No
Olympias	Yes	Flood prevention and mine sealing	Yes
Stratoni	Yes	Flood prevention and mine sealing	Yes
Skouries	Yes	Flood prevention and mine sealing	Yes

¹ There is a limited amount of acid-generating or potentially acid-generating rock at Efemçukuru and the neutralization potential of non-acid-generating rock present exceeds the acid-generating potential. ARD indicators have not been present in surface and groundwater testing Efemçukuru treats all contact water.



LAND

TOTAL AMOUNT OF LAND DISTURBED AND RESTORED (HECTARES)¹

Site	Total Land Disturbed and Not Yet Rehabilitated (ha) Opening Balance	Total Amount of Land Newly Disturbed Within the Reporting Period (ha)	Total Amount of Land Newly Rehabilitated Within the Reporting Period to the Agreed End Use (ha)	Total Land Disturbed and Not Yet Rehabilitated (ha) Closing Balance
Kışladağ	1,171.3	99.7	-	1,271
Efemçukuru	41.7	-	2.3	39.5
Lamaque Complex	277.6	7.3	-	284.9
Olympias	25.3	-	0.1	25.3
Stratoni	54.6	-	-	54.6
Skouries	183.7	26	-	209.7
2024 Total	1,754.2	132.9	2.3	1,884.8
2023 Total	1,638.6	137.1	2.5	1,773.1
2022 Total	1,615.3	54.2	30.9	1,638.6

¹ Stratoni was in care and maintenance and there was no on-site activity at the Perama Hill in 2024. Apparent discrepancies in totals reported are due to rounding of final figures.



WILDLIFE

TOTAL NUMBER OF IUCN RED LIST SPECIES WITH HABITATS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK¹

Site	Least Concern	Near Threatened	Vulnerable	Endangered	Critically Endangered
Kışladağ	91	1	7	6	1
Efemçukuru	152	1	9	1	-
Lamaque Complex	7	2	1	1	-
Olympias	78	6	5	2	-
Stratoni	74	5	7	1	-
Skouries	73	7	10	2	-
2024 Total	475	22	39	13	1
2023 Total	382	18	25	8	-

¹ Eldorado began collecting limited data for IUCN Red List species habitat affected by operations in 2023, and as such, historical data are unavailable. These data were not collected for the Perama Hill development project.



GRI CONTENT INDEX

ELDORADO GOLD CORP. (ELDORADO) HAS REPORTED WITH REFERENCE TO THE GRI STANDARDS FOR THE PERIOD JANUARY 1, 2024 TO DECEMBER 31, 2024.

We used GRI 1: Foundation 2021, GRI Universal Standards and GRI Topic Standards.

