

2025 Responsible Gold Mining Principles Report



About Eldorado Gold

Eldorado Gold Corporation (“Eldorado”, “we”, “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 with assets 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. For more information, please visit our website at <https://www.eldoradogold.com>.

About This Report

This report summarizes and provides independent assurance over Eldorado's statement of conformance with the Responsible Gold Mining Principles (RGMPs) across its four operating gold mines as of November 20, 2025. An Independent Limited Assurance Statement is available at the end of this report.

RGMP IMPLEMENTATION AND REPORTING BOUNDARIES

Eldorado's boundary for implementing the RGMPs includes all operating gold mines as of the date of this report:

- The Lamaque Complex in Québec, Canada
- Olympias in Halkidiki Peninsula, Greece
- Kışladağ in Uşak Province, Türkiye
- Efemçukuru in Izmir Province, Türkiye

Eldorado's non-gold producing assets, exploration or other development stage projects were excluded from the assessment as these sites do not produce gold or gold-bearing materials.

Our Commitment to Implementing the RGMPs

As a member of the World Gold Council (WGC), we are committed to implementing the RGMPs in full. We took our first step towards implementing the RGMPs in 2019. Since then, Eldorado published its Year One, Year Two and Year Three RGMP Reports, providing independent assurance that Year One, Year Two and Year Three requirements have been achieved at the Corporate level and at all of our operating gold mines. We continue to conduct self-assessments, internal Compliance Verifications and external audits at our operating gold mines in accordance with our Sustainability Integrated Management System (SIMS) and are proud to maintain and provide assurance of full conformance with the RGMPs.

Eldorado's EVP, Technical Services & Operations, is responsible for overseeing the Company's commitments to the RGMPs, and ultimately, accountability for full conformance rests with the Chief Executive Officer (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 Eldorado's 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.

Eldorado's SIMS is the principal mechanism by which actions toward full conformance with the RGMPs are managed and administered. 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. 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 internal SIMS Compliance Verifications at the Olympias in 2023, Kışladağ and Efemçukuru in 2024, and Lamaque Complex in 2025. This process was integrated with an external limited assurance on RGMPs, which involved a team of external auditors that independently verified self-assessed conformance with the RGMP requirements. Site visits to assure each site are planned on a 3 to 5 year cycle, as required by the RGMPs.

Table 1: Summary of RGMP Conformance

Responsible Gold Mining Principles	Lamaque Complex	Olympias	Kışladağ	Efemçukuru
Principle 1 – Ethical conduct: we will conduct our businesses with integrity, including absolute opposition to corruption	●	●	●	●
Principle 2 – Understanding our impacts: we will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realise opportunities and provide remedy where needed	●	●	●	●
Principle 3 – Supply chain: we will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us	●	●	●	●
Principle 4 – Safety and health: we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions	●	●	●	●
Principle 5 – Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact	●	●	●	●
Principle 6 – Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices	●	●	●	●
Principle 7 – Working with communities: we will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect	●	●	●	●
Principle 8 – Environmental stewardship: we will ensure that environmental responsibility is at the core of how we work	●	●	●	●
Principle 9 – Biodiversity, land use and mine closure: we will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure	●	●	●	●
Principle 10 – Water, energy and climate change: we will improve the efficiency of our use of water and energy, recognizing that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate	●	●	●	●

● In conformance



Independent practitioner's limited assurance report on Eldorado Gold Corporation's Conformance Statement

To the Directors of Eldorado Gold Corporation

We have conducted a limited assurance engagement on Eldorado Gold Corporation's (Eldorado) conformance with the Responsible Gold Mining Principles (RGMPs) presented in Table 1 of its RGMP Report (the Conformance Statement), presented on pages 3 to 6 of its RGMP Report, as at November 20, 2025.

Responsibilities for the Conformance Statement

Management of Eldorado is responsible for:

- the preparation of the Conformance Statement in accordance with the RGMPs as prescribed by the World Gold Council (the WGC), applied as explained in the RGMP Report (together, the applicable criteria);
- designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the Conformance Statement, in accordance with the RGMPs as prescribed by the WGC, that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Inherent limitations in preparing the Conformance Statement

Non-financial information is subject to more limitations than financial information, given both the nature and the methods used for determining, calculating, sampling or estimating such information. Qualitative interpretations of relevance, materiality and the accuracy of information are subject to individual assumptions and judgments.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standard Board for Accountants (IESBA Code) and of the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.



Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Conformance Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Conformance Statement.

We conducted our limited assurance engagement in accordance with Canadian Standard on Assurance Engagements (CSAE) 3000, *Attestation Engagements Other Than Audits or Reviews of Historical Financial Information* (CSAE 3000) and International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board.

As part of a limited assurance engagement in accordance with CSAE 3000 and ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- determine the suitability in the circumstances of Eldorado's use of the applicable criteria as the basis for the preparation of the Conformance Statement;
- perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of Eldorado's internal control; and
- design and perform procedures responsive to where material misstatements are likely to arise in the Conformance Statement. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Conformance Statement. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgment, including the identification of where material misstatements are likely to arise in the Conformance Statement, whether due to fraud or error.



In conducting our limited assurance engagement, we:

- obtained an understanding of Eldorado's reporting processes relevant to the preparation of its Conformance Statement;
- evaluated whether all information identified by the process to identify the information reported in the Conformance Statement is included in the Conformance Statement;
- performed inquiries of relevant personnel and analytical procedures on selected information in the Conformance Statement; and
- performed substantive assurance procedures on selected information in the Conformance Statement.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Conformance Statement as at November 20, 2025 is not prepared, in all material respects, in accordance with the applicable criteria applied as explained in the RGMP Report.

Restriction on use

Our report has been prepared solely for the directors of Eldorado for reporting its conformance against the applicable criteria. The Conformance Statement therefore may not be suitable, and is not to be used, for any other purpose. Our report is intended solely for Eldorado.

We neither assume nor accept any responsibility or liability to any third party in respect of this report.

/s/PricewaterhouseCoopers LLP

Chartered Professional Accountants

Vancouver, British Columbia
November 20, 2025