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## ELDORADO GOLD CORPORATION

### CANDIDATE PRIVACY NOTICE – CANADA

Last Update: September 2024

The Eldorado Gold Corporation (“**Eldorado Gold**”) takes your privacy seriously. We are committed to protecting the Personal Data (as defined below) provided to us. We comply with applicable privacy laws in Canada and generally in the countries where we operate. Personal Data is processed in Canada primarily by the Eldorado Gold business established in the province or territory where the role you are applying for is based.

This Candidate Privacy Notice applies to the Personal Data collected from you as an individual seeking to be employed by an Eldorado Gold Canadian entity. This Notice will apply when you use our website or third-party platforms to provide us with your Personal Data for the purposes of applying to work at Eldorado Gold.

#### What Personal Data does Eldorado Gold process about you and why?

“**Personal Data**” means data about an identifiable or identified natural person. Eldorado Gold will limit the collection of Personal Data to that which is required/permitted in your jurisdiction of residence in connection with your application for employment. As required by law, Eldorado Gold will obtain your consent for the collection, use or disclosure of your Personal Data.

Eldorado Gold may collect the following Personal Data from you, subject to applicable law:

- 1. Personal Details:** such as your name (first name, surname, preferred name), your email address and telephone number, and (if the position requires in person attendance at one of our corporate offices or sites), where you currently reside. We may also ask you what pronouns you prefer to be addressed by.
- 2. Recruitment/Selection Data:** such as any Personal Data contained in your CV, resumes and application forms (including the title, date and granting institution of your degree(s) or diploma(s), details on previous positions held (including your title, organization name and dates), references, record of interview or interview notes, and selection and verification documentation.
- 3. Survey Data:** such as Data relating to surveys with regards to job/interview/recruitment process satisfaction (such as position, superior, work atmosphere, company) including results of psychometrics tests, where applicable.
- 4. Background Check Data:** such as the results of credit and criminal background checks (only where permitted/required under local law in relation to recruitment for specific roles due to a bona fide job requirement).

We require certain Personal Data for assessing your candidature and as part of the pre-hiring process (e.g., Personal Details, Recruitment/Selection Data and Background Data). If you refuse to provide such data, we may not be able to process your application. Other Personal Data we request is not required as part of this process and you may refuse to provide it to us without forfeiting your application for employment (e.g., survey data).

If we extend a conditional offer of employment to you, (and in certain circumstances, prior to extending the conditional offer of employment), we may collect details of your prior remuneration and benefits (as permitted by applicable laws). In extending an offer of employment to you, we will be providing you with proposed compensation information, including details of your salary, benefits package, short and long-term incentives, and benefits. If you accept the conditional offer of employment, this information will also form part of the Personal Data we collect and use.

### Who might Eldorado Gold Share your Personal Data with?

Eldorado Gold may disclose your Personal Data with the following entities during the recruitment/ pre-hire processes:

- **Companies of the Eldorado Gold group.** We routinely share your Personal Data with members of the Eldorado Gold group where required to run global processes, carry out group-wide reporting, or make decisions about hires or promotions.
- **Third-Party suppliers.** We use a number of third-party suppliers to help us provide business services. These third-parties may have access to or merely host your Personal Data, but will always do so under our instruction and subject to a contractual relationship.
- **Regulators & Government agencies (for example, Tax or Social Security Authorities).** We might be required to share your Data in response to orders or requests from judicial courts, regulators, government agencies, or parties to a legal proceeding or public authorities; or to comply with regulatory requirements; or as part of a dialogue with a regulator.
- Any other entity or individual as permitted by applicable laws.

Some third-parties to whom we may provide Personal Data, for instance background checking providers (in jurisdictions where this is permitted under applicable law), are data controllers in their own right, and you should refer to their own privacy notices and policies in respect of how they use your Personal Data. We will inform you of these cases upon request.

### Transfers of your Personal Data

The global nature of our business means that your Personal Data may be transferred to members of the Eldorado Gold group outside the territory in which you work/are applying to work, including outside of British Columbia and/or Quebec as the case may be. Personal Data may also be processed by third-party service providers acting on Eldorado Gold's behalf. Certain suppliers and service providers may also have personnel or systems located outside the territory in which you work/are applying to work.