GRI UNIVERSAL STANDARDS AND TOPIC STANDARDS

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 2: GENERAL DISCLOSURES 2021					
Disclosure 2-1	Organizational Details	About This Report [p. 3]; About Us [p. 7]; Where We Operate [p. 8-9]			Fully reported
Disclosure 2-2	Entities included in the organization's sustainability reporting	About This Report [p. 3]; About Us [p. 7]; Where We Operate [p. 8-9]	For more information on Eldorado's entities, please see our latest Annual Information Form on our website.	Eldorado's Sustainability Report includes all wholly-owned entities in its financial reporting, with a focus on operating mines and inclusion of assets in care and maintenance and development projects, where relevant during the reporting period. Our approach does not involve adjustments to information for minority interests or differ across the disclosures in this Standard and across material topics. Footnotes regarding acquisitions or divestments are made throughout the report, where relevant.	Fully reported
Disclosure 2-3	Reporting period, frequency and contact point	About This Report [p. 3]		Eldorado's Sustainability Report is published on May 13, 2025 and covers the period from January 1, 2024 to December 31, 2024. Eldorado reports on an annual basis, covering the same period as its financial reporting. Comments or questions should be directed to Investor Relations by following www.eldoradogold.com/contact-us .	Fully reported
Disclosure 2-4	Restatements of information	About This Report [p. 3]			Fully reported
Disclosure 2-5	External assurance	About This Report [p. 3]			
Disclosure 2-6	Activities, value chain and other business relationships	About Us [p. 7]; Where We Operate [p. 8-9]; Product Responsibility [p. 60-62]			Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-7	Employees	Inclusive Diversity (Inclusive Diversity in Our Workforce) [p. 28-29]; Local Employment and Procurement (Our Workforce) [p. 39]; Performance Data [p. 70-71, 75-76]		Eldorado's reports employees by head count, as at December 31, 2024.	Fully reported
Disclosure 2-8	Workers who are not employees	Inclusive Diversity (Inclusive Diversity in Our Workforce) [p. 28-29]; Local Employment and Procurement (Our Contractors) [p. 39]; Performance Data [p. 71, 75, 77]		Eldorado's reports contractors by head count, as at December 31, 2024.	Fully reported
Disclosure 2-9	Governance structure and composition	Governance [p. 20-21]; Inclusive Diversity (Diversity in Leadership) [p. 28]	More information on our Board and its Committees, including their respective Terms of Reference, is available on our website . See also Eldorado's latest Management Proxy Circular for Board and Committee compositions.		Fully reported
Disclosure 2-10	Nomination and selection of the highest governance body	Governance [p. 21]	More information on our Board and the Corporate Governance and Nomination Committee is available on our website . See also Eldorado's latest Management Proxy Circular .	The Corporate Governance and Nominating Committee is responsible for reviewing, interviewing and recommending individuals to be nominated for election as directors, with considerations including but not limited to competencies, diversity, and independence.	Fully reported
Disclosure 2-11	Chair of the highest governance body	Governance [p. 21]	More information on our Board is available on our website . See also Eldorado's latest Management Proxy Circular .	Mr. Steven Reid serves as Chair of the Board and is an independent director.	Fully reported
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	Governance [p. 21]	More information on our leadership, Board and its Committees, as well as their respective Terms of Reference, is available on our website . See also Eldorado's latest Management Proxy Circular .		Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-13	Delegation of responsibility for managing impacts	Governance [p. 21]	More information on our leadership, Board and its Committees, as well as their respective Terms of Reference, is available on our website . See also Eldorado's latest Responsible Gold Mining Principles Report .		
Disclosure 2-14	Role of the highest governance body in sustainability reporting	Governance [p. 21]	More information on our Board and its Committees, as well as their respective Terms of Reference, is available on our website .	Eldorado's Sustainability Report is first reviewed by subject matter experts across the organization, then by Corporate Legal, and ultimately Senior Management and the Sustainability Committee of the Board. A separate corporate Disclosure Committee reviews and approves the Report for publication.	Fully reported
Disclosure 2-15	Conflicts of interest	Governance [p. 20-21]	See Board of Directors Terms of Reference . See also Eldorado's latest Management Proxy Circular .	Eldorado's Board of Directors make public any cross-board memberships they may have.	Fully reported
Disclosure 2-16	Communication of critical concerns	Governance [p. 20-21]	See Board of Directors Terms of Reference . See also Eldorado's latest Management Proxy Circular and Code of Ethics and Business Conduct .	Critical concerns are reported confidentially, either directly to the Chair of the Audit Committee or by using a third-party whistleblower reporting agency.	Eldorado does not report total number and nature of critical concerns communicated to the Board.
Disclosure 2-17	Collective knowledge of the highest governance body		More information on our Board and the Corporate Governance and Nominating Committee, as well as their respective Terms of Reference, is available on our website . See also Eldorado's latest Management Proxy Circular .	It is the responsibility of the Board and the Corporate Governance and Nominating Committee to oversee the establishment of suitable orientation programs for new Directors and continuing education opportunities for all Directors.	Fully reported
Disclosure 2-18	Evaluation of the performance of the highest governance body		More information on our Board and the Corporate Governance and Nominating Committee, as well as their respective Terms of Reference, is available on our website . See also Eldorado's latest Management Proxy Circular .	The Corporate Governance and Nominating Committee annually evaluates the performance of the Board and its committees and directors.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-19	Remuneration policies	Governance (Sustainability Factors in Compensation) [p. 22]	See Eldorado's latest Management Proxy Circular .		Fully reported
Disclosure 2-20	Process to determine remuneration	Governance (Sustainability Factors in Compensation) [p. 22]	See Compensation Committee Terms of Reference and latest Management Proxy Circular .	The Compensation Committee, composed of all independent directors, oversees the process for determining remuneration.	Fully reported
Disclosure 2-21	Annual total compensation ratio				Eldorado does not report the compensation ratio for the organization's highest-paid individual to the median annual total compensation for all employees.
Disclosure 2-22	Statement on sustainable development strategy	Message from the President and CEO [p. 5-6]; Sustainability Approach [p. 11]			Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-23	Policy commitments	Our Sustainability Framework (Our Sustainability Policies) [p. 12]; Supply Chain [p. 62]; Human Rights [p. 63]		<p>Eldorado's policies for responsible business conduct are public and include its Anti-Bribery and Corruption Policy; Code of Ethics and Business Conduct; Diversity Policy; Environmental Policy; Health and Safety Policy; Human Rights Policy; Respectful Workplace Policy; Shareholder Engagement Policy; Social Performance Policy; and Supplier Code of Conduct. Each of these policies references relevant international frameworks and best practice that were used to inform Eldorado's commitments. Where relevant, commitments include conducting risk assessments and due diligence, applying the precautionary principle (i.e., preventing and mitigating adverse impacts), and respecting human rights. Eldorado's Human Rights Policy references The International Bill of Rights; The International Labour Organization's Declaration on Fundamental Principles and Rights at Work; The United Nations Guiding Principles on Business and Human Rights; The United Nations Declaration on the Rights of Indigenous Peoples; with particular attention to the human rights of women, children, Indigenous Peoples and other potentially vulnerable or marginalized groups.</p> <p>Eldorado's global policies are approved by the Board and President & CEO. All employees and contractors are expected to adhere to Eldorado's policies, which are communicated during worker onboarding (and are appropriately translated and made accessible to all employees globally via intranet, communications, and posters), when they are updated or newly published, and in the procurement process.</p>	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-24	Embedding policy commitments	Our Sustainability Framework (Our Sustainability Policies) [p. 12]; Our Sustainability Integrated Management System [p. 13]; Health and Safety (Health and Safety Training) [p. 26]; Training and Development [p. 30]; Supply Chain [p. 62]; Human Rights [p. 63]; Performance Data [p. 69, 72]	See all of Eldorado's publicly available policies . See also Eldorado's latest Responsible Gold Mining Principles Report .	<p>The Board of Directors reviews and approves Eldorado's policies through its committees, and ultimate accountability rests with our President & CEO. The EVP, Technical Services & Operations has oversight at the corporate level and responsibility for ensuring adherence to policy requirements is assigned to the General Manager of each project and operation.</p> <p>Eldorado monitors compliance with its policies by conducting quarterly risk assessments at site, as well as internal audits against its Sustainability Integrated Management System (SIMS). Employees and contractors receive mandatory induction and refresher training on topics covered by Eldorado's policies and of relevance to their roles, which may be conducted in-person or online and may include annual refresher training, and regular performance reviews are conducted to evaluate effectiveness.</p> <p>Eldorado expects suppliers and contractors to share its commitments and SIMS includes minimum performance standards against which they are evaluated. Eldorado has a Supplier Code of Conduct and is implementing risk-based due diligence processes for its supply chains.</p>	Fully reported
Disclosure 2-25	Processes to remediate negative impacts	Our Sustainability Materiality Approach [p. 13]; Human Rights [p. 63]; Stakeholder Engagement [p. 14-15]; Complaints and Grievances [p. 36]	See all of Eldorado's publicly available policies . See also Eldorado's latest Responsible Gold Mining Principles Report .		Fully reported
