

# ENVIRONMENTAL POLICY



**Eldorado Gold Corporation (“Eldorado”) is committed to incorporating sustainability from the ground up, as articulated in our Sustainability Framework. To ensure a healthy environment, now and for the future, we will seek to prevent, minimize and mitigate our impact on the environment at every stage of our business, from exploration to closure and pursue environmental improvements and benefits through application of industry-leading practices and technology, where reasonably possible.**

## Purpose

The purpose of this policy is to articulate Eldorado’s environmental commitments; the Company’s expectations of our employees and contractors; and our commitment to engaging with stakeholders affected by our operations, in support of our Sustainability Framework.

## Scope

Our Environmental Policy and management approach has been informed by the following international frameworks:

- The International Cyanide Management Code
- The Mining Association of Canada’s Towards Sustainable Mining Guiding Principles, Frameworks, Protocols and associated guidance
- World Gold Council Responsible Gold Mining Principles, and
- United Nations Global Compact Principles.

This policy guides us in integrating environmental considerations in all stages of the mining lifecycle. Our Sustainability Integrated Management System (“SIMS”) establishes company-wide sustainability requirements aligned with these international frameworks to ensure consistent application and adherence across all operations. All employees and contractors are expected to adhere to this Environmental Policy and associated requirements in SIMS.

## Environmental Management

Eldorado is committed to:

1. Seeking to explore, plan, design, construct, operate and close facilities in a manner that mitigates their overall environmental impact, considering industry-leading practices and technologies/techniques, and consistent with our climate change strategy and targets.
2. Complying with all applicable environmental legal, regulatory requirements in the countries where we operate, as well as internal standards (SIMS).
3. Engaging with our stakeholders to understand and consider their interests, concerns, priorities, and traditional knowledge (where available) related to the environment and our management practices and performance.
4. Identifying and assessing the environmental risks and impacts of our projects and operations, including routine and non-routine activities, and integrating these considerations into our planning and operational decision-making processes to avoid where possible, and minimize those risks and impacts.
5. Establishing and tracking progress towards environmental objectives and targets to deliver continuous improvement. Monitor performance through a site-level environmental monitoring program.

6. Developing and progressively updating environmental management plans that define controls and describe operational control measures to avoid impacts, support compliance with regulatory standards, and adopt industry-leading practices.
7. Providing environmental training, equipment and systems to our employees to advance their knowledge and competency. We will provide resources necessary to identify and avoid potential environmental impacts and meet our environmental commitments.
8. Conducting annual assessments of environmental management systems and performance, including tailings management, to evaluate effectiveness and support continuous improvement. Integrating environmental considerations into engineering design of closure plans to provide physical, biological, and chemical long-term stability and social transition to the post-closure phase of the mining lifecycle. Closure plans will be regularly reviewed to encourage concurrent reclamation where practicable, and provide adequate financial resources to achieve closure and post-closure commitments.

## Environmental Stewardship

Through our management system and practices at our projects and operations, Eldorado is committed to:

9. Managing tailings facilities responsibly throughout their lifecycle from design and construction to closure and post-closure, in a way that maintains geotechnical stability, and protects public health and safety. We comply with applicable regulations and align with industry-leading practices.
10. Developing and implementing a corporate climate change strategy that identifies, assesses and manages climate-related risks and opportunities to the business, establishes energy-use and greenhouse gas (GHG) emission targets, explores low-carbon technology solutions and renewables, minimizes energy use, optimizes energy efficiency, and enhances the resilience of our operations and nearby communities to climate change impacts.
11. Safely and responsibly managing cyanide and other hazardous materials to protect human health and the environment during transportation, storage, use, and disposal.
12. Minimizing and responsibly managing our waste materials, while promoting recovery and recycling practices.
13. Stewardship of our water supply and discharge to minimize unnecessary water use.
14. Contributing positively to biodiversity through land use planning and management practices that avoid, minimize and mitigate impacts, while enhancing biodiversity where practicable.
15. Eldorado will not explore or mine in World Heritage Areas and will comply with requirements of other legally designated protected areas.