If you are located in the province of Quebec, some jurisdictions we transfer Personal Data to may not have the same or substantially similar legislation and therefore your Personal Data may not have the same level of protection as it does in Quebec.

Prior to transferring Personal Data outside of the jurisdiction where it was collected, we take certain measures to ensure it is protected, including by entering into contractual agreements with service

providers or affiliates outlining the security measures to be taken to ensure Personal Data is processed securely. Eldorado Gold is part of an international group of companies that has an intra-group data transfer agreement in place which regulates cross-border transfers of your Personal Data within it.

### **How long does Eldorado Gold keep your Personal Data?**

If you accept an offer of employment with Eldorado Gold, any relevant Personal Data collected during your candidacy period will become part of your employee personnel record and will be retained in accordance with the Employee Privacy Policy applicable to Eldorado Gold employees.

Eldorado Gold retains your Personal Data only for as long as necessary to fulfill the purposes under this Privacy Notice for which the Personal Data was collected and for a period thereafter as legally required or permitted by applicable law (including, for the purpose of meeting any legal, accounting or other reporting and regulatory requirements or obligations).

In the case your candidacy is not retained, we use your Personal Data to assess your suitability for other appropriate positions and contact you regarding these positions.

### **How does Eldorado Gold keep your Personal Data Secure?**

Eldorado Gold is committed to protecting the security of your Personal Data. Eldorado Gold uses a variety of security technologies and procedures to help protect your Personal Data from unauthorized access, use, modification or disclosure to an appropriate level depending upon the sensitivity of the Personal Data, including:

- physical measures, such as locked premises;
- technological measures, such as firewalls; and
- organizational measures.

### **Right of Access and Correction of Personal Data**

Eldorado Gold uses reasonable efforts to ensure the accuracy and completeness of the Personal Data entrusted to us. You have the right to request access to and correction of the Personal Data we may hold about you. You may do so by contacting us in writing at [privacyoffice@eldoradogold.com](mailto:privacyoffice@eldoradogold.com). If your candidacy is retained and you become an Eldorado Gold employee, you may contact your local Human Resources Department.

### **Consent for Use of Personal Data**

By submitting your Personal Data to Eldorado Gold, you acknowledge that you have consented to the collection, use and disclosure practices set out in this Notice.

Your consent is valid for as long as necessary to achieve the specified purposes. If we wish to use or disclose your Personal Data for any other purpose, we will ask for your consent, except as permitted by law.

You may withdraw your consent to the use, disclosure and retention of your Personal Data. However, this may limit Eldorado Gold's ability to process your application for employment.

## Questions or Complaints about the Use of Personal Data

In British Columbia, the Chief Compliance Officer is responsible for the protection of Personal Data held by Eldorado Gold. You may contact the Chief Compliance Officer securely and confidentially at any time if you have general concerns about the processing of your Personal Data, or any data protection issue. You may contact the Chief Compliance Officer in the following way:

Chief Compliance Officer  
11<sup>th</sup> Floor, 550 Burrard Street  
Vancouver, BC  
V6C 2B5

In Quebec, the Chief Compliance Officer is responsible for the protection of Personal Data held by Eldorado Gold. You may contact the Chief Compliance Officer in the following way:

Chief Compliance Officer Eldorado Gold Québec  
300 3e Avenue Est  
Val-d'Or QC  
J9P OJ6 Canada

You can also email: [privacyoffice@eldoradogold.com](mailto:privacyoffice@eldoradogold.com)

## Contacting your Supervisory Authority

If you are dissatisfied with Eldorado Gold's handling of any privacy complaints, you have the right to lodge a complaint with your respective supervisory authority.

### Quebec

Quebec Suite 2.36 525 René-Lévesque Blvd. East  
Quebec City, Quebec  
G1R 5S9 Telephone: 418 528-7741  
**Fax:** 418-529-3102  
**Toll Free:** 1-888-528-7741  
**Email:** renseignements@cai.gouv.qc.ca

### British Columbia

Office of the Information and Privacy Commissioner for British Columbia  
PO Box 9038 Stn. Prov. Govt.  
Victoria B.C. V8W 9A4  
**Telephone:** (250) 387-5629  
**Email:** info@oipc.bc.ca

## Changes to this Privacy Policy

We reserve the right to update this Notice at any time. We encourage you to check back periodically.