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Governance (Eliminating Bribery and Corruption) [p. 22]; Complaints and Grievances [p. 36]	See Eldorado's Code of Ethics and Business Conduct and Anti-Bribery and Corruption Policy . See also Eldorado's latest Responsible Gold Mining Principles Report .		Fully reported
Disclosure 2-27	Compliance with laws and regulations	Environmental Compliance [p. 41]			Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-28	Membership associations	Our Sustainability Integrated Management System (External Frameworks and Commitments – Memberships) [p. 13]			Fully reported
Disclosure 2-29	Approach to stakeholder engagement	Stakeholder Engagement [p. 14-15]	See Eldorado's latest Responsible Gold Mining Principles Report . See also Eldorado's Social Performance Policy .		Fully reported
Disclosure 2-30	Collective bargaining agreements	Labour Relations [p. 31]; Performance Data [p. 73]	See Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado does not report how working conditions and terms of employment for non-unionized employees are determined.
GRI 3: MATERIAL TOPICS 2021					
Disclosure 3-1	Process to determine material topics	Sustainability Materiality [p. 16-17]			Fully reported
Disclosure 3-2	List of material topics	Sustainability Materiality (Materiality Matrix) [p. 17]			Fully reported
Disclosure 3-3	Management of material topics	All material topic sections of Eldorado's 2024 Sustainability Report	See Eldorado's latest Climate Change & GHG Emissions Report and Responsible Gold Mining Principles Report .	Eldorado's 2024 Sustainability Report is structured according to its material topics identified in the Materiality Matrix on p.17. Therefore, management of each material topic is discussed in its respective section of the report.	Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 201: ECONOMIC PERFORMANCE 2016					
Disclosure 201-1	Direct economic value generated and distributed	About Us [p. 7]; Engaging with Governments (Transparency of Payments to Governments) [p. 35]; Community Investment [p. 37-38]; Local Employment and Procurement (Our Contractors) [p. 39]; Performance Data [p. 77]	See Eldorado's latest Annual Report and ESTMA report .		Fully reported
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	Energy and Climate Change [p. 42-43]	See Eldorado's latest Climate Change & GHG Emissions Report .		Eldorado does not report the costs of actions taken to manage climate-related risks or opportunities.
Disclosure 201-3	Defined benefit plan obligations and other retirement plans				Eldorado does not collect or report on this indicator, as this information is subject to multiple jurisdictions globally, each with different and context-specific practices.
Disclosure 201-4	Financial assistance received from government		See Eldorado's latest Annual Report .		Fully reported
GRI 202: MARKET PRESENCE 2016					
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage			Eldorado's pay practices are compliant with local legislation and we seek to compensate employees competitively, without distinction of gender.	Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado’s 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 202-2	Proportion of senior management hired from the local community				Eldorado does not report on this indicator.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016					
Disclosure 203-1	Infrastructure investments and services supported	Community Investment [p. 37-38]			Eldorado does not report details about its infrastructure investments and services supported, such as nature (i.e., commercial, in-kind or pro bono), size, cost or duration.
Disclosure 203-2	Significant indirect economic impacts	Our Sustainability Integrated Management System [p. 13]; About Our Products [p. 60]; Community Investment [p. 37-38]			
GRI 204: PROCUREMENT PRACTICES 2016					
Disclosure 204-1	Proportion of spending on local suppliers	Local Employment and Procurement (Our Contractors) [p. 65]; Performance Data [p. 77]		Eldorado defines “local procurement” as spend on suppliers located within the area of impact/influence as defined in respective EIA/ESIAs, or otherwise within the municipal or regional boundaries where the site is located. Figures for “local procurement” exclude all other in-country spend to domestic suppliers. Eldorado’s “significant locations of operation” include all jurisdictions (e.g., villages, municipalities, provinces, regions, and countries) where its operating mines are located.	Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 205: ANTI-CORRUPTION 2016					
Disclosure 205-1	Operations assessed for risks related to corruption	Governance (Eliminating Bribery and Corruption) [p. 22]		Corruption and bribery are part of Eldorado's regular risk assessment processes.	Eldorado does not report on this indicator.
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Governance (Eliminating Bribery and Corruption) [p. 22]	See Eldorado's latest Management Proxy Circular .	We conduct training on our Code of Ethics and Business Conduct across the Company and have built out a compliance function with resources at all our sites and in each of our jurisdictions of operation. Our Code includes anti-corruption guidance.	Eldorado does not report on this indicator.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	Governance (Eliminating Bribery and Corruption) [p. 22]		No legal actions related to corruption were taken against Eldorado in 2024.	
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016					
Disclosure 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			No legal actions related to anti-competitive behaviour, anti-trust, or monopoly practices were taken against Eldorado in 2024.	
GRI 207: TAX 2019					
Disclosure 207-1	Approach to tax		See Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado does not report on this indicator.
Disclosure 207-2	Tax governance, control and risk management				Eldorado does not report on this indicator.
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax				Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 207-4	Country-by-country reporting	Engaging with Governments (Transparency of Payments to Governments) [p. 35]	See Eldorado's latest Annual Report and ESTMA report.		Fully reported
GRI 301: MATERIALS 2016					
Disclosure 301-1	Materials used by weight or volume	Tailings Management [p. 44-46]; Mineral Waste Management [p. 47]; Performance Data [81-83]			Eldorado does not report on materials used other than ore processed.
Disclosure 301-2	Recycled input materials used	Tailings Management [p. 44-46]; Mineral Waste Management [p. 47]; Performance Data [81-83]			Eldorado does not report on this indicator.
Disclosure 301-3	Reclaimed products and their packaging materials				Eldorado does not report on reclaimed products and their packaging materials, as this information is not relevant to its business in gold mining.
GRI 302: ENERGY 2016					
Disclosure 302-1	Energy consumption within the organization	Energy and Climate Change (Energy) [p. 43]; Performance Data [p. 78]	See Eldorado's latest Climate Change & GHG Emissions Report .		Fully reported
Disclosure 302-2	Energy consumption outside of the organization				Eldorado does not report this indicator.
Disclosure 302-3	Energy intensity	Energy and Climate Change (Energy) [p. 43]; Performance Data [p. 78]	See Eldorado's latest Climate Change & GHG Emissions Report .	Eldorado's total direct (fuel) and indirect (electricity) energy intensity in 2024 was 5.12 GJ/oz Au produced. This includes energy consumed only by gold-producing sites during 2024 (KIS, EFM, LMQ, OLY).	Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 302-4	Reduction of energy consumption	Energy and Climate Change (Energy) [p. 43]; Performance Data [p. 78]	See Eldorado's latest Climate Change & GHG Emissions Report .		Fully reported
Disclosure 302-5	Reductions in energy requirements of products and services	Energy and Climate Change (Energy) [p. 43]; Performance Data [p. 78]	See Eldorado's latest Climate Change & GHG Emissions Report .	See response to Disclosure 302-3 Energy intensity.	Fully reported
GRI 303: WATER AND EFFLUENTS 2018					
Disclosure 303-1	Interactions with water as a shared resource	Environmental Compliance [p. 41]; Water and Air [p. 82-86]			Eldorado does not report on its approach to identify and engage on water-related impacts and does not have water-related goals or targets at the global level.
Disclosure 303-2	Management of water discharge-related impacts	Water Stewardship [p. 50-55]; Performance Data [p. 84-85]			Eldorado does not report on minimum standards for quality of effluent discharge and how these standards were determined.
Disclosure 303-3	Water withdrawal	Water Stewardship [p. 50-55]; Performance Data [p. 84-85]			Fully reported
Disclosure 303-4	Water discharge	Water Stewardship [p. 50-55]; Performance Data [p. 84-85]			Eldorado does not report information on "priority substances of concern for which discharges are treated."
Disclosure 303-5	Water consumption	Water Stewardship [p. 50-55]; Performance Data [p. 84-85]			Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 304: BIODIVERSITY 2016					
Disclosure 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Reclamation [p. 57]; Performance Data [p. 88]	See the Kassandra Mines EIA for more information.		Fully reported
Disclosure 304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity and Reclamation [p. 57]; Performance Data [p. 88]	See the Kassandra Mines EIA for more information.		Fully reported
Disclosure 304-3	Habitats protected or restored	Biodiversity and Reclamation [p. 57]; Performance Data [p. 88]			Eldorado does not report on this indicator.
Disclosure 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data [p. 89]			Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 305: EMISSIONS 2016					
Disclosure 305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change (Greenhouse Gas Emissions) [p. 43]; Performance Data [p. 79]	See Eldorado's latest Climate Change & GHG Emissions Report .		Eldorado does not report biogenic CO ₂ emissions, as all fuel use was assumed 100% petroleum-based in the calculation methodology.
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change (Greenhouse Gas Emissions) [p. 43]; Performance Data [p. 80]	See Eldorado's latest Climate Change & GHG Emissions Report .		Eldorado does not report market-based energy indirect (Scope 2) GHG emissions.
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change (Greenhouse Gas Emissions) [p. 43]	See Eldorado's latest Climate Change & GHG Emissions Report .		Eldorado reports its other indirect (Scope 3) GHG emissions in its Climate Change & GHG Emissions Report, the latest of which is for the year 2022.
Disclosure 305-4	GHG emissions intensity	Energy and Climate Change (Greenhouse Gas Emissions) [p. 43]; Performance Data [p. 80]	See Eldorado's latest Climate Change & GHG Emissions Report .		Fully reported
Disclosure 305-5	Reduction of GHG emissions		See Eldorado's latest Climate Change & GHG Emissions Report .		Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 305-6	Emissions of ozone- depleting substances (ODS)				Eldorado does not report on this indicator.
Disclosure 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions				Eldorado does not report on this indicator.
GRI 306: WASTE 2020					
Disclosure 306-1	Waste generation and significant waste- related impacts		Tailings Management [p. 44-46]; Mineral Waste Management [p. 47]; Performance Data [p. 81-83]		Fully reported
Disclosure 306-2	Management of significant waste- related impacts		Tailings Management [p. 44-46]; Mineral Waste Management [p. 47]; Performance Data [p. 81-83]		Fully reported
Disclosure 306-3	Waste generated		Performance Data [p. 81]		Fully reported
Disclosure 306-4	Waste diverted from disposal		Performance Data [p. 82]		Fully reported
Disclosure 306-5	Waste directed to disposal		Performance Data [p. 83]		Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
Disclosure 308-1	New suppliers that were screened using environmental criteria				Eldorado does not report on this indicator.
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken		See Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado does not report on this indicator.
GRI 401: EMPLOYMENT 2016					
Disclosure 401-1	New employee hires and employee turnover	Inclusive Diversity (Inclusive Diversity in Our Workforce) [p. 29]; Performance Data [p. 71]			Eldorado reports rates for new employee hires and employee turnover, rather than absolute numbers.
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			Our operations provide benefits based on the needs of our employees, local practices and in accordance with local legislation.	Eldorado does not report on this indicator.
Disclosure 401-3	Parental leave				Eldorado does not report on this indicator.
GRI 402: LABOR MANAGEMENT/RELATIONS 2016					
Disclosure 402-1	Minimum notice periods regarding operational changes			Eldorado seeks to comply with local legislation on minimum notice periods regarding operational changes.	Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
Disclosure 403-1	Occupational health and safety management system	Health and Safety (Health and Safety Management Systems) [p. 25]	See Eldorado's Health and Safety Policy .	Eldorado seeks to comply with all relevant regulations and legal requirements related to Health and Safety, which vary by operating jurisdiction.	Fully reported
Disclosure 403-2	Hazard identification, risk assessment and incident investigation	Health and Safety [p. 24-26]; Performance Data [p. 68]	See Eldorado's Health and Safety Policy .		Eldorado does not report in detail on its processes for hazard identification, risk assessment and incident investigation.
Disclosure 403-3	Occupational health services	Health and Safety [p. 24-26]			Eldorado does not report in detail on its occupational health services.
Disclosure 403-4	Worker participation, consultation and communication on occupational health and safety	Health and Safety [p. 24-26]; Performance Data [p. 68]			Eldorado does not report in detail on worker participation, consultation and communication on OH&S.
Disclosure 403-5	Worker training on occupational health and safety	Health and Safety (Health and Safety Training) [p. 26]; Performance Data [p. 69]			Fully reported
Disclosure 403-6	Promotion of worker health	Inclusive Diversity (Supporting Opportunities for Women and Other Designated Groups) [p. 28-29]; Labour Relations [p. 31]; Performance Data [p. 68-69]			Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety (Health and Safety Beyond the Mine) [p.26]; Emergency Preparedness [p. 27]; Performance Data [p. 68-69]			Fully reported
Disclosure 403-8	Workers covered by an occupational health and safety management system	Health and Safety (Health and Safety Management Systems) [p. 25]; Performance Data [p. 68-69]		All Eldorado employees (3,110 – 100%) and contractors (2,706 – 100%) working on Eldorado's sites are covered under our health and safety management systems. All of Eldorado's operational sites are required to regularly undergo SIMS Compliance Verification, which includes an internal audit against SIMS performance standards and external assurance against the Mining Association of Canada's Towards Sustainable Mining Safety and Health Protocol and the World Gold Council's Responsible Gold Mining Principles.	Fully reported
Disclosure 403-9	Work-related injuries	Health and Safety [p. 24-26]; Performance Data [p. 68]			Eldorado does not separately report work-related injuries for workers who are not employees (contractors), as contractors are included in Eldorado's health and safety performance tracking. Eldorado does not separately report high- consequence work-related injuries or information on work-related hazards that pose a risk of high- consequence injury.
Disclosure 403-10	Work-related ill health	Health and Safety [p. 24-26]; Performance Data [p. 68]			Eldorado does not report work-related ill-health separately from health and safety performance.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 404: TRAINING AND EDUCATION 2016					
Disclosure 404-1	Average hours of training per year per employee	Training and Development [p. 30]; Performance Data [p. 72]			Fully reported
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development [p. 30]; Performance Data [p. 72]			Eldorado does not report on transition assistance programs.
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews			Eldorado seeks for all employees (100%) to undergo performance reviews annually at minimum.	Eldorado does not report on this indicator.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
Disclosure 405-1	Diversity of governance bodies and employees	Inclusive Diversity [p. 28-29]; Performance Data [p. 70-71]	See Eldorado's latest Management Proxy Circular .		Eldorado began reporting according to the prescribed age groups "under 30," "30-50" and "over 50" in 2023 (age groups used in previous years were "30 and under," "31 to 45," "46 to 60" and "61 and over"). Eldorado reports on gender and age diversity indicators for employees and contractors, and we report on additional diversity indicators (sexual orientation and minority or vulnerable groups) for our Board of Directors and Senior Management teams.
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	Labour Relations [p. 31]		Eldorado's pay practices are compliant with local legislation and we seek to compensate employees competitively, without distinction of gender.	Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 406: NON-DISCRIMINATION 2016					
Disclosure 406-1	Incidents of discrimination and corrective actions taken				Eldorado does not report on this indicator.
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labour Relations [p. 31]; Performance Data [p. 73]	See Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado supports freedom of association and collective bargaining rights in accordance with Eldorado's policies.	Eldorado does not report on operations or suppliers in which the right to freedom of association and collective bargaining may be at risk.
GRI 408: CHILD LABOUR 2016					
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	Labour Relations [p. 31]; Supply Chain [p. 62]; Human Rights [p. 63]	See Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado has published a Modern Slavery Report, in accordance with applicable Canadian legislation, for the financial year ended December 31, 2024.
GRI 409: FORCED OR COMPULSORY LABOUR 2016					
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Labour Relations [p. 31]; Supply Chain [p. 62]; Human Rights [p. 63]	See Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado has published a Modern Slavery Report, in accordance with applicable Canadian legislation, for the financial year ended December 31, 2024.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 410: SECURITY PRACTICES 2016					
Disclosure 410-1	Security personnel trained in human rights policies or procedures	Security [p. 64]	See Eldorado's Human Rights Policy .	All employees and contractors, including security personnel, are required to comply with Eldorado's Human Rights Policy.	Eldorado has published a Modern Slavery Report, in accordance with applicable Canadian legislation, for the financial year ended December 31, 2024.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016					
Disclosure 411-1	Incidents of violations involving rights of Indigenous peoples	Community Engagement (Indigenous Engagement) [p. 34]; Human Rights [p. 63]	See Eldorado's Human Rights Policy and Social Performance Policy . See also Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado does not report on this indicator.
GRI 413: LOCAL COMMUNITIES 2016					
Disclosure 413-1	Operations with local community engagement, impact assessments and development programs	Stakeholder Engagement [p. 14-15]; Community Engagement [p. 34]; Complaints and Grievances [p. 36]; Community Investment [p. 37-38]	See Eldorado's latest Responsible Gold Mining Principles Report .		Fully reported
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities				Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016					
Disclosure 414-1	New suppliers that were screened using social criteria				Eldorado does not report on this indicator.
Disclosure 414-2	Negative social impacts in the supply chain and actions taken		See Eldorado's latest Responsible Gold Mining Principles Report .		Eldorado does not report on this indicator.
GRI 415: PUBLIC POLICY 2016					
Disclosure 415-1	Political contributions	Engaging With Governments [p. 35]	See Eldorado's latest Responsible Gold Mining Principles Report .		Fully reported
GRI 416: CUSTOMER HEALTH AND SAFETY 2016					
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories				Eldorado does not report on this indicator, as this information is not relevant or material to its products or business in gold mining.
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services				Eldorado does not report on this indicator, as this information is not relevant or material to its products or business in gold mining.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
GRI 417: MARKETING AND LABELLING 2016					
Disclosure 417-1	Requirements for product and service information and labelling				Eldorado does not report on this indicator, as this information is not relevant or material to its products or business in gold mining.
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labelling				Eldorado does not report on this indicator, as this information is not relevant or material to its products or business in gold mining.
Disclosure 417-3	Incidents of non-compliance concerning marketing communications				Eldorado does not report on this indicator, as this information is not relevant or material to its products or business in gold mining.
GRI 418: CUSTOMER PRIVACY 2016					
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data				Eldorado does not report on this indicator, as this information is not relevant or material to its products or business in gold mining.



SASB METALS & MINING SUSTAINABILITY ACCOUNTING STANDARD INDEX

INDUSTRY STANDARD | VERSION 2021-12

Eldorado seeks to report in alignment with the SASB Metals & Mining Sustainability Accounting Standard and this index is to be used only as a quick reference for the period January 1, 2024 to December 31, 2024. This index does not intend to certify completeness of disclosures against the SASB Metals & Mining Sustainability Accounting Standard.

TABLE 1: SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions- limiting regulations	Metric tons (t) CO ₂ -e Percentage (%)	Scope 1 & 2 GHG Emissions [p. 79]	See Eldorado's latest Climate Change & GHG Emissions Report .	
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Energy and Climate Change [p. 42-43]	See Eldorado's latest Climate Change & GHG Emissions Report .	
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb) and (7) volatile organic compounds (VOCs)	Metric tons (t)	Mineral Waste Management [p. 47]; Scope 1 & 2 GHG Emissions [p. 79-80]	See Eldorado's latest Responsible Gold Mining Principles Report .	
Energy Management	EM-MM-130a.1	Total energy consumed, percentage grid electricity, percentage renewable	Gigajoules (GJ), Percentage (%)	Direct & Indirect Energy Use [p. 78]	See Eldorado's latest Climate Change & GHG Emissions Report .	
Water Management	EM-MM-140a.1	Total fresh water withdrawn, total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	Water Stewardship [p. 51-55]; Water [p. 84-85]		
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	Environmental Compliance [p. 41]		



SASB METALS & MINING SUSTAINABILITY

ACCOUNTING STANDARD INDEX

Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Metric tons (t)	Waste [p. 81]		
	EM-MM-150a.5	Total weight of tailings produced	Metric tons (t)	Waste [p. 81]		
	EM-MM-150a.6	Total weight of waste rock generated	Metric tons (t)	Waste [p. 81]		
	EM-MM-150a.7	Total weight of hazardous waste generated	Metric tons (t)	Waste [p. 81]		
	EM-MM-150a.8	Total weight of hazardous waste recycled	Metric tons (t)	Waste [p. 82]		
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Number			Eldorado recorded no significant incidents associated with hazardous materials or waste management in 2024.
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	N/A	Tailings Management [p. 44, 46]; Heap Leach Management [p. 48]; Mineral Waste Management [p. 47]	See the latest Technical Report for each of Eldorado's sites and Eldorado's Environmental Policy .	
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	N/A	Environmental Compliance [p. 41]; Energy and Climate Change [p. 42]; Tailings Management [p. 44]; Heap Leach Management [p. 48]; Mineral Waste Management [p. 47]; Water Stewardship [p. 50]; Biodiversity and Reclamation [p. 57]; Closure [p. 58]	See Eldorado's Environmental Policy .	
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated and (3) under treatment or remediation	Percentage (%)	Acid Rock Drainage [p. 86]		
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	Biodiversity and Reclamation [p. 57]		



SASB METALS & MINING SUSTAINABILITY

ACCOUNTING STANDARD INDEX

Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)		See Eldorado's latest Conflict-Free Gold Report and Responsible Gold Mining Principles Report .	
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Percentage (%)			Eldorado does not report on this indicator.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	N/A	Community Engagement [p. 34]; Product Responsibility [p. 61]; Supply Chain [p. 62]; Human Rights [p. 63]; Security [p. 64]; Towards Sustainable Mining [p. 65]; Responsible Gold Mining Principles [p. 66]	See Eldorado's latest Conflict-Free Gold Report and Responsible Gold Mining Principles Report . See also Eldorado's Human Rights Policy and Social Performance Policy .	
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	Community Engagement [p. 35]; Complaints and Grievances [p. 36]; Community Investment [p. 37-38]; Local Employment and Procurement [p. 39]	See also Eldorado's Human Rights Policy and Social Performance Policy . See also Eldorado's latest Responsible Gold Mining Principles Report .	
	EM-MM-210b.2	Number and duration of non-technical delays	Number, Days			Eldorado does not report on this indicator.
Labour Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Percentage (%)	Labour Relations [p. 31]; Employees Covered by Collective Bargaining Agreements [p. 73]		
	EM-MM-310a.2	Number and duration of strikes and lockouts	Number, Days			
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety and emergency response training for (a) full-time employees and (b) contract employees	Rate	Health and Safety [p. 24]; Safety Performance [p. 68]; Safety Training [p. 69]; Our Workforce [p. 75]; Employees [p. 76]		



SASB METALS & MINING SUSTAINABILITY

ACCOUNTING STANDARD INDEX

Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	Governance and Transparency (Eliminating Bribery and Corruption) [p. 22]		
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tons (t) saleable			None of Eldorado's sites are located in countries that have the 20 lowest rankings in Transparency International's 2024 Corruption Perception Index.
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Various	Tailings Management (Tailings and Waste Management) [p. 46]		
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	N/A	Tailings Management [p. 44]		
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	Emergency Preparedness [p. 27]; Tailings Management [p. 44]		



SASB METALS & MINING SUSTAINABILITY

ACCOUNTING STANDARD INDEX

TABLE 2: ACTIVITY METRICS

Activity Metric	Code	Unit of Measure	Relevant Disclosures in Eldorado's 2024 Sustainability Report	Other Supporting Disclosures and Documents
Production of (1) metal ores and (2) finished metal products	EM-MM-000.A	Metric tons (t) saleable	About Us [p. 7]; Where We Operate [p. 9]	See also Eldorado's latest Management Discussion & Analysis .
Total number of employees, percentage contractors	EM-MM-000.B	Number, Percentage (%)	Local Employment and Procurement [p. 39]; Our Workforce [p. 75]	



UN GUIDING PRINCIPLES REPORTING FRAMEWORK INDEX

Eldorado seeks to report in alignment with the UNGP Reporting Framework and this index is to be used only as a quick reference for the period January 1, 2024 to December 31, 2024. This index does not intend to certify completeness of disclosures, nor full compliance with the minimum requirements for applying the UNGP Reporting Framework.

Section of the Framework	Relevant Documents and Disclosures
<p>Policy Commitment</p> <p>A1 – What does the company say publicly about its commitment to respect human rights?</p> <p>A1.1 – How has the public commitment been developed?</p> <p>A1.2 – Whose human rights does the public commitment address?</p> <p>A1.3 – How is the public commitment disseminated?</p>	<p>Code of Ethics and Business Conduct; Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 12-17, 21-22, 31, 34, 39, 61-66]</p> <p>Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 13-15, 31, 34, 39, 61-66]</p> <p>Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 31, 34, 36, 39, 61-66]</p> <p>Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 14-15, 21-22, 31, 34, 36, 39, 61-66]</p>
<p>Embedding Respect for Human Rights</p> <p>A2 – How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?</p> <p>A2.1 – How is day-to-day responsibility for human rights performance organized within the company, and why?</p> <p>A2.2 – What kinds of human rights issues are discussed by senior management and by the Board, and why?</p> <p>A2.3 – How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?</p> <p>A2.4 – How does the company make clear in its business relationships the importance it places on respect for human rights?</p> <p>A2.5 – What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?</p>	<p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 13-15, 17, 21-22, 31, 34, 36, 39, 61-66]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 21-22, 31, 34, 61-66]</p> <p>2024 Sustainability Report [p. 21-22, 31, 39, 61-66]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 13-15, 22, 31, 36, 39, 61-66]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2024 Sustainability Report [p. 13-15, 31, 36, 39, 61-66]</p> <p>2024 Sustainability Report [p. 31, 36, 61-66]</p>
<p>Statement of Salient Issues</p> <p>B1 – State the salient human rights issues associated with the company’s activities and business relationships during the reporting period.</p>	<p>Human Rights Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 31, 36, 61-66]</p>
<p>Determination of Salient Issues</p> <p>B2 – Describe how the salient human rights issues were determined, including any input from stakeholders.</p>	<p>2024 Sustainability Report [p. 13-15, 31, 36, 61-66, 74]; and Social Performance Policy</p>



UN GUIDING PRINCIPLES REPORTING FRAMEWORK INDEX

Section of the Framework	Relevant Documents and Disclosures
Geographical Focus [if any] B3 – If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Eldorado’s approach and reporting on human rights apply to all geographies.
Additional Severe Impacts [if any] B4 – Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	Eldorado did not identify any severe impacts on human rights during 2024.
Specific Policies C1 – Does the company have any specific policies that address its salient human rights issues and, if so, what are they? C1.1 – How does the company make clear the relevance and significance of such policies to those who need to implement them?	Human Rights Policy; Respectful Workplace Policy; and Social Performance Policy Human Rights Policy; Respectful Workplace Policy; and Social Performance Policy; and 2024 Sustainability Report [p. 13-15, 22, 31, 36, 39, 61-66]
Stakeholder Engagement C2 – What is the company’s approach to engagement with stakeholders in relation to each salient human rights issue? C2.1 – How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so? C2.2 – During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why? C2.3 – During the reporting period, how have the views of stakeholders influenced the company’s understanding of each salient issue and/or its approach to addressing it?	2024 Sustainability Report [p. 13-15, 22, 31, 36, 39, 61-66]; Human Rights Policy; Social Performance Policy; and Respectful Workplace Policy 2024 Sustainability Report [p. 13-15, 31, 36, 39, 61-66, 74]; Human Rights Policy; and Social Performance Policy 2024 Sustainability Report [p. 13-15, 22, 31, 36, 39, 61-66] 2024 Sustainability Report [p. 13-15, 31, 36, 61-66]
Assessing Impacts C3 – How does the company identify any changes in the nature of each salient human rights issue over time? C3.1 – During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they? C3.2 – During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	Human Rights Policy; 2024 Sustainability Report [p. 13-15, 31, 36, 61-66, 74] Eldorado does not report this information. Eldorado did not identify severe impacts on human rights during 2024.



UN GUIDING PRINCIPLES REPORTING FRAMEWORK INDEX

Section of the Framework	Relevant Documents and Disclosures
<p>Integrating Findings and Taking Action</p> <p>C4 – How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?</p> <p>C4.1 – How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?</p> <p>C4.2 – When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?</p> <p>C4.3 – During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?</p>	<p>Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 13-15, 31, 36, 61-66, 74]</p> <p>Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 13-15, 31, 36, 61-66]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 13-15, 31, 36, 61-66]</p> <p>2024 Sustainability Report [p. 13-15, 22, 31, 36, 39, 61-66]</p>
<p>Tracking Performance</p> <p>C5 – How does the company know if its efforts to address each salient human rights issue are effective in practice?</p> <p>C5.1 – What specific examples from the reporting period illustrate if each salient issue is being managed effectively?</p>	<p>2024 Sustainability Report [p. 13-15, 31, 36, 61-66]</p> <p>2024 Sustainability Report [p. 13-15, 31, 36, 61-66]</p>
<p>Remediation</p> <p>C6 – How does the company enable effective remedy if people are harmed by its actions or decisions in relation to the salient human rights issues?</p> <p>C6.1 – Through what means can the company receive complaints or concerns related to each salient issue?</p> <p>C6.2 – How does the company know if people feel able and empowered to raise complaints or concerns?</p> <p>C6.3 – How does the company process complaints and assess the effectiveness of outcomes?</p> <p>C6.4 – During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?</p> <p>C6.5 – During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?</p>	<p>Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 13-15, 31, 36, 61-66]</p> <p>Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2024 Sustainability Report [p. 22, 36, 64]</p> <p>2024 Sustainability Report [p. 13-15, 22, 31, 36, 39, 61-66]</p> <p>2024 Sustainability Report [p. 13-15, 31, 36, 61-66]</p> <p>Eldorado does not report this information.</p> <p>Eldorado does not report this information.</p>



CAUTIONARY NOTES

CAUTIONARY NOTES REGARDING FORWARD-LOOKING INFORMATION AND RISKS

Certain of the statements made and information provided in this Report are forward-looking statements or information within the meaning of the United States Private Securities Litigation Reform Act of 1995 and applicable Canadian securities laws. Often, these forward-looking statements and forward-looking information can be identified by the use of words such as “anticipates”, “believes”, “continues”, “commitment”, “estimates”, “expects”, “forecasts”, “foresees”, “future”, “goal”, “guidance”, “intends”, “opportunity”, “outlook”, “plans”, “potential”, “projects”, “prospective”, “scheduled”, “strives”, or “targets” or the negatives thereof or variations of such words and phrases or statements that certain actions, events, or results “can”, “could”, “likely”, “may”, “might”, “will”, or “would” be taken, occur, or be achieved.

Forward-looking statements or information contained in this Report include, but are not limited to, statements or information with respect to: our overall sustainability strategy and commitment to responsible mining; our sustainability pledge, framework and approach as well as our overall corporate strategy; commitments reflected in SIMS; our health and safety priorities and 2025 initiatives including our focus on strengthening our safety culture; local staff and local supplier priorities; our commitment to investing in workforce safety training and to enhance safety performance indicators; our GHG mitigation target and how we measure against it; plans to launch version 3 of SIMS; plans to build on our climate change strategy and emissions mitigation pathway; our three year SIMS compliance verification cycle; stakeholder engagement strategy; our three year cycle for materiality assessments and plans to bring our materiality approach in line with CSRD; 2025 sustainability targets; our intentions with respect to inclusive diversity, to supporting gender diversity and fostering employment opportunities for women in mining; our expectation for future training and development including the implementation of a LMS system; expected GHG mitigations from the use of electric haul trucks at Lamaque; our intentions to obtain free, prior and informed consent from Indigenous peoples before proceeding with

development; areas of focus in our Community Investment Guidance; implementation of an energy and carbon management system; the potential for GHG emissions to increase as new mines come into operation and specifically, our expectations with respect to the Skouries project and its impact on our gross operational direct and Scope 2 emissions profile; investigation of opportunities to use energy more efficiently; our intention to report on Scope 3 emissions for 2023 and 2024 and the timing thereof; our commitments with respect to tailings management; plans to conduct IRTB biennial reviews of our tailings management facilities; our activities and intentions and benefits with respect to heap leach management; mineral waste, water and air management practices; biodiversity and reclamation practices; expectations with respect to a TPRM procedure; intentions to conduct human rights and security assessments at our sites in 2025; risk factors affecting our business; our expectation as to our future financial and operating performance; and our strategy, plans and goals, including our proposed exploration, development, construction, permitting, financing and operating potential plans and priorities and related timelines and schedules.

Forward-looking statements and forward-looking information by their nature are based on a number of assumptions that management considers reasonable. However, if such assumptions prove to be inaccurate, then actual results, activities, performance, or achievements may be materially different from those described in the forward-looking statements or information. These include assumptions concerning: timing, cost and results of our construction and development activities, improvements, and exploration; the future price of gold and other commodities; exchange rates; anticipated values, costs, expenses, and working capital requirements; production and metallurgical recoveries; Mineral Reserves and Mineral Resources; our ability to unlock the potential of our brownfield property portfolio; our ability to address the negative impacts of climate change and adverse weather; consistency of agglomeration and our ability to optimize it in the future; the cost of, and extent to which we use, essential consumables; the impact and effectiveness of productivity initiatives; the time and cost necessary for anticipated overhauls of equipment; expected by-product grades; the use, impact, or effectiveness of growth capital; the impact of

acquisitions, dispositions, suspensions, or delays on our business; the sustaining capital required for various projects; and the geopolitical, economic, permitting, and legal climate that we operate in.

In addition, except where otherwise stated, Eldorado has assumed a continuation of existing business operations on substantially the same basis as exists at the time of this AIF. Even though we believe that the assumptions and expectations represented by such statements or information are reasonable, there can be no assurance that the forward-looking statements or information will prove to be accurate. Many assumptions may be difficult to predict and are beyond our control.

Furthermore, should one or more of the risks, uncertainties and other factors materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those described in the forward-looking statements or information. Generally, these risks, uncertainties, and other factors include, among others: development risks at Skouries and other development projects; risks relating to our operations in foreign jurisdictions; risks related to production and processing; our ability to secure supplies of power and water at a reasonable cost; prices of commodities and consumables; our reliance on significant amounts of critical equipment; our reliance on infrastructure, commodities and consumables; inflation risk; community relations and social license; environmental matters; geotechnical and hydrogeological conditions or failures; waste disposal; mineral tenure; permits; non-governmental organizations; reputational issues; climate change; change of control; actions of activist shareholders; estimation of Mineral Reserves and Mineral Resources; regulatory reviews and different standards used to prepare and report Mineral Reserves and Mineral Resources; risks relating to any pandemic, epidemic, endemic, or similar public health threats; regulated substances; acquisitions, including integration risks; dispositions; co-ownership of our properties; investment portfolio; volatility, volume fluctuations, and dilution risk in respect of our shares; competition; reliance on a limited number of smelters and off-takers; information and operational technology systems; liquidity and financing risks; indebtedness (including current and future operating restrictions, implications of a change of control,



CAUTIONARY NOTES

ability to meet debt service obligations, the implications of defaulting on obligations and changes in credit ratings); total cash costs per ounce and AISC (particularly in relation to the market price of gold and the Company's profitability); currency risk; interest rate risk; credit risk; tax matters; financial reporting (including relating to the carrying value of our assets and changes in reporting standards); the global economic environment; labour (including in relation to employee/union relations, the Greek transformation, employee misconduct, key personnel, skilled workforce, expatriates, and contractors); commodity price risk; default on obligations; current and future operating restrictions; reclamation and long-term obligations; credit ratings; change in reporting standards; the unavailability of insurance; Sarbanes-Oxley Act, applicable securities laws, and stock exchange rules; risks relating to environmental, sustainability, and governance practices and performance; corruption, bribery, and sanctions; employee misconduct; litigation and contracts; conflicts of interest; compliance with privacy legislation; dividends; and tariffs and other trade barriers. The reader is directed to carefully review the detailed risk discussion in our MD&A and our most recent Annual Information Form & Form 40-F filed on SEDAR+ and EDGAR under our Company name, including the risk entitled "Climate Change", for a fuller understanding of the risks and uncertainties that affect our business and operations.

The inclusion of forward-looking statements and information is designed to help you understand management's current views of our near and longer-term prospects, and it may not be appropriate for other purposes. There can be no assurance that forward-looking statements or information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, you should not place undue reliance on the forward-looking statements or information contained herein.

Except as required by law, we do not expect to update forward-looking statements and information continually as conditions change and you are referred to the full discussion of the Company's business contained in the Company's reports filed with the securities regulatory authorities in Canada and the United States.

MEASUREMENT OF MITIGATION PATHWAY AND TARGET

Our GHG Emissions Mitigation Pathway and progress measured toward achievement of our GHG emissions mitigation target include electricity grid decarbonization in our operational jurisdictions, reduced energy consumption at Stratoni as it transitioned to care and maintenance after 2020, and a "business-as-usual" base case for each project implemented that assumes our projected future emissions without application of mitigations. Skouries is not included in our GHG emissions mitigation target and GHG Emissions Mitigation Pathway. Where appropriate and possible due to scale, the methodology elaborated in the GHG Project Accounting Standard was applied to certain identified projects comprising our GHG emissions mitigation target. Our GHG emissions mitigations target is distinct from our corporate Scope 1 and Scope 2 GHG emissions measured on an absolute basis and may not be indicative of our current or future emissions.

The realized value of GHG emissions mitigations implemented may vary from this reporting period through to our target date of 2030, as projects evolve and grid electricity GHG emissions factors are expected to influence calculated GHG emissions for both mitigations implemented and their relevant "business-as-usual" base cases. Publicly available national electricity grid emissions factors are published on at least a two-year delay for our operational jurisdictions, with the latest available being for 2022. Realized GHG emissions mitigations are

directly dependent on continually changing grid electricity emissions intensities. Material changes to electricity grid emissions factors in subsequent years may be expected and may trigger restatement of our published 2023 GHG emissions and mitigations, in accordance with the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#). We acknowledge that opportunities in renewables and other low-carbon energy supplies expected to materialize in future years will play a significant role in our target achievement pathway, yet recognize that as the emissions intensities of our electricity supplied decrease, the GHG emissions mitigation benefits of some of our initiatives may also decrease.

CAUTIONARY NOTE REGARDING SCIENTIFIC AND TECHNICAL INFORMATION

There are differences between the standards and terms used for reporting mineral reserves and resources in Canada, and in the United States pursuant to the United States Securities and Exchange Commission's (the "SEC") Industry Guide 7. The terms mineral resource, measured mineral resource, indicated mineral resource and inferred mineral resource are defined by the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) and the CIM Definition Standards on Mineral Resources and Mineral Reserves adopted by the CIM Council, and must be disclosed according to Canadian securities regulations.

These standards differ from the requirements of the SEC applicable to domestic United States reporting companies. Accordingly, information contained in this Report with respect to mineral deposits may not be comparable to similar information made public by United States companies subject to the SEC's reporting and disclosure requirements.



CAUTIONARY NOTES

This Report contains disclosure of Proven and Probable Gold Mineral Reserve estimates for the Company as a whole and for each of its material properties. The Mineral Reserve estimates are as at September 30, 2024 and are comprised of the following:

Project	Proven Mineral Reserves			Probable Mineral Reserves			Total Proven and Probable		
	Tonnes (x1000)	Au g/t	Contained Au Ounces (x1000)	Tonnes (x1000)	Au g/t	Contained Au Ounces (x1000)	Tonnes (x1000)	Au g/t	Contained Au Ounces (x1000)
Efemçukuru	985	5.13	162	3,436	4.67	515	4,421	4.77	678
Kışladağ	151,878	0.68	3,296	15,688	0.52	263	167,566	0.66	3,559
Lamaque Complex	1,360	5.72	250	4,617	6.92	1,027	5,977	6.65	1,277
Olympias	3,411	7.90	868	5,930	4.70	903	9,341	5.89	1,770
Skouries	73,101	0.87	2,053	74,015	0.66	1,527	147,116	0.77	3,630
Total Gold	230,735	0.89	6,629	103,686	1.29	4,284	334,421	1.02	10,914

Simon Hille, FAusIMM, our Executive Vice President, Technical Services & Operations, is the “Qualified Person” under National Instrument 43-101 – Standards of Disclosure for Mineral Projects (“NI 43-101”) responsible for preparing or supervising the preparation of, or approving the scientific or technical information contained in this Report for all our properties except Quebec. With respect to our properties in Quebec, Jessy Thelland, géo (OGQ No. 758) a member in good standing of the Ordre des Géologues du Québec, is the qualified person as defined in NI 43-101 responsible for, and has verified and approved, the scientific and technical disclosure contained in this Report. Simon Hille and Jessy Thelland are employees of the Company.

For a summary of the material scientific and technical information regarding our material mineral properties described in this Report, readers should refer to the following technical reports, each of which is available under our name on SEDAR+ and EDGAR:

- Technical Report titled “Technical Report, Kışladağ Gold Mine, Turkey” with an effective date of January 17, 2020.
- Technical Report titled “Technical Report, Efemçukuru Gold Mine, Türkiye” with an effective date of December 31, 2023.
- Technical Report titled “Technical Report, Olympias Mine, Greece” with an effective date of December 31, 2023.
- Technical Report titled “Technical Report, Skouries Project, Greece” with an effective date of January 22, 2022.
- Amended Technical Report titled “Technical Report, Lamaque Project, Québec, Canada” with an effective date of December 31, 2024.